Tennessee CUPA-HR Fall Conference
November 14, 2012
Montgomery-Bell State Park, Burns, Tennessee

AGENDA

8:00-9:00 a.m.  Registration, Breakfast & Welcome

9:00-10:30 a.m.  General Session

  Emotionally Intelligent Leadership

  In this session, participants will learn how to communicate better, handle stress and conflict productively, make clearheaded decisions, and respond better to change. Participants will also develop a deeper approach to self-understanding and reflection. Through group activities and self-reflection exercises, attendees will improve their team effectiveness by raising awareness and managing their emotions.

Presenter

James Sneed, FedEx Leadership Institute

10:30-10:45 a.m.  Break

10:45 a.m. - Noon

  HR Generalist Session

  HR Soft Skills: Maximizing Your Employee Relations Efforts

  How can you ensure that your workforce demonstrates respectful behavior towards one another? How can you help managers improve their ability to interview, identify, and select talent? In this interactive workshop, the facilitator will discuss with participants the need to manage the relationship between internal policies and external employment laws. The facilitator will lead the group through a series of exercises that will assist in learning how institutions differ in regards to evaluating, interpreting, and implementing policies.
**HR Executive Session**

*Building a Talent Management Program in Higher Education*

Cultivating top talent, increasing employee engagement, and balancing strategic initiatives requires the creative use of technology. Join Drexel University and the University of Richmond as they discuss their approaches to a successful talent management program, and how the Ellucian Talent Management Suite is integral in helping them meet their strategic objectives more effectively.

Laura Weathersby [Panel Facilitator]
Senior Product Owner, Ellucian;

Valerie Wallen, Director, Talent and Organizational Effectiveness, University of Richmond;

Megan Weyler, Systems Administrator, Drexel University

Noon-1:00 p.m. Lunch

1:00-2:15 p.m.

**HR Generalist Session**

*HR Problem Solving: Skills for Effective Problem Identification and Resolution*

Following a process will allow you to become a more effective problem-solver. A proactive approach will help you: Define problems or opportunities so that solution ideas are maximized; realize how you can continually improve these abilities; and generate more ideas about any problem you face at work. A roundtable discussion will be facilitated by our HR Trainer in order for participants to identify and document steps for effective resolution.

Paul Thomas, Executive Director of Human Resources, Southwest Tennessee Community College

**HR Executive Session**

*What's Keeping Your President Up At Night: A Discussion on HR Role on Anticipating and Planning for the Worst Case Scenario*

We have obtained input from various leaders throughout the state and have learned common themes that impact the success of organizations. Discussion topics: Managing change; financial responsibilities; HR and a seat at the table; understanding student issues; and many more pressing subjects. Don’t miss this important session.

Mary Sonner, Director of Personnel Services, Tusculum College
2:15-2:30 p.m.  Break

2:30-4:00 p.m.  General Session
True Colors™ Personality Profile

In the True Colors teambuilding session, participants will learn about their personality types and how to work with others who may share their personality profile, as well as other types. They will also work towards using their strengths and interests to establish teams that effectively handle projects, interact with customers, manage and maintain their departments and the organization as a whole. Our certified facilitator will create a fun and interactive environment where you will be able to understand how your personality affects your effectiveness.

Berlinda Williams-Strong, Manager, Professional Development and Training, University of Memphis

4:00-4:15 p.m.  Wrap Up

The President of the Tennessee CUPA-HR chapter will close out the conference and provide information on the 2013 Spring Conference.

Program Approved
for 5.5 HRCI Hours

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