

2024 Annual Spring Conference

# The Future of Work: Adapting to a Changing Environment

May 2, 2024-- 8am to 3pm  
Merriam Community Center

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Greater  
Kansas City



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# Agenda

7:30AM - 8:00AM

REGISTRATION AND BREAKFAST

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8:00AM - 8:30AM

**WELCOME & OPENING REMARKS**

KESSLER ROOM

CHRISTY MANN, PRESIDENT

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8:30AM - 9:15AM

**KEYNOTE ADDRESS**

KESSLER ROOM

JONI WICKHAM, AUTHOR

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9:15AM - 9:30AM

COFFEE BREAK AND NETWORKING

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9:30AM - 11:30AM

WORKING WITHIN A MULTI  
GENERATIONAL WORKFORCE

KESSLER ROOM

ERIN BLOCHER, PROFESSOR

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11:30PM - 1:00PM

LUNCH & EMPLOYMENT LAW UPDATE 2024

KESSLER ROOM

MELODY RAYL, PARTNER FISHER PHILLIPS

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1:00PM - 2:00PM

**BREAKOUT SESSION ONE**

KESSLER ROOM

UNDERSTANDING IMPLICIT BIAS IN THE  
WORKPLACE TARA KELLY

LOOMIS ROOM

WHAT IS YOUR ORGANIZATION'S BRAND? HOW TO  
HIRE & ONBOARD FOR A CHANGING ENVIRONMENT,  
STACEY COWAN & DR. ROGER DUSING

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2:00PM - 2:15PM

COFFEE BREAK AND NETWORKING

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2:15PM- 3:15PM

**BREAKOUT SESSION TWO**

KESSLER ROOM

AI 101 IN THE WORKPLACE, ROSHELLE FETZER

LOOMIS ROOM

HOW TO BUILD A COMPREHENSIVE  
SUCCESSION PLAN, GLEN HARRIS

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3:15PM - 4:00PM

CLOSING REMARKS & ELECTIONS & PRIZES

KESSLER ROOM

Merriam Community  
Center

Thursday, 2nd May



**Fisher  
Phillips**



With almost 600 attorneys in 41 offices across the United States and Mexico, Fisher Phillips is an international labor and employment firm providing practical business solutions for employers' workplace legal problems.

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**Melody Rayl**

Partner | Kansas City

*mrayl@fisherphillips.com*

**Samantha Monsees**

Partner | Kansas City

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# Keynote Address by Joni Wickham



JONI IS ALL ABOUT GRIT, GRACE, AND GETTING THINGS DONE.

A native of Raleigh, North Carolina, Joni and her indisputable southern accent arrived in Kansas City almost 15 years ago after leading initiatives within state and federal government as well as advocacy organizations. In her eight years with the mayor's office—the majority of them spent as Chief of Staff—Joni proved herself as an accomplished political strategist, communications expert, and organizational leader. An artful negotiator, Joni helped steer Sly's major development projects in Kansas City while raising the city's profile at the national and international levels.

Prior to her time at city hall, Joni worked with the American Federation of Teachers, the Missouri Department of Transportation, and in the office of Missouri Secretary of State Robin Carnahan. An accomplished alumna of the University of Missouri where she earned her Masters of Arts in political science, Joni was the recipient of the 2019 University of Missouri Truman School of Public Affairs Mel Carnahan Public Service Award. She was also named one of the 50 most powerful people in Kansas City and is a member of the Kansas City Business Journal's prestigious Class of 2023 Women Who Mean Business.

Joni is the author of the best-selling book titled, "The Thin Line Between Cupcake and Bitch: Taking Action, Driving Change and Getting Results."

# About the Sessions

## **Morning Session- Working Within A Multi-Generational Workforce**

***Presenter- Erin Blocher***

This session examines the five generations currently in the US workforce: how historical experiences have shaped them and how organizations can motivate each group. The presentation focuses special attention on generational attitudes about work, technology, and communication and how new arrivals like Millennials and Gen Z differ from the other generational groups currently in the workforce. The presenter will offer strategies for how to coach, manage, and motivate employees and create intergenerational understanding at your organization.

## **Lunch Session- Employment Law Update 2024**

***Presenter- Melody Rayl***

All three branches of government were busy throughout 2023 and into 2024 – from SCOTUS to local governments. Unraveling the maze of new requirements – and those waiting in the wings – is challenging for even the most seasoned HR professionals. We will have a discussion about these breaking topics ranging from employee handbooks to restrictive covenants to wage and hour issues to weed. A little bit of something for everyone.

## **Breakout Session 1- Understanding Implicit Bias in the Workplace**

***Presenter- Tara Kelly***

Implicit bias training helps people recognize and address unconscious biases that affect their attitudes and behaviors. It includes understanding biases, recognizing their impact, learning mitigation strategies, fostering inclusive environments, and ongoing evaluation. Implicit bias training aims to raise awareness, challenge assumptions, and provide individuals with the tools to mitigate the impact of biases on their decision-making and interactions with others. Training can be valuable when it's one part of a broader strategy for promoting diversity, equity, and inclusion. Come explore how implicit bias training supports ongoing efforts to address systemic inequities and create inclusive environments are necessary for meaningful change.



# About the Sessions

## **Breakout Session 1- What is Your Organization's Brand? How to Hire & Onboard for a Changing Environment**

***Presenter- Stacey Cowan & Dr. Roger Dusing***

As the business environment continues to change rapidly, hiring the right people for the right jobs is more critical to your success than ever. In this interactive workshop, we will discuss how to leverage your brand to recruit, interview, hire, and onboard individuals who will thrive in times of change. We'll share proven techniques that will empower you not only to respond to shifts in your environment but also to actively shape a flexible and resilient future.

## **Breakout Session 2- AI 101 In the Workplace**

***Presenter- Rochelle Fetzer***

Artificial Intelligence (AI) presents immense opportunities for HR professionals to enhance efficiency, effectiveness and decision-making. During this session we will explore what AI is, misconceptions of AI, how AI is impacting the HR marketplace, what tools are readily available and how to safely infuse AI into your role.

## **Breakout Session 2- How to Build a Comprehensive Succession Plan**

***Presenter- Glen Harrison***

Loss of key talent can create a catastrophic ripple throughout any organization that is not prepared. In this workshop will provide an overview of succession planning and practical tools for formalizing your own succession planning process. Come learn how to generate momentum and gain executive support for succession planning, identify critical roles in your organization, build success profiles that combine current requirements with future needs, identify succession candidates through formal nomination surveys, assess candidates' development needs, create individual development plans, and measure progress.



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# Speaker Bios

## ***Erin Blocher***

As a coach and presenter, Erin Blocher has collaborated with winning companies and leaders in the non-profit, health care, and government fields. She has over 15 years of experience working with clients and teaching communication theory, public speaking, and effective business communication. Erin holds a Masters in Communication and Rhetoric from the University of Kansas and a Graduate Certificate in Executive and Professional Coaching from the University of Texas at Dallas. In her role as a Teaching Professor at the University of Missouri - Kansas City's Henry W. Bloch School of Management, she helps students build a bridge between communication theory and practice. She is the faculty advisor for Enactus, UMKC's student-led social venture incubator, and works with students in the Bloch School's MBA, undergraduate, and executive programs. Erin enjoys helping clients apply effective business communication strategies and tactics to real-world situations. You can reach her at [erin@findcongruent.com](mailto:erin@findcongruent.com)

## ***Melody Rayl***

Melody Rayl is a Partner in the Kansas City office of national Labor & Employment litigation firm Fisher Phillips. Her practice focuses on all aspects of employment litigation and counseling. She also frequently advises on mitigation of risk in employment matters, provides training to her business clients on a variety of employment related topics and regularly counsels businesses through difficult situations with an eye to preventing lawsuits before they occur.

## ***Rochelle Fetzer***

Roshelle Fetzer is a lifelong learner and proud leader of a team of 323 disruptors in the L&D Industry at H&R Block. Together with her award-winning team, they deliver training to the company's 12,000 national locations, offering over 1.2 million hours of instruction through self-study and AI infused platforms and over 34,000 virtual training sessions. In addition to her impressive achievements as a leader in the L&D industry, Roshelle Fetzer is also a sought-after speaker and expert on artificial intelligence and automation. She has spoken at several conferences and events, such as the Corporate Learning Week, the Learning 2019 Conference, and the Consero Leadership Summit. She has shared her insights and use cases on how to leverage AI and automation to enhance learning outcomes, optimize workforce planning, and drive business performance.

Roshelle was one of 250 learners who completed MIT's Artificial Intelligence program. Prior she completed programs in Learning at Harvard, Leadership at UMKC, and obtained her MSOL from Gonzaga University. She has also acquired skills in automation and data science, which she uses to measure the impact and ROI of her team's innovative learning solutions. She believes that AI and automation are not threats, but opportunities to empower learners and educators to achieve more. Roshelle is committed to making a positive impact on the community and nurturing the future generation because she hopes for a better world for her four kids. She is on the Board of Directors for True Light Family Resource Center, and on the Fundraising Committee for Inclusion Connection. She also advocates for the community and women, minorities, neurodiverse, and LGBTQNA communities as a member of the Belonging Council at H&R Block.

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# PSHRA Chapter of Greater Kansas City

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# Speaker Bio

## ***Dr. Roger Dusing***

Roger Dusing, PhD, comes to OMNI from Park University, where he served as Chief Human Resources Officer for eleven years. With over 40 years of HR experience, including 30 years in C-suite level roles, he looks forward to reflecting his passion for higher education in his work to bring affordable, high-quality human resources services to small- to medium-sized colleges and universities.

## ***Stacey Cowan***

Since coming to OMNI, Stacey Cowan has led and successfully completed executive searches for leadership and director level roles in the private, nonprofit and municipal sectors. Prior to joining OMNI, Stacey Cowan served as Membership Director for the Overland Park Chamber of Commerce, where she led membership recruitment and retention efforts, building an extensive network of relationships to strengthen local businesses. Her substantial client service and business development experience, her passion for making connections, and her ability to understand client needs, are strong assets to OMNI's executive search practice. During her tenure at the Chamber, Stacey was awarded the Bronze and Silver Lifetime Sales Achievement Award from ACCE and has completed the Johnson County Citizens academy.

## ***Tara Kelly***

Tara M. Kelly is an attorney barred in Missouri, Kansas, Virginia, Maryland, and the District of Columbia. She is currently employed with the City of Kansas City, Missouri where she advises City departments and defends them during litigation. Tara's work at the City has involved tort litigation up to and including wrongful death, contractual and constitutional issues, and employment litigation including discrimination and FLSA collective actions.

Prior to her work with the City, Tara routinely advised businesses and individuals on a variety of legal issues. Tara has represented corporations in insurance recovery, bankruptcy, corporate debt restructuring, enforcement of contracts, and debt collection. Tara has also assisted a wide variety of individuals in family law, foreclosure, bankruptcy, and insurance recovery cases. Tara's expertise is in litigation, whether it be on behalf of an individual or business.

## ***Glen Harrison***

Glen started his journey with SIGMA Assessment Systems nearly two decades ago managing a large-scale talent development project for Chrysler that involved over 30,000 management and staff. Over his career, Glen has worked with a third of the Fortune 500 companies and with every level of government in Canada and the United States. In the process, Glen has delivered workshops to over 15,000 people across 49 states (sorry Wyoming, he'll get there eventually), 10 provinces, 1 territory, 107 cities, and 9 countries.

Glen has spent 20+ years in senior talent management roles, and 20+ years delivering impactful presentations. Previous speaking engagements include over 100 HRPA, SHRM, and ASTD Chapters.

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FOR PSHRA GREATER KC CHAPTER USE ONLY DATE RECEIVED:

2024- 2025 APPLICATION FOR ANNUAL CHAPTER MEMBERSHIP or RENEWAL

Name & Employer: \_\_\_\_\_

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Greater KC Chapter Membership Status:

- Renewal       New member (if referred, referred by): \_\_\_\_\_

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Indicate Membership Level:

❖ **EARLY BIRD THROUGH JULY 12TH, 2024 Annual Chapter Membership (2024-2025 Dues)**  
 Includes Annual Chapter Membership, all monthly programs, and a full day Spring Conference. A savings of \$115.00 over the non-member rates (with PSHRA National membership)  
 \$175 or  \$150 if an PSHRA National member\*  
\*Must Maintain National Membership Throughout Program Year to receive the discount.

❖ Retiree or Student Chapter Membership – Available to individuals currently enrolled in an undergraduate or graduate program study at an accredited college or university and not working full-time, or an individual that has retired from full-time employment. Not eligible to vote or to hold office.  
 \$ 20 Annual Chapter Membership; additional monthly program fee \$20 (not including Spring Conference)

*Note: Non-member visitor fees are \$25 per monthly meeting and \$85.00 for the Spring Conference.*

Memberships are effective from July 1st through June 30th. Please register and pay online at <https://pshra-gkc.org/memberships.php>

To pay by check, please obtain a membership form from the Chapter Secretary, Erika Colacicco. [ErikaColacicco2@jocogov.org](mailto:ErikaColacicco2@jocogov.org)

TO COMPLETE THE MEMBERSHIP RENEWAL ONLINE, PLEASE USE THE QR CODE

