



Office Hours with HR: Where Big Ideas Happen

Thursday, November 5, 2026

All conference sessions will be held in the NorthPointe Ballroom

- 7:00-8:30 a.m. **Registration and Networking** (*Outside the NorthPointe Ballroom*)
- 8:30 a.m. **Introductions and Welcome**
2026-2027 Ohio CUPA-HR President, Catie Shuman-Damanti
- 8:45 a.m. **Executive Presence: How Leaders Communicate Authority, Credibility, & Influence**
Sheila Eason - Founder and CEO, Elevate People Solutions, LLC
Master the art of Executive Presence to project confidence, build trust under pressure, and create a personalized action plan to maximize your impact.
- 10:15 a.m. Break (*Outside the NorthPointe Ballroom*)
- 10:30 a.m. **Stranger Things in HR: Navigating the Upside-Down to Shape the Employee Experience**
Kari Aikins, CCP, SPHR - Vice President, Segal
Discover budget-friendly strategies to combat turnover, address pay compression, and build a resilient talent strategy grounded in culture, career, and compensation.
- 11:30 a.m. **Unleashed Potential - Engagement with Gratitude**
Kelly Jones
Discover inspiring insights on leadership, relationships, and personal growth through engaging storytelling and lessons learned alongside a loyal canine companion.
- 1:00 p.m. Lunch in the Ohio Dining Hall
- 2:00 p.m. **Addressing Avoided Conversations Before They Become Culture Risk**
Dyann McDowell - Training Marbles, Inc.
Discover how delayed communication compromises organizational trust, and learn practical strategies to help supervisors address difficult issues with confidence before they escalate.
- 3:00 p.m. **Overwhelming Ownership: Why You're Exhausted (and How to Stop Doing Everyone's Job)**
Jamie Lewis Smith, PhD - CEO, Pixel Leadership Group
Break the habit of taking responsibility for everything with practical, psychology-backed tools to set boundaries, delegate without guilt, and empower your team.
- 5:00 p.m. **HR After Hours**
Networking and cocktail hour with limited open bar.
Location: Hickory 1
- 6:00 p.m. **Total Rewards**
Dinner buffet with cash bar available.
Location: Hickory 1
- 8:00 p.m. **Off the Clock**
Come join us to play trivia, win prizes and have fun! Cash bar available.
Location: TBD
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Friday, November 6, 2026

Spirit Day ~ Wear School Colors & Jeans

All conference sessions will be held in the NorthPointe Ballroom

- 7:30-9 a.m. **Breakfast Buffet**
Location: Atrium
- 8:30 a.m. **Chapter Update, Business Meeting, and Door Prizes**
This meeting is open to all attendees and everyone is encouraged to attend. Join us for a quick state and national update, followed immediately by our door prize drawings (must be present to win!).
- 9:00 a.m. **How Accommodating! versus How? Accommodating?**
Joshua Hughes - Ogletree Deakins
Learn to evaluate higher-ed workplace accommodations lawfully and consistently, avoiding common compliance pitfalls while mastering the interactive process with confidence.
- 10:00 a.m. Break (*Outside the NorthPointe Ballroom*)
- 10:15 a.m. **LeadSTRONG: Building a Scalable Leadership Development Program**
Julie LaSusa - Chief Organization Officer, Columbus State Community College
Kristen Treadway - Chief Human Resources Officer, Columbus State Community College
Discover how Columbus State's LeadSTRONG program equips higher-ed leaders with scalable, human-centered skills to manage change, performance, and collaboration.
- 11:15 a.m. **Navigating Burnout in Times of Change: Restoring Energy, Focus, and Flow in Higher Education**
Dr. Alexis Yamokoski - Chief Humanologist, Five to Flow
Explore the science of burnout, recovery, and flow to restore energy, protect well-being, and lead through unprecedented organizational change without depleting your people.
- 12:30 p.m. **Closing Remarks**
2026-2027 Ohio CUPA-HR President-Elect, Beth Maxon