

Midwest Native American Human Resources Conference

 nativenationevents.org/events-conferences/midwest-human-resources-conference-talent-management-training/

March 21, 2017

12:30-1:00 PM

Registration in Exchange 3



1:00-1:15 PM

Welcome Remarks



Justin O'Connor

President

Native Nation Events

General Sessions in Exchange 4

1:15-2:15 PM

Nurturing the HR Leader: Mindfulness as Access to Success

Human Resources leaders are often regularly giving more than they take. It is critical for human resources professionals to continue to develop healthy practices that allow them to continue to support employees, managers and an organizational culture. In this interactive presentation, you'll work with Master Mindfulness Expert, Jim Stroker and discover:

- How to decrease stress through mindfulness.
- Secrets to achieving mental clarity in the midst of chaos.
- Self-Motivation techniques for the overworked HR professional.
- How to leverage the power of just 5 minutes for yourself.
- Training employees in mindfulness and the benefits to the bottom line.

Presenter:



Jim Stroker

Coach

NNE Leadership Solutions Group

2:15-3:00 PM

The Affordable Care Act Update: What Changed, What Didn't and What You Can Expect

With so much hype around the repeal of Obamacare (The ACA), what changes are ACTUALLY in motion under the Trump Administration? Since 2010, employers have been adjusting their healthcare plans to fit the changes associated with the ACA. Interrupt the information and media overload and discover:

- How to prepare for compliance with any new or proposed changes to the Affordable Care Act.
- How to navigate the confusion of what provisions will change and when.
- The most updated healthcare reform initiatives under the Trump Administration.
- The parts of the ACA that may be the most difficult to repeal.
- What future changes HR professionals need to prepare for.

Presenters:



James Nichols

Senior Attorney
Dorsey & Whitney



Susan Chimento

Managing Partner
Ashford-Chimento Insurance

3:00-3:30 PM

Afternoon Break in Exchange 3



General Sessions in Exchange 4

3:30-4:15 PM

Navigating Financial Wellness for Tribal Nations: Moving Beyond Financial Literacy

What are the key features to explore and consider when introducing a financial wellness program to your community?

Hear some specific examples of what works and what does not.

Hear about the benefits of bringing financial wellness to all generations of your community.

You will gain an understanding of the various features and how you can tailor these features for the uniqueness of your nation.

Understand the definition of financial wellness as well as its importance.

Presenters:



Aaron LeClaire

Business Development, Tribal Nations
Advanced Capital Group



Dan Schroeder

Principal
Advanced Capital Group



Carrie Petersik

Senior Director, Financial Education
EVERFI

4:15-5:00 PM

Workplace Tension

- Do you know how to handle unhealthy tension?
- Do you know how to create healthy tension?

- Did you know that the average employee spends two to three hours per week dealing with unhealthy tension in the workplace? That means for every 13 to 20 employees an entire work week is distracted by conflict. In just 45 minutes we will discover the *Path of a Peacemaker*.
- The Path will help you quickly resolve unhealthy tension so you can get back to work and achieve the mission of your organization. So let's get together and walk *the Path*.

Presenter:



Brian Noble

Executive Director
Peacemaker Ministries

5:00 PM

Tuesday's Sessions Conclude

7:30-8:30 AM

Registration & Breakfast in Exchange 3



General Sessions in Exchange 4

8:30-9:15 AM

Creating a Corporate Wellness Program – Bringing New Life into Your Team

- Many employers have incorporated wellness plans into their workforce, but measuring and maintaining their success are two completely different matters.
- How do you build a culture of wellness even in a fast paced business environment?
- Learn how to educate and get employees and their families to become more engaged consumers.

Presenter:



Jim Stroker

Coach

NNE Leadership Solutions Group

9:15-9:45 PM

Employment Law Update

- Best practices between Native and Non-Native organizations.
- What are some of the newest laws impacting your tribe or tribal business?
- Laws we are tracking.
- Update on jurisdiction of National Labor Relations Board over Tribal enterprises.
- The Family and Medical Leave Act (FMLA)
 - Why do tribal employees make claims under the Family and Medical Leave Act?
 - How does the Family and Medical Leave Act apply to my tribe and its tribal operations?
 - How does the Family and Medical Leave Act fit in with other employee rights, such as disability accommodation?
- The Fair Labor Standards Act (FLSA)
- How does the FLSA apply to tribal employees and tribal enterprises?

Presenter:



Raymond C. Etcitty

General Counsel

Navajo Nation Gaming Enterprise

9:45-10:15 AM

Morning Break in Exchange 3



General Sessions in Exchange 4

10:15-11:00 AM

Evaluating the Value of Implementing “payer of last resort” Status for a Tribal Self-Insured Health Program

- This session will go through the historical and legislative back ground of “Payer of Last Resort”
- How applicable is it to Tribal Self-Insured Health Programs?
- We will hear how this status can provide significant benefits for tribes and their enterprises if set up properly.
- What are some of the key aspects of invoking and implementing “payer of Last Resort” status will be covered during the session along with actual examples of tribes implementing it?

Presenters:



Brian Nissen

Human Resources Director
Confederated Tribes of the Colville Reservation



Ben Butler

Vice President
Tribal First

11:00-11:45 AM

How to Prepare for, Employ, Engage and Retain “Generation Z”

Understanding the changing workforce and how to meet them where they are is essential to keeping your tribe or organization current and competitive. This interactive round-table discussion will feature HR professionals sharing:

- Data and research to understand who Generation Z is and the key essential facts that affect HR professionals the most.
- The difference between the millennials and Generation Z.
- Generation Z in Indian Country: What are the nuances?
- How to successfully navigate multi-generational teams, manager/employee relationships, and diversifying training that engages multiple generations.

Presenters:



Wanetta Thompson

Vice President of Human Resources & Talent Management
Mille Lacs Corporate Ventures



Angela Bunner
HR Employee Relations Supervisor
River Spirit Resort Casino



Lana Oswaldson

Director of Recruitment & Performance
Mille Lacs Corporate Ventures

11:45-12:30 PM

Unemployment Risk Management

- What unemployment management options are available for Tribal entities?
- What are the benefits to outsourcing your unemployment management to a third party administrator?
- What cost advantages can be had by outsourcing?

Presenter:



Brian Allen

Business Development
501(c) Services

12:30-1:30 PM

Lunch in Exchange 3



General Session in Exchange 4

1:30-2:30 PM

Increase Employee retention through benefits education and by Coordinating Supplemental and Base Benefits

Employee benefits education, the coordination of benefit options, good provider communication with employees, and timing of enrollments are all tools for success. Reducing employee confusion about the differences of Supplemental and Base Benefits is everyone's job. This discussion will focus on tools that can help reduce employee questions and help them make informed decisions. Employees should feel added value from the benefits package they are provided, thus improving employee retention.

Moderator:



Dave Walker

Owner

GITW Benefits-Globe Life

Presenters:



Brian Nissen

Human Resources Director

Confederated Tribes of the Colville Reservation

Breezy Prince

Human Resources Director

Wichita & Affiliated Tribes



Brian Noble

Executive Director

Peacemaker Ministries



Angie Kean

Human Resources Director

Cheyenne-Arapaho Tribes of Oklahoma

2:30-3:00 PM

Afternoon Break in Exchange 3



General Sessions in Exchange 4

3:00-3:30 PM

The Essential Guide to Thorough and Legal Employee Background Checks

Integrating a full background check through screenings, interviews, record checks and the most current technology is of the utmost importance to support informed hiring. This interactive session will provide an insight to federal and state legal updates and regulations applicable to pre-employment background checks. In this session HR Professionals will:

- Explore and audit their current background check process and risk management strategy.
- Gain understanding of the various legal authorities that authorize access to FBI data for background check purposes.
- Understand the implications of the Fair Credit Reporting Act (FCRA) and the Ban the Box laws.
- Review areas of background check legal compliance matters to protect your tribe and organization from a costly lawsuit.
- Learn how to implement key best practices immediately to upgrade your background check process.

Presenter:



Christopher B. Chaney

Unit Chief-Criminal Justice Information Law Unit
FBI Office of the General Counsel

3:30-4:15 PM

Policy & Procedure Essentials: Managing Risk, Preserving Culture While Protecting your Tribe and its Employees

Drafting or editing existing employment policies and procedures is a constant ongoing task. It's important to balance fair policies and procedures while managing the tribe's cultural preservation. While at the same time being proactive by ensuring those same policies create a safe workplace against things such as workplace bullying.

This interactive session will explore:

- How to do a successful policies and procedures audit.
- Developing a clear communication plan for integrating changes and updates to employment policies and procedures.
- How to ensure that managers and leaders model policies and procedures and communicate changes effectively.
- Ensuring documentation, contracting and all employment procedures support the tribe's longevity and interests.
- The importance of specifying and defining workplace bullying or other egregious acts in employee handbooks and onboarding programs. How to integrate the mission and vision of the tribe into creating a positive work environment.
- How to investigate and appropriately document instances of workplace bullying when they do happen.

Presenters:



Hilary DeVlaeminck

Human Resources Director
Prairie's Edge Casino Resort



Pam Peters, M.P.A

President/Owner
Littlesun Consulting
Member
Pawnee Nation

4:15-5:00 PM

HR Teams Doing it all: Preparing Managers to Lead Groups Effectively

Are your managers escalating everything to HR without attempting to create team efficiency, cohesion, and structures for communication? How can effectively training managers in building effective teams is a win/win situation for your over extended HR team and Managers alike?

In this interactive session you will:

- Discover the 4 stages of Team Development.
- Understand the role of HR in evaluating team effectiveness.
- Learn how to evaluate potential managers as effective team leaders.
- How to leverage the diverse strengths of your HR department.
- How to use data from other departments to support HR's effectiveness.
- Integrating Manager Team Training that distinguishes the actions Managers must take before escalating issues to HR.
- Learn tangible team building strategies to empower managers with.
- How to build a case for HR programs, adding new staff and the case for human capital management being a tribal and organizational priority.

Presenters:



Christina L. Porter

Human Resources Training Specialist
Seneca Niagara Resort & Casino



Marcus Diaz

Director of Organizational Development
Casino Del Sol



Marion Lebsock, PHR-CA

Director of Human Resources
Gun Lake Casino



Virginia Sprague-Vanderband

Director of Training
Gun Lake Casino

5:00 PM

Conference Concludes

