

## 2017-2018 Management Development Seminars

### Session 1

#### StrengthsFinder

Friday, November 3, 2017

Portland State University

**\$75 per participant**

This interactive workshop will explore how participants' top strengths play out in work and personal relationships. Through an online assessment and in-person discussion, participants will clarify their strengths and walk away with a better understanding of how leverage them more in the future. The workshop includes the StrengthsFinder 2.0 book by Tom Rath; **participants are required to bring a laptop computer in order to complete the assessment and view results.** Allison Brown will facilitate this session.

### Session 2

#### Emotional Intelligence

Friday, December 8, 2017

Reed College

**\$75 per participant**

In this emotional intelligence workshop, called Empathy Edge, we will explore the skills necessary to pro-actively create an empathic, positive workplace climate. Building this kind of environment depends on employees developing the necessary self-awareness and tools to take responsibility for their own part in driving positive, effective communication. This interactive program will introduce practical steps on how to use empathy to diffuse negativity while increasing trust, connection and engagement. Susan Zabriskie will facilitate this session.

### Session 3

#### Unconscious Bias

Friday, January 19, 2018

University of Portland

**\$75 per participant**

Diamond Law Training uses documentary film to prompt discussion and learning about implicit bias and microaggression theory around gender, race, and intersectionality. The workshop will explore the fundamentals of Implicit Bias and then apply this information and microaggression theory to the lived experiences of people with disabilities. Participants will also explore the gender binary and common microaggressions experienced by members of the LGBTQ community. Participants learn how to engage with clients, coworkers, students and others from marginalized groups using best practices. Barbara Diamond will facilitate this session.

### Session 4

#### Employment Law for Supervisors

Friday, February 16, 2018

Willamette University

**\$75 per participant**

This workshop is a practical overview of key employment issues and tools for college and university employee managers. We'll have interactive sessions on employee hiring, wage and hour basics, tips for effective performance management of staff and faculty, legal updates on discrimination, harassment and retaliation theories, step-by-step processes for handling disability accommodation and leave issues, and ways to minimize institutional risk in employee terminations. Karen O'Conner and Andrea Thompson will co-facilitate this session.

### Session 5

#### Crucial Conversations

Thursday, March 29 and Friday, March 30, 2018

Lewis and Clark College

**\$235 per participant**

Crucial Conversations is a renowned course that teaches skills for fostering open dialogue around high-stakes, emotional, or risky topics—at all levels of your organization. By learning how to speak and be heard and encourage others to do the same, you'll begin to surface the best ideas, make the highest-quality decisions, and then act on your decisions with unity and commitment. This course takes place over 1.5 days. Sarah Johnston, Michelle Valintis, and Bill Jenkins will co-facilitate this session.

## **2017-2018 Management Development Seminars**

### *About the Presenters*

#### ***Allison Brown***

Allison Brown, a skilled facilitator and organization development consultant, helps private, public sector, and not-for-profit organizations implement learning and development initiatives that produce results. Clients rely on her ability to diagnose training needs, engage executives in development efforts, design and conduct training, and equip in-house teams to be effective trainers. In addition, she is an adjunct instructor at Portland State University. Her business, Knowledge Evolve LLC, provides coaching and leadership development solutions.

#### ***Susan Zabriskie***

Susan Zabriskie has over 25 years' experience in the talent development field. She consults with and coaches clients to develop leadership capacity, build teams, increase hiring & on-boarding effectiveness, improve organizational climate, and build productivity. She is a Certified Professional Coach and Emotional Intelligence Master Trainer, providing emotional intelligence assessment and certification programs for national and international clientele. As a Certified Professional Behavior and Motivators Analyst, Susan also provides Job Benchmarking services to ensure organizations hire talent that best match the required competencies, motivators and behaviors of the job. Susan Zabriskie is the owner of PerformanceWorks LLC, a performance consulting firm.

#### ***Barbara Diamond***

Barbara J. Diamond is a graduate of NYU Law School and has practiced employment law in Oregon for over 30 years. In addition to her law practice, Barbara is a consultant and trainer on diversity and inclusion, with a focus on implicit bias. Barbara produces and directs documentary film for teaching about equity and has shown her films in academic circles, in continuing education events for judges and lawyers, and employment-based trainings since 2012.

#### ***Karen O'Connor***

Karen is a partner in Stoel Rives' Labor and Employment group. Her practice includes counseling and litigation on complex employment issues including leave laws, workplace harassment and discrimination, discipline and documentation, and drug and alcohol issues. She represents clients before Oregon and Washington State and federal courts and in administrative proceedings. Karen co-teaches in the human resources program at Portland State University and is a frequent speaker in the community.

#### ***Andrea Thompson***

Dre focuses her practice at Stoel Rives on employment defense litigation. She represents employers in administrative proceedings and state and federal courts in all areas of employment law, including discrimination and retaliation, wage and hour issues, workplace torts and contract disputes. Drawing on her litigation experience, Dre also counsels employers on a variety of litigation prevention strategies. In addition, she advises schools, colleges and universities on state and federal regulatory and compliance matters. This experience includes representation before the U.S. Department of Education in federal civil rights enforcement actions and matters related to Title IX and student privacy.

#### ***Sarah Johnston***

Sarah is an Organizational Development Manager in human resources at Portland State University. Since 2013, she has been providing support to managers as they tackle difficult employee performance issues and conversations. Before joining HR, she managed Transportation & Parking Services at PSU for eight years, where she handled tough conversations about parking citations, policies, and employee issues. She has been on the Management Development Seminar planning committee since 2014 and is excited to participate by helping to teach others how to turn difficult conversations into productive ones.

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### *About the Presenters*

#### ***Michelle Valintis***

Michelle is Reed's Director of Human Resources. Michelle's professional interests are leadership and what makes a great place to work. Her research is beginning to show that the two may be linked. Prior to working in higher ed, Michelle worked in human resources for ten years at Genentech, a large biotech company in the San Francisco Bay Area. During that time, Genentech was named the #1 Best Place to Work in America by Fortune magazine. Before her career in HR, Michelle worked as a manufacturing team leader for General Mills in Toledo, Ohio and Lodi, California. Michelle is a veteran of the US Army and was a platoon leader in Germany in 1989 when the Berlin Wall came down and she subsequently served three tours in Saudi Arabia, including Operation Desert Storm.

#### ***Bill Jenkins***

Bill is the Director of Employee Relations and Staff Diversity at the University of Portland. He also serves as a Deputy Title IX Coordinator and is Co-Chairperson for the University President's Advisory Committee on Inclusion. Before joining UP, Bill was the Director of Human Resources for Self Enhancement, Inc. one of Portland's most successful nonprofits. Bill also spent several years in the professional services industry including leading the HR function at Stockamp & Associates, Inc., one of the nation's most successful hospital revenue cycle consulting firms and as a director level HRBP for the Huron Consulting Group. Bill enjoys cooking, collecting wine and Formula One racing in his spare time.

#### **»»» About WVHEHR «««**

In the early 1990's, the Human Resources Directors at Portland and Salem-area colleges and universities created an informal consortium, the Willamette Valley Higher Education Human Resources Consortium, through which we provide a number of benefits to participating institutions. In 1998, we began the Management Development Seminars series with the goal of helping the supervisors and managers at our respective colleges and universities improve and strengthen their leadership acumen.