

2021 Management Summit Draft Agenda

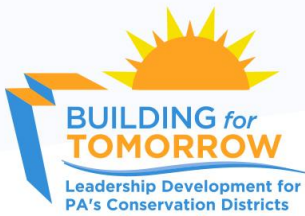
New Manager Preconference Meeting - Tuesday September 14

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| 9:30am – 10:30am | Registration & Networking |
| 10:30am – 2:00pm
<i>(includes lunch break)</i> | Manager Leadership: Conflict Management
<i>Presented by Dennis Gilbert, Appreciative Strategies, LLC</i>
Conflict exists in all organizations and typically presents itself in a negative fashion, but properly managed it may be healthy and even beneficial. This presentation will focus on prevention and resolution methods that make conflict management attainable for any group or organization.
Participants will: <ul style="list-style-type: none">• Discover models of conflict and approaches for reducing harmful conflict.• Examine how stereotypes contribute to conflict and poor behavior.• Consider collaboration skills as a navigational tool and steps for mediation. |
| 2:00pm – 2:30pm | Break |
| 2:30pm – 5:30pm
<i>(includes break)</i> | Manager Leadership: Navigating a Multigenerational Workforce
<i>Presented by Dennis Gilbert, Appreciative Strategies, LLC</i>
Five generations are active in our workforce today, and although it is common to focus on differences, a focus on the commonalities is required to broaden your perspective and navigate successfully.
Participants will: <ul style="list-style-type: none">• Examine generational definitions and the framework of five generations.• Discover communication factors relevant for successful navigation.• Connect with purpose, trust, and explore essentials for vision and strategy in working across all generations. |
| 6:00pm – 7:00pm | Dinner |



Management Summit Day 1 - Wednesday September 15

8:00am – 9:00am	Registration & Networking
9:00am – 12:00pm <i>(includes break)</i>	Manager Leadership: Being a Great Mentor or Coach <i>Presented by Dennis Gilbert, Appreciative Strategies, LLC</i> As a leader you play a significant part in developing your team. Sometimes this is very apparent and intentional. In other cases, you are serving somewhat unknowingly as a role model. Participants will: <ul style="list-style-type: none">• Explore the definitions and leadership roles of coaches and mentors.• Examine how feedback and behavioral approaches drive outcomes.• Understand how to plan for a coaching session and deliver with appropriate impact.
12:00pm – 1:00pm	Lunch
1:00pm – 1:45pm	Meet the New District Managers Introductions & presentation of certificates for the 2021 New Manager Training Group, followed by a facilitated managers discussion: “What I Wish I Knew When I Started.”
1:45pm – 2:30pm	Staff Development Roundtables Structured small-group discussion to share information, questions, or needs related to staff development planning, learning management systems and other resources.
2:30pm – 2:45pm	Break
2:45pm – 3:30pm	Staff Retention Panel Panel-led discussion on staff retention best practices, challenges, and lessons learned.
3:30pm – 4:00pm	Manager Reference Guide Overview Demonstration on using the online Manager Reference Archive.



Management Summit Day 2 - Thursday September 16

8:30am – 11:30am
(includes break)

The Employee Life Cycle & Performance Management

Presented by Mary Kay Williams, Mindshift Consulting

Staff engagement and retention, from recruitment through the end of the employment cycle, are supported and strengthened by a clear understanding of performance management practices. In this presentation, participants will:

- Understand the Employee Life Cycle model.
- Examine how to set performance expectations for staff by using a performance model and documentation.
- Identify best practices in recruitment, hiring, and onboarding that support your performance model.
- Explore the manager's role in assessment/appraisal of knowledge & skills, and in identifying areas for improvement and opportunities for advancement.

11:30am – 12:30pm
(box lunch will be served)

Working Lunch: Partner & Program Updates

Presented by Agency/Partner staff

Topics TBD