

State Conference

Ramkota River Center

Pierre, SD

April 30 – May 2, 2024

<https://sodak.shrm.org>

Dive into a reservoir of compelling speakers as we unveil a captivating lineup discovered from the depths of the river! Join the SoDak SHRM State Conference to undergo a leadership transformation, gaining fresh insights to navigate the ever-changing conditions and daily challenges that lie in our wake.

Embark on an enriching journey with our exceptional and diverse array of keynote speakers and breakout sessions.

Our final prize drawing will be held at the end of the conference, and you must be present to win. The final prize is a one day guided fishing package for two worth \$500, or you may choose the \$500 in cash!

- ✓ Conference attire is business casual.
- ✓ Don't forget your business cards.



May 1 from 9:00 a.m. to 3:00 p.m. – **FREE** headshot will be available!

Schedule

Tuesday, April 30, 2024		
12:00 p.m. (noon) - 4:30 p.m.	Registration & Vendor Sign up	
1:00 p.m.	Gallery D, E, F, and G	Welcome - Mayor Gloria Hanson & Mayor Steve Harding
1:30 p.m.	Sponsored by Encompass Employee Management Inc. - Gallery D, E, F, and G	Keynote: What's Wrong With You? <i>Dr. Suzi Kalsow</i>
2:45 p.m.	Gallery D, E, F, and G	SHRM Update - Jenny Locanthy
3:00 p.m.	Sponsored by Alternative HR	Break
3:30 p.m.	Lewis & Clark	Cost of Avoidance - Dr. Suzi Kalsow
	Lake Francis Case	Documenting Employment Actions - Jason Sutheimer
	Lake Sharpe	Increase Your Multiplier Moments: How Shifting Your Leadership Behavior Can Ignite the Performance of Your Team - Jackie Payne
5:30 p.m.	Sponsored by HUB International Gallery D, E, F, and G	Dinner and Trivia Entertainment Ramkota
Wednesday, May 1, 2024		
7:30 a.m.	Sponsored by Dakota State University	Breakfast
8:30 a.m.	Sponsored by Sanford - Gallery D, E, F, and G	Keynote: Timeless Teams <i>John T. Meyer</i>
10:00 a.m.	Sponsored by Acrisure	Break
10:30 a.m.	Lewis & Clark	Culture as a Driver for Building Better Workplaces - Jenny Locanthy
	Lake Francis Case	EEOC Update - Alison Fisher
	Lake Sharpe	Job Fit Matters - Stop Trying to Hammer a Round Peg Into a Square Hole - Craig Lloyd
11:45 a.m.	Gallery D, E, F, and G	Lunch with vendors
12:45 p.m.	Lewis & Clark	<i>Busting the Myths: Unveiling the Truth About the Workforce</i> - Marcia Hultman
	Lake Francis Case	<i>Investigative Interview Techniques</i> - Alison Fisher
	Lake Sharpe	<i>Critical Conversations in a Soft Society</i> - Julie Plunkett
1:45 p.m.	Sponsored by Legacy Financial Partners	Break
2:15 p.m.	Lewis & Clark	Unconscious Bias - Nancy Walker
	Lake Francis Case	Effective Talent Acquisition in a Competitive Market - Jason Sutheimer
	Lake Sharpe	<i>The Cycle of Burnout</i> - Trisha Dohn
3:15 p.m.	Gallery D, E, F, and G	Keynote: Disruptive Technologies in Human Resource Management - Dr. Deb Tech & Dr. Brenda Merkel
4:45 p.m.	Gallery D, E, F, and G	Vendor Gifts
5:30 p.m.		Evening Social & Dinner Drifter's Bar & Grille (325 Hustan Ave, Ft. Pierre)
Thursday, May 2, 2024		
7:30 a.m.	Sponsored by Woods, Fuller, Shultz & Smith PC	Breakfast
8:30 a.m.	Gallery D, E, F, and G	Attorney Panel - Bring your employment law questions for our talented attorney panel! <i>Chris Hoyme, Melanie Carpenter, & Julie Johnson</i>
10:00 a.m.	Sponsored by Marsh McLennan Agency	Break
10:15 a.m.	Gallery D, E, F, and G	Keynote: "Catching Keepers": Building Connections for Now & Later <i>Coach Steve Steele</i>
11:45 a.m.	Gallery D, E, F, and G	Closing Remarks/Grand Prize Drawing

Conference Keynotes & Breakouts:



Mayor Steve Harding - Steve Harding was elected Mayor of Pierre in 2017 and was re-elected to the position in both 2020 and 2023.

Prior to being elected Mayor, Harding served as a Pierre City Commissioner for nine years. During that time, he served as the Commission President and chaired the commission meetings in absence of the Mayor.

Before retiring in 2021, Mayor Harding served as Deputy Secretary of the South Dakota Department of the Military. Harding also worked in the Governor's Office Economic Development and owned Harding Motor Company, a Ford, Lincoln, Mercury, Toyota car dealership in Pierre.

Harding was born and raised in Pierre. He holds a degree from Black Hills State University and is a graduate of the U.S. Army Command and General Staff College. Following 34 years of service, Harding retired from the South Dakota Army National Guard as a Colonel.



Mayor Gloria Hanson is a lifetime South Dakotan. She was raised on a Stanley County ranch, graduated from Fort Pierre High School and from National College of Business in Rapid City.

Since that time, she has lived, worked and raised her family in the Pierre-Fort Pierre community. She owned a small business and held a variety of administrative positions in state government, private business, and non-profit organizations.

Gloria was a member of SHRM for about 20 years, during times when she held Human Resources positions.

She retired from her job as Executive Director of Capital Area United Way to run for Mayor of Fort Pierre. She served on the Fort Pierre City Council for two years and was proud to be elected in April of 2014 as Fort Pierre's first female mayor. She will complete her tenth year this month and is looking forward to her sixth two-year term.



Dr. Suzi Kalsow – “What’s Wrong with You?” This presentation looks at behavior styles and how understanding ourselves, and others leads to better business results and better relationships.



John T. Meyer – “Timeless Teams” Why do great teams stay great? How do they get on the same page? What do they have in common that we can learn from? This is an interactive session with a Team Toolkit takeaway!



Steve Steele – “Catching Keepers” How do we attract the best to join our team? How do we keep our best on our team? Coach Steele discusses how an actionable inclusive mission, empathetic planning, personal touch, and memorable moments can help you recruit & retain the best in the business.



Dr. Deb Tech & Dr. Brenda Merkel – “Disruptive Technologies in Human Resource Management” – This session focuses on improved management of the workforce with the incorporation of disruptive technologies, with an emphasis on Artificial Intelligence (AI). Tools, issues, and opportunities regarding AI in the human resource field will be presented. The session will culminate by providing practical advice for future implementation.

Breakouts



Dr. Suzi Kalsow – “Cost of Avoidance” – Leaders who ignore issues of performance or behavior create an unhealthy culture that leads to low morale, poor performance, and wasted resources. This session discusses the impact of avoidance and what it takes to create a healthy, honest culture that builds loyalty and improves business results.



Jason Sutheimer, Director of Human Resources, North Dakota Department of Environmental Quality. SHRM Membership Advisory Council Representative for South Dakota. – “Document Employment Actions” – We hear the importance of documentation every day, but how do you do it effectively. The goal of proper documentation is to create a record of facts, situations, and the actions your organization has taken regarding employment matters. This session will focus on the importance of documentation, the issues with lack of documentation, how to properly document employee actions to facilitate performance management and protect your organization for potential litigation and create accurate records for historical perspectives.

“Effective Talent Acquisition in a Competitive Market” – The current labor market is more complex and challenging for organizations than ever. We are in a time where talent lacks the skills necessary for the modern workplace, the incoming workforce cannot replace the current workforce, prime-age workers are leaving the workforce, and public policy is negatively impacting willing immigrants. The session will focus on better understanding the current talent market, understanding tools organizations should implement to create effective talent acquisition and employee retention program; increase candidate pools in a complex and challenging environment; improve your position as an organization of choice for current and potential employees.



Jackie Payne – “Increase Your Multiplier Moments: How Shifting Your Leadership Behavior Can Ignite the Performance of Your Team” – According to research, the majority of today’s leaders will offer either multiplier or diminishing moments as they lead a team.

Those who lead as Multipliers amplify the capabilities of people around them, and other leaders who may “accidentally diminish” can inadvertently drain energy and suppress the intelligence of those they lead. Studies have shown that Multipliers get more from their teams -- more intelligence, more creativity, more capability -- which in turn leads to higher engagement and greater overall business success.

In this session, Jackie Payne from FranklinCovey will share how to maximize the “Multiplier Effect” by implementing key behavior shifts designed to foster an environment in which people are energized, engaged and willing to give their best. With take-aways from Liz Wiseman’s book, “*Multipliers: How the Best Leaders Make Everyone Smarter*,” you’ll learn how to become a Multiplier and rekindle your team’s energy and enthusiasm as you engage them in achieving stronger results. When you lead as a Multiplier, your team’s innovative and bold thinking will help you all break through to new levels of performance.



Craig Lloyd, Wiseman Strategies – “Job Fit Matters – Stop trying to hammer a round peg into a square hole” - In this session, we will explore how understanding the demands of the job helps you better attract and hire employees who are the right fit for the work. We will identify how to avoid the pitfalls of hiring a person for their resume and unlock the secret to how to attract the right candidates and hire the best fit for what the company needs.



Marcia Hultman, Department Secretary, Department of Labor & Regulation – “Busting the Myths: Unveiling the Truth About the Workforce” – Secretary Hultman shares insights into labor force numbers and other economic indicators. Additionally, she will share the state’s strategic efforts to build South Dakota’s workforce, including training and retraining, recruitment, and retention.



Julie Plunkett, Leadership Coach and Human Resources Consultant – “Critical Conversations in a Soft Society” – Join us for a breakout session that explores the dynamic terrain of leadership and management in today’s world. Gone are the days when yelling and screaming were tolerated methods of addressing performance issues. Today, even the smallest details like pronouns can have a big impact.

In this session, learn how to lead effectively in the modern workplace by mastering crucial conversations in a more nuanced society. Discover strategies to attract and retain top talent in the face of staffing challenges.

We'll also discuss how to address behavior and performance concerns with finesse, ensuring a positive and productive work environment. This program will provide you with the essential skills needed to thrive in the ever-evolving workplace.



Nancy Walker, M.S. – “Unconscious Bias” – Unconscious bias can affect workplaces and organizations. It can introduce unintentional discrimination and result in poor decision-making. Unconscious bias can be a huge setback in creating a truly diverse and inclusive workplace. This presentation will address best practices in interviewing and provide strategies on how to tackle unconscious bias in the workplace.

Trisha Dohn, Founder/CEO, Well365, Corporate Wellbeing Expert – “The Cycle of Burnout” – Leaving stress and returning to the same situation will prolong a cycle. We often think that taking breaks and avoiding distractions are solutions. In this presentation, we will help you address what is leading to your stress and provide resources and tools to restructure your life to best tackle how to continue to minimize the stressor in your life.



Jenny Locanthi, SHRM-SCP, Field Services Director, Member Relations

SHRM Update - SHRM is a member-driven catalyst for creating better workplaces where people and businesses thrive together. As the trusted authority on all things work, SHRM is the foremost expert, researcher, advocate, and thought leader on issues and innovations impacting today's evolving workplaces. With nearly 340,000 members in 180 countries, SHRM touches the lives of more than 362 million workers and their families globally. In this brief SHRM update, attendees will learn about SHRM's strategic initiatives for 2024 and how to leverage membership to its full potential.

“Culture as a Driver for Building Better Workplaces” - This session will delve into the intricate dynamics of workplace culture, emphasizing its profound impact on organizational performance and employee satisfaction. We will explore workplace culture in terms of five key dimension: equitable leadership practices, career fulfillment, good manager communication, work/life integration and respectful workplace interactions. Participants will learn about actionable strategies for strengthening the workplace culture in their organization.

Learning Objectives:

1. Understand the significance of workplace culture in organizational effectiveness and employee retention.
2. Identify the five key dimensions of a positive workplace culture.
3. Discuss 3 proven strategies for cultivating a stronger and more positive workplace culture.



Alison Fisher, Education and Outreach Coordinator, EEOC Chicago District Office - Ali Fisher began with the EEOC in 2010 and was an Investigator for 13 years. During that time, she investigated thousands of cases spanning several industries, including multiple large systemic cases, resulting in millions of dollars in settlement for employees who were discriminated against at their place of work. Ali transitioned to

the position of Outreach and Education Coordinator in 2022 and now educates employees and employers on the federal anti-discrimination laws enforced by the EEOC. Before settling in Chicago, Ali served as a Peace Corps Volunteer for 2 years in Peru, working with young survivors of sexual assault. She is a graduate of University of California, Davis and holds a BA in International Relations, with an emphasis on peoples and cultures.



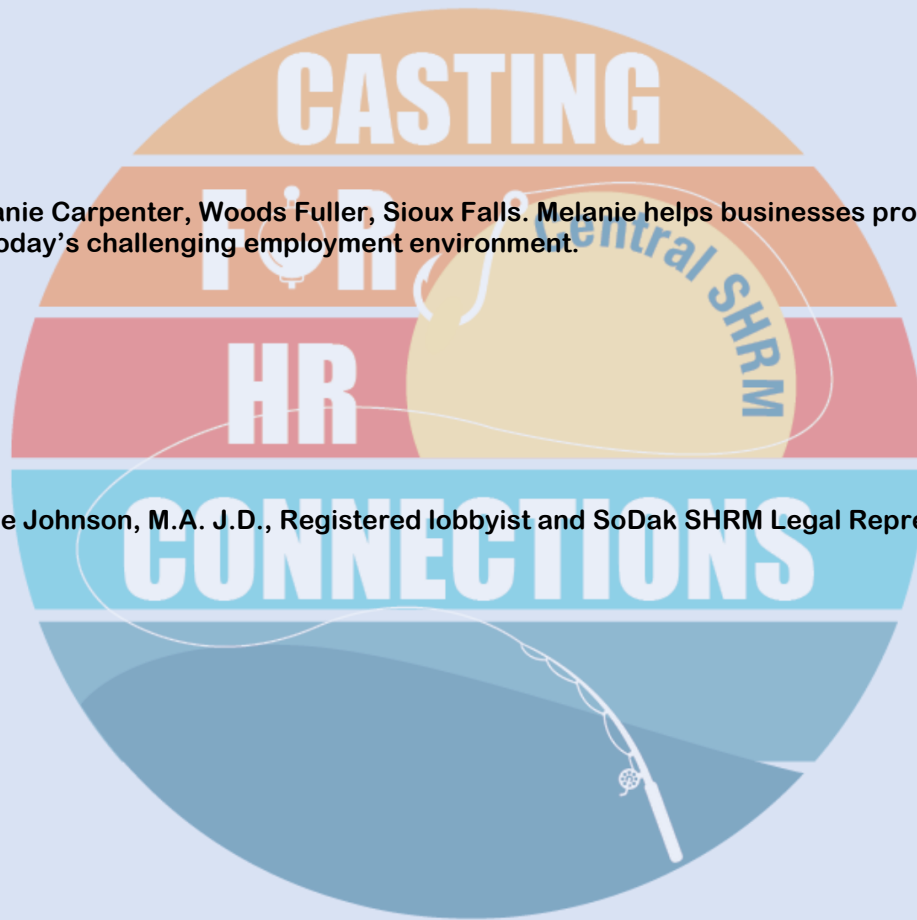
Christopher Hoyme, Jackson Lewis, Omaha. Chris represents management nationwide in all facets of employment litigation.



Melanie Carpenter, Woods Fuller, Sioux Falls. Melanie helps businesses protect and manage their workforce in today's challenging employment environment.



Julie Johnson, M.A. J.D., Registered lobbyist and SoDak SHRM Legal Representative.



Tuesday Evening Event

Trivia game - Kick off the week at our Welcome Angler Party, enjoy a provided dinner and engage in a friendly competition among HR professionals. Ignite your competitive spirit with some trivia!

Welcome Trivia Angler Party – a night of fin-flipping fun for esteemed guppies and great whites alike. Will you sink or swim in the vast ocean of knowledge? There's only one way to find out! So, grab your snorkels and flippers, and get ready to dive right in!



After a day filled with capturing great ideas, gather with your fellow anglers at Drifters Bar & Grille for an evening of networking and camaraderie. Set against the scenic backdrop of the river, Drifters offers the perfect spot to unwind with a drink, enjoy a delicious meal, and share insights.

Accommodations

Ramkota Hotel

920 W Sioux Ave

Pierre, SD

(605) 224-6877

Block Under: SHRM

Rates: \$99 per night

AmericInn

312 Island Drive

Ft. Pierre, SD

(605) 223-2358

(no special rate/room block)

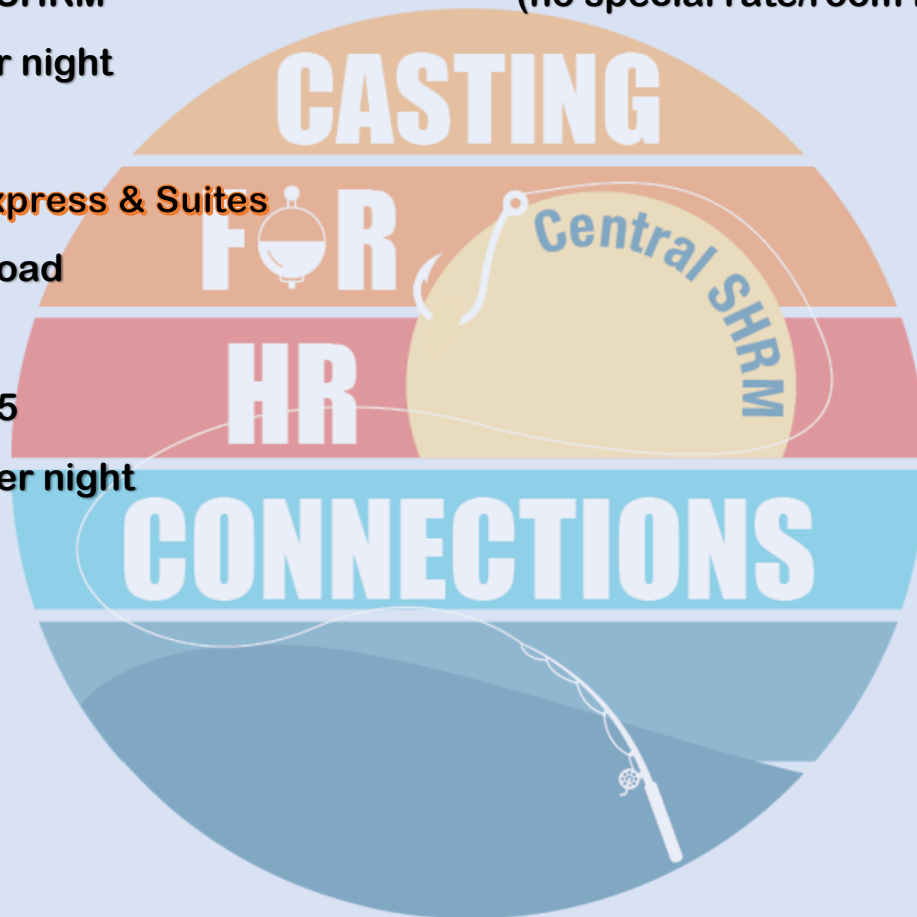
Holiday Inn Express & Suites

110 Stanley Road

Ft. Pierre, SD

(605) 223-9045

Rates: \$107 per night





12.50 SHRM &
11.50 HRCI
Recertification
Credits

Registration Information

South Dakota Affiliate Chapters:

Aberdeen Area HRA Northeast SD SHRM
Black Hills SHRM Sioux Empire SHRM
Brookings Area HRA Southeast SD SHRM
Central SD SHRM

Registration Fees

Type	Early Registration	After 3/31/2024
3 Day Registration	\$300	\$350
Tuesday only	\$150	\$175
Wednesday only	\$200	\$225
Thursday only	\$150	\$175
Full-time Student	\$150	\$175
Extra meals	\$25	\$25

*Each attendee is required to register, multiple attendees from your organization must register separately.

[Register Here](#)

Cancellation Policy: 50% refunded if cancellation received by March 31st. No refunds after March 31st. Cancellations MUST be in writing and sent to: smennenga@watertownmu.com

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