

IBA Human Resources Conference 2022

SOLUTIONS

Tuesday, April 12

- 8:30 a.m. Registration & Continental Breakfast**
Sponsored by Employee & Family Resources
- 9:00 a.m. Rock Your Engagement: Understanding the Five Types of People**
Sherene McHenry, PhD, CSP, The People IQ Expert
Wouldn't it be wonderful if everyone showed up, got along and did their job? Unfortunately, in the real world Lackers, Slackers and Hackers exist and negatively impact engagement, performance and relationships. Successful individuals and leaders strategically halt destructive actions and encourage actions that lead to success. Learn to hold individuals accountable for tasks and behaviors. Get slackers to pull their weight. Protect high performers. You will learn: Differing strategies for working with High Flyers, Steady Gliders, Lackers, Slackers and Hackers; how to hold individuals accountable for tasks and behaviors; how to halt disruptive behaviors before they destroy morale; and how to protect high performers from burning out.
- 10:15 a.m. Break** *Sponsored by GSB – Madison*
- 10:30 a.m. Compensation in a Post-Pandemic World**
Kevin Paulsen, Newport
Compensation strategies and approaches have not been immune from the impact of the pandemic. The challenges finding capable production, front line or entry level employees is as challenging as ever. Top talent is finding options available with remote and flexible work arrangements
- 11:45 am Lunch** *Sponsored by Paylocity*
- 1:00 p.m. Employment Law – What You Need to Know Now**
Jill Jensen-Welch, Dickinson Law, Des Moines
During the last year there has been quite a bit to keep track of with employment law issues. We'll have an expanded session this year to review what has happened and discuss what's on the horizon. This session will cover wage and hour updates; COVID issues, recent litigation, and more. We'll also have time for your questions.
- 2:00 p.m. Break** *Sponsored by GSB – Madison*
- 2:15 p.m. Employment Law – What You Need to Know Now cont.**
- 3:15 p.m. Break** *Sponsored by GSB – Madison*

- 3:30 p.m. After the 9 Box: Developing Future Leaders**
Suzi Kalsow, VP, Bank Midwest, Spirit Lake; and Suzi Kalsow Leadership Development
90% of leaders do not feel prepared and 75% report being significantly stressed by the transition. Because of this, 60% fail within the first 24 months. Our efforts to better prepare future leaders can change these statistics. Organizations are getting better at identifying future leaders in succession planning, but what's missing is the plan to develop them for the job. This session will provide tools so future leaders are more prepared and the entire team has less stress in the transition. Better planning can improve chances of success; create excitement, pride, and confidence; and most importantly help the team and organization succeed.

- 4:30 p.m. Reception**

Wednesday, April 13

- 8:00 a.m. Breakfast** *Sponsored by Employee & Family Resources*
- 8:30 a.m. Developing a Culture of Diversity and Inclusion**
Claudia Schabel, Schabel Solutions, Des Moines
What do you need to know to help create a culture of diversity and inclusion at your bank? Learn more about the business case for diversity and inclusion, how to recognize bias that may exist in your hiring practices, and how you can be a more inclusive leader.
- 9:45 a.m. Break** *Sponsored by GSB – Madison*
- 10:00 a.m. Round table networking**
Join us for a fast-paced networking session to help you get to know other conference attendees and discuss current issues and trends in human resources.
- 11:00 a.m. Take Off the Mask – Is Your Life Story Worth Telling**
Dan Meers, Mascot, Kansas City Chiefs
It's been said that if you ask someone their occupation you will find out how they pays the bills, but if you ask their preoccupation you will discover the passion of their life. Dan Meers has a rather unique occupation. For over 25 years he has paid his bills by working as "KC Wolf" the mascot of the Kansas City Chiefs. However, Dan's preoccupation, what he is truly passionate about is encouraging others to strive for the best in life and to enjoy it each and every step along the way. Dan shares some of the valuable lessons he's learned during his long career as a professional mascot.

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