



What **IF...**

Workforce & Leadership **CONFERENCE**

JULY 11 & 12, 2019 | Meridian Center, 1420 E Broadway Ct, Newton

LeadingAge[™]
Kansas

Introduction

Workforce continues to be one of the most pressing issues in aging services. Recruiting and retaining a competent, abundant, stable and diverse workforce to serve aging Kansans has become a major challenge. This conference has been developed to connect you with tools, information and inspiration to help in your everyday work life. There will be practical information as well as a leadership focus which is the foundation of retaining a committed workforce. We look forward to having you join us!

Attention Center for Leadership Alumni - We are planning a breakfast especially for you at 7:30 AM on the 12th to reconnect, participate in a new exercise and have fun!

July 17th GENERAL WORKFORCE

8 AM KEYNOTE SPEAKER – STAYING POWER: WHY YOUR EMPLOYEES LEAVE & HOW TO KEEP THEM LONGER 2.0 A/SHRM

Leah Brown, Crescendo Strategies

While some of today's workforce is made up of deep-rooted, dependable staff, a larger number of positions are now a revolving door of employee turnover. Workforce thought leaders from Crescendo Strategies will share insight on why staffing is so challenging today and additional ways to gain greater staffing stability. Join us to learn how to slow the revolving door, more effectively manage the impending shorter-term workforce, and maximize the time you have with each employee.

10 AM BREAKOUT SESSIONS

FOSTERING A CULTURE OF TEAM ENGAGEMENT THROUGH IMPROVED ONBOARDING PRACTICES 1.0 A/SHRM

Jenna Kellerman, LeadingAge MN Foundation

This session demonstrates the Onboarding Toolkit, a free adaptable resource that provides more than 50 different activities, discussion guides, PowerPoint presentations with speakers' notes, organizational assessments, and more, to develop a custom onboarding experience for staff. The toolkit was developed using quality improvement and performance excellence principles, with the goal of increasing retention through engagement. The tools five core principles include:

- Welcoming a Team Member to the Organization
- Introduction to the Organization's Culture
- Leveraging an Organization's Mission, Vision, and Values
- Career Pathways and Role Specific Challenges
- Teamwork and Building Relationships in the Workplace

PBJ, CMS AND DOL – HOW DO YOU MEET THESE EXPECTATIONS? 1.0 A/SHRM

Suzy Harvey, RN-BC, RAC-CT, BKD

Payroll-Based Journaling reporting does not line up with the Department of Labor break expectations and it has become a big problem for long-term care providers across the country. Learn how to meet the intent of both expectations with this timely presentation.

RAPID FIRE, 25 WAYS TO REDUCE EMPLOYEE TURNOVER 1.0 A/SHRM

Leah Brown, Crescendo Strategies

Ready for immediately-actionable tactics to take back to your organization? This rapid-fire session shares transferable best practices we've learned from various leaders, organizations and industries. All attendees will receive Crescendo Strategies' valuable list of "75+ Ways to Reduce Employee Turnover."

11 AM BREAKOUT SESSIONS

CONNECTING WITH YOUR LOCAL COMMUNITY/TECH COLLEGE. HOW TO AND WHY IT IS SO IMPORTANT 1.0 A/SHRM

April Henry @ Connie Beene, Kansas Board of Regents

Did you know that Kansas' Community and Technical Colleges exist to serve the employers in their outreach areas? Find out how to connect with and partner with them and continue to raise awareness about educational needs in our field.

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EMPLOYEE BENEFITS – EBI PRESENTATION 1.0 A/SHRM

Debra Zehr, LeadingAge Kansas and Sharon Earlenbaugh, Integrity Benefits, Inc.

Learn more about this innovative association-sponsored health plan, how it is helping members and if you qualify. Also find out what is next for the program and how all members might benefit.

12 PM LUNCH AND LEARN – HOW IMAGE AFFECTS YOUR ABILITY TO ATTRACT AND RETAIN EMPLOYEES 1.0 A/SHRM

Laurie Dove, Dove Media

Image can make or break an organization's ability to attract customers. It's the same when recruiting and retaining employees. An organization's image in their local community is one component of who they attract as employees. Learn how to improve your image and your workforce.

1:30 PM NETWORKING & EXHIBITOR TIME

2 PM BREAKOUT SESSIONS

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WAYS TO GET RESULTS WITH PAYACTIV FINANCIAL WELLNESS BENEFIT 1.0 A/SHRM

Jay Huston, Partner Manager, PayActiv

Learn how employee financial wellness through PayActiv can boost your retention by 30%, improve productivity and engagement, and save your company on average \$50,000 per 100 enrolled employees, per year.

AN EMPLOYEE-DRIVEN RETENTION STRATEGY 1.0 A/SHRM

Jon Golm, Wellspring Lutheran Services

As the need for employees continues to grow and the labor market continues to tighten, reducing turnover is as important as ever. This session will first provide insight and data on the current state of retaining employees in the senior care field, identify the information that is critical to gather from your employees, and review a solution developed by Wellspring Lutheran Services and now used in 750+ LeadingAge sites across the country to connect with employees and reduce turnover.

3 PM GENERAL SESSION – GENERATIVE CONVERSATION WITH LKS WORKFORCE CABINET 1.0 A/SHRM

This generative conversation will help you to learn more about the LeadingAge Kansas Workforce Commission, their work, and provide an opportunity to give your input into the next steps in our Workforce Initiative.

- What we have done so far
- What should we be considering as we move forward?
- If we solved the crisis in Kansas, what would that look like?
- What tools should LKS be developing to help members succeed?

4 PM GENERAL SESSION – THE NEXT GENERATION OF EMPLOYEES. WHAT DO THEY WANT? 1.0 A/SHRM

We have invited a panel of students to talk about what they are looking for in an employer and why or why not they will choose aging services. Students from KSU, Barton County Community College and Wichita Tech.

July 12th LEADERSHIP

7:30 AM CENTER FOR LEADERSHIP ALUMNI BREAKFAST – MISSION CRITICAL: YOU 1.5 A/SHRM

John Harned, LNHA, CPA, BKD

Attention Alumni! Here is your chance to come together and get a chance to learn from John Harned about how he developed his 6-word mission statement. Connect with old friends, make new ones and enjoy a meaningful exercise from the program.

9 AM LEADERSHIP KEYNOTE – LEADING YOUR TEAM TO SUCCESS, MANY HANDS MAKE LIGHT WORK 1.0 A/SHRM

Duane Cummings

In this high impact session, Duane will focus on the three C's: Clarity, Communication & Collaboration - how to accomplish anything. He will help participants convey to their team where they're going, what's involved, everyone's role and how they contribute to the success of the team.

10 AM BREAKOUT SESSIONS

WOMEN IN LEADERSHIP: ROUNDTABLE DISCUSSION 1.0 A/SHRM

Debra Zehr, LeadingAge Kansas

Women leaders face unique challenges and opportunities that significantly impact their success, and that of their organizations. During this hour we will look at ways women and others view and behave toward women as contributors and leaders in the workplace. Plus we will spend time sharing steps and strategies for women improve their ability to influence and provide input within their organizations.

"IF YOU WANT A BETTER ANSWER, ASK A BETTER QUESTION!" 1.0 A/SHRM

Duane Cummings

Asking good questions. It's the cornerstone of any good leader and a pillar of our Center for Leadership program. Join Duane in this follow-up breakout to learn about asking "Better" questions.

LEADERSHIP AND EMOTIONAL INTELLIGENCE 1.0 A/SHRM

Leslie Stover, Aegis Therapies

Emotional Intelligence is critical in today's workplace – especially as it relates to Leadership. This session will provide insights into how to leverage emotional intelligence to be a better leader and find ways to continually improve it.

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LEADERSHIP AND COMMUNICATION – WHY IT IS SO CRITICAL 1.0 A/SHRM

Belinda Vierthaler, GERT

In a recent study of LeadingAge Kansas member employees, communication from leadership ranked high as one reason why employees would stay at an organization instead of jumping for more money to the next location. This session will discuss why it is important for leaders to communicate and provide tools to do so.

DEVELOPING A LEADERSHIP PIPELINE IN YOUR ORGANIZATION 1.0 A/SHRM

Karen Sturchio, Kansas Christian Home

Succession planning is a hot topic among executives and boards. Learn about the 3-deep succession and leadership planning and why this could be helpful in your organization.

12 PM ADJOURN

1:30 PM YOUNG PROFESSIONALS CONVERSATION ABOUT THE FUTURE OF SENIOR LIVING IN KANSAS

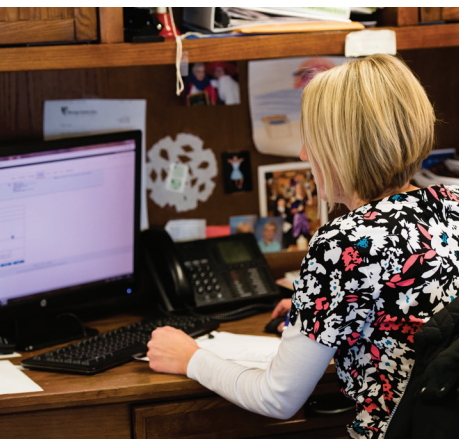
Are you 45 or younger? Help us to imagine the future of senior living in Kansas with an important conversation to prepare for our future!





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Keynote Speakers

LEAH BROWN

Leah Brown is a Talent Retention Strategist for Crescendo Strategies, a Louisville-based firm committed to reducing unnecessary employee turnover for clients across multiple industries. Leah has 25 years of experience facilitating leadership programs through organizations such as the U.S. Chamber of Commerce's Institute of Organizational Management, Dale Carnegie, the Department of Defense Education Activity, and the International Center for Corporate Learning at Sullivan University. Leah was included in Louisville's Business First Magazine's "20 People to Know in Workforce Development," and she is the contributing author of the 2018 book, "Staying Power: Why Your Employees Leave & How to Keep Them Longer."

DUANE CUMMINGS

Duane Cummings lives life with a single purpose, "To Serve Others"! He is a Co-Founder of The Speakers Guild of America, the current CEO of The Sensational Group LLC., and is the former CEO of Leadercast. Duane is a trusted advisor to organizations and individuals around the world regarding professional and personal development. In addition to advising several organizations, he's an author, coach and speaker who addresses audiences regularly on a range of topics that include leadership, communication, sales, and finding your purpose.

Cost

LeadingAge Kansas EDGE Member **\$149**

LeadingAge Kansas Member **\$189**

Non-Member **\$229**

Continuing Education

This program is approved for 22.5 total continuing education clock hours. You can receive a maximum of 11.5 continuing education clock hours for Adult Care Home Administrators, Adult Care Home Operators and Dietitians by the Kansas Department of Aging and Disability Services in the core of Administration. Approved Provider number LTSA0009.

The Kansas State Board of Nursing approves the LeadingAge Kansas as a provider of continuing education. This course is approved for 11.5 continuing education hours applicable to RN, APRN and LPN re-licensure (KSBN LT0102-1116).

LeadingAge Kansas is a SHRM Preferred Provider. This seminar offers up to 11.5 hours towards SHRM credits. All other disciplines will receive a certification of attendance. Continuing education hours are subject to change.