

Breakout Session #1 Descriptions

Managing Post Election Emotions

In today's rapidly changing workplace, a strong organizational culture is more important than ever. This interactive session explores practical strategies for building inclusion, psychological safety, and meaningful connection through clear values, authentic leadership, employee listening, allyship, and stronger working relationships. Participants will examine how everyday behaviors shape culture and learn ways to help managers navigate conflict, support employees through difficult emotions, and reinforce an inclusive workplace.

Performance Management

Reframe performance management as a strategic tool for strengthening productivity, employee development, retention, and organizational performance. This session explores how to identify performance and engagement risks, tailor management approaches to individual needs, deliver effective feedback, and support meaningful improvement. Participants will also learn strategies for developing and retaining high performers, strengthening manager accountability, and using performance insights to inform broader talent and workforce decisions while maintaining fairness and consistency.

Culture During Tumultuous Times

In today's rapidly changing environment, employees may be navigating anxiety, uncertainty, and strong emotions around current events, the economy, AI, and more. This interactive session explores how HR professionals can foster an inclusive, psychologically safe culture that supports collaboration, performance, and morale. Dr. Michael Baran will share a research-based framework and practical strategies for strengthening workplace culture—without making it another full-time job.

Re-engage With Purpose During Tumultuous Times

During times of uncertainty and change, employees may lose sight of purpose, priorities, and the impact of their work. This session explores how leaders can strengthen engagement, retention, and performance by creating clarity, building alignment, and reconnecting employees to meaningful work. Participants will gain practical strategies to reinforce organizational purpose, clarify what matters most, and help employees understand how their contributions support broader goals.

Breakout Session #2 Descriptions

Intersection of FMLA, STD & ADA

Leave requests often involve overlapping requirements under the FMLA, ADA, and short-term disability policies. This practical session will help HR professionals understand how these frameworks intersect, identify common compliance pitfalls, and navigate complex leave scenarios with confidence. Through real-world examples, participants will explore documentation, sequencing, the interactive process, and return-to-work considerations.

Beyond the Basics

Ready to move beyond trial-and-error with AI? This interactive, hands-on session will help HR professionals strengthen their AI skills, understand how large language models work, and use a structured prompting framework to generate more reliable, useful results. Through group-selected HR scenarios, participants will explore practical applications of AI—from analyzing engagement data and workforce metrics to creating development plans, identifying survey-driven interventions, and customizing onboarding materials.

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