An Invitation to Courage - Envisioning the world as it could be both individually and organizationally

Most people and organizations see the world as it is and react. This impactful presentation redefines courage as an invitation to envision the world as it could be, then create it both individually and organizationally by amplifying (being more of who we are), investing (offering our best) and serving (claiming our influence). Addresses the fears we must overcome and the kinds of safety we must sacrifice to gain clarity of vision and create an ideal world.

Stosh D. Walsh serves others through speaking, coaching, workshops and writing. He is a TEDx speaker, an adjunct executive coach with the Center for Creative Leadership, and the author of Along the Way: Leadership Stories from Everyday Life (2012) and several articles.

He began his career in traditional education settings then, spent nearly a decade with The Gallup Organization as part of their executive leadership practice, where he contributed to the best-selling Strengths Based Leadership, won several awards as Gallup’s top presenter in his practice category, and published “Five Questions You Must Ask Your Team” (Gallup Business Journal May 2013—subsequently named top read article of 2013), and “Leadership is More Than the C-Suite” (Gallup Business Journal September 2013). He is an expert in strengths-based organizational development, including leadership and executive coaching, employee engagement, and talent management, having spent thousands of hours consulting, coaching and training on each. In 2014, he joined the largest credit union in IL (8B in assets) to direct their learning and organizational development efforts, and in 2016 he founded his own company, Constant Organizational Development.

When Stosh was 5 years old, he lost his father to addiction and suicide. Moving toward that pain instead of away from it in subsequent years, he embraced his role as a hope bringer and a courage giver, centered on the truth he discovered on his journey: that courage is not merely having the strength to overcome hardship or fear; courage is envisioning the world as it could be, and creating that world with intentionality. As a speaker and facilitator, he invites individuals and organizations to live with greater courage and create the best world they can envision.

Stosh’s formal education includes a BA in Education and an MA in Leadership. His other interests include photography, hiking and spending time with his wife and 2 children.

Stosh Walsh Video: https://stoshdwalsh.com/videomedia/
S.A.V.E. YOURSELF
The S.A.V.E. Yourself program focuses on training civilians in the area of surviving violence with an emphasis on surviving the threat posed by workplace/school violence and today's active killer. Training will focus on prevention, recognition and a proactive response. Emphasis will be placed on the proactive response to violence. Attendees will be EMPOWERED to SURVIVE after hearing the S.A.V.E. Yourself message. It is no longer good enough to simply hide under your desk and hope for the best. "S.A.V.E. Yourself" incorporates the most current training philosophies and best practices shared by organizations including: U.S. Department of Homeland Security, U.S. Department of Justice, U.S. Department of Education, International Association of Chiefs of Police, American College of Surgeons, O.S.H.A. and SHRM.

Chad Sheehan, Founder, Sheehan Strategic Solutions, LLC, is a 23 year veteran of Law Enforcement. In August 2016 he retired from the Sioux City, IA police department to devote his full time to the S.A.V.E. Yourself program. At the time of his retirement he was assigned to patrol, the hostage negotiation unit, field training officer, Honor Guard member and Critical Incident Stress Management team. He developed the "S.A.V.E. Yourself" program and is a certified instructor in Rapid Response to active shooter, Conflict Resolution, Tactical Communication and DARE. Chad was also previously assigned as the police department's school resource officer at a Sioux City high school with over 1,200 students and 200 staff members.

With young children at home Chad has made surviving workplace/school violence/active killer a top priority in both his professional and personal life. "S.A.V.E. Yourself" has been taught to more than 100,000 people from 24 states. Chad has also provided training in crime prevention topics to hundreds of businesses and schools while educating thousands throughout his career.
Coordinating FMLA, ADA & Workers’ Compensation

Managing What Was Once an Anomaly but Now is the Norm

When an employee’s absence or situation is protected by multiple employment law mandates such as FMLA, ADA and workers’ compensation, the regulatory requirements are complex, even contradictory, and this creates ever more litigation exposure for your organization. With expansions in the applicability of FMLA and ADA to much larger segments of your workforce, compliance with regulatory requirements is more important than ever. And with ever-increasing state and local requirements, the integrated absence management dynamic is becoming even more challenging. Do you really know what you must – and must not – do in each situation? Many programs like this claim to address coordination...this one really does.

The “Employee Engagement 17”

Key elements for Developing and Sustaining a Distinctive Employment Value Proposition

Employee engagement is a very hot topic – and for good reason, because there is a high degree of correlation between employee engagement and organizational performance. Employee engagement is actually a function of high-performing and strategically focused employment value proposition. In this session, we’ll discuss 17 different elements that are critical to an effective, competitive, and distinctive employment value proposition that attracts, retains, develops and engages the talent your organization needs to be successful.

Keith A. Friede, Area Vice President, Talent & Organization Development Practice Leader, Great Lakes Region, Arthur J. Gallagher & Co.

With over 30 years of experience in organizational leadership, organization development, and human capital risk management, Keith’s breadth and depth of expertise results in his work delivering significant strategic, behavioral and bottom-line impact to client organizations. His approach is application-oriented, with a strong bias for action learning, experiential learning, and real-time practical application of skills.

Keith holds an M.A. in human resources development from the University of St. Thomas with a concentration in organization development, and a B.B.A. in finance from the University of Wisconsin-Eau Claire. His ground-breaking post-graduate research on leadership in virtual organizations led to an ongoing association as an advisor and contributor to the Centre for Applied Leadership.
Not Another Weight Loss Challenge?!?
Wellbeing Initiatives Beyond Physical Health: Thinking Way..... Outside the Box

Tired of the same old wellness activities? Feel like you should be addressing more areas of your employees’ wellbeing? Attend this session and leave with strategies that will impact social, intellectual, spiritual, environmental, emotional and occupational well-being.

You will also learn how to measure the effectiveness of these strategies. Have an idea for a wellness activity in one of these areas but not sure how to implement it? Bring your suggestion to the session and also discover the power of brainstorming and overcoming common barriers to implementing meaningful and creative initiatives.

Kira Oregon, Director of Health Initiatives, Innovative Business Consultants

Kira has a Bachelor’s degree in Exercise Science from Iowa State University and a Master of Science degree from the University of North Texas. She is a Certified Health and Wellness Coach and an ACSM Exercise Physiologist. Kira has 25+ years of experience in the worksite health promotion industry working with a wide variety of business sectors including healthcare, manufacturing, education, service, finance/insurance and government.

Servant Leadership

Servant Leadership is built on the idea that the sole purpose of the leader is to help the followers to be successful. In today’s workforce, this idea seems to resonate with many employees, especially those from Generation C. This session will explore the Servant Leadership theory, provide statistics about its impact in the workplace, and invite participants to apply it to various management scenarios.

Mary has over 20 years of experience working in consulting and management in the private and non-profit sectors, including extensive work in the quick service restaurant, high tech, healthcare, banking, and manufacturing sectors. Prior to joining the faculty at Morningside College, she worked as the regional manager for a large multinational corporation specializing in employee benefits, payroll, and human resource outsourcing. At that time, Zink was responsible for directing eight consultants doing business in four states and a $7.75 million book of business.

Mary has an undergraduate degree in Spanish from Carleton College and an M.B.A. from Regis University in Denver. She is currently pursuing a Doctor of Business Administration degree with CalSouthern University. As a human resource management specialist, she holds certification from the Human Resources Certification Institute as a Senior Professional in Human Resources and from the Society for Human Resources Management as a Senior Certified Professional. She has served as the College Relations Chair and other Board positions for the Siouxland Society for Human Resources Management.
Employment Law Bootcamp: a review of HR Basics through real life questions.

This presentation will cover questions that Sarah receives frequently from HR professionals. I will review how to navigate these common employment issues while maintaining compliance with various laws and legal requirements. We will cover a wide range of issues including wage & hour and wage payment issues, Civil Rights complaints and harassment investigations, termination issues and employment policies on technology and drug use. We will also address employer considerations relative to unemployment claims and access to personnel files and other employer documentation.

Sarah K. Kleber, Partner, Heidman Law

Sarah Kleber's general practice includes, but is not limited to, advising and representing employers on employment issues and workers' compensation matters in administrative and state courts. Sarah's practice also includes advising cities and local governments on municipal law and administrative matters. Sarah's past experience includes representing individuals and employers in federal and state employment litigation. Sarah has lectured on case law developments in workers' compensation law, litigation and claims handling of employment discrimination and workers' compensation matters, termination issues, as well as the interaction of employment law with workers' compensation. Sarah holds a Juris Doctorate from Washington and Lee University, and a Bachelor of Arts from Drake University.

Evolving developments in human resources and human capital management.

Legal update presented on hot button issues in labor and employment through early 2018, and a forecast of the remainder of 2018. These will include sexual harassment, unemployment, trending wage and hour issues, and the impact of these on the workplace. The discussion will also include best practices and a practical approach to addressing common issues in these areas geared toward preventing employee claims.

Kenneth M. Wentz, III, Principal and Litigation Manager, Jackson Lewis P.C.

Ken Wentz is a Principal and Litigation Manager in the Omaha office of Jackson Lewis P.C. Ken exclusively represents management in preventative counseling to avert litigation, and the aggressive representation of employers when litigation is unavoidable. Ken brings a practical, business-minded approach to employment issues facing companies, and counts the Siouxland’s top employers among his clients.

Ken holds a Juris Doctorate from Creighton University School of Law and a Bachelor of Arts from the University of California, Riverside.