MPNAHRO Leadership Summit 2018 Agenda

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**Building a leadership team that trusts and respects each other**

* How do we show up as leaders? Conscious leadership
* Becoming a learning mindset leader and organization
* Fostering a culture of open debate and productive conflict
* Building trust and respect
* Working across differences

**Developing, empowering, and engaging staff to accomplish big goals**

* Elements of an effective workplace that fosters high performance
* Total employee wellness and its connection to high performance
* The crucial role of supervisors
* Annual performance and development goals/evaluation process
* One-on-ones – the silver bullet
* Feedback Models
* Who Has the Monkey
* The Development Plan
* Delegation

**Holding staff accountable for poor performance**

* Individual accountability
* Radical Candor Model
* Progressive discipline
* Separation of employment
* Group accountability & continuous improvement model

**Unconscious Bias, Microaggressions, & Bystander Behavior**

* Business impacts of diversity & inclusion
* 2D Diversity
* Case studies
* What is unconscious bias
* Microinequities and microaggressions
* Micro-affirmations
* Bystander Action

**Embedding Risk Management**

* Conflict management = risk management
* Employment law primer, including discrimination; harassment, retaliation
* Case studies
* #MeToo – making sense of it all
* Your role in the reporting, grievance, and investigation process
* What are prompt remedial measures
* The central role you and your line supervisors play in managing risk and enforcing ethical standards
* Handbook language you’ll need to help with risk management
* Being a family friendly workplace to everyone; leave policies

**Promoting Total Employee Health, Resilience, and Work/Life Fit**

* The business case for promoting Total Employee Health
* Factors in resilience and how to promote them in your workplace
* How to support people who may be struggling
* Team-based wellness and workplace flexibility