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Payment

Mail Completed Registration and
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Shari Undeland
Blandin Foundation
100 N. Pokegama Ave
Grand Rapids, MN 55744

Make checks payable to: **AHRA**

SHRM & HRCI Credits Pending

About AHRA

Arrowhead Human Resources Association (AHRA) is a group of business professionals from the Iron Range and Arrowhead region of Northeastern Minnesota. We are an affiliated chapter of SHRM (Society of Human Resource Management). SHRM is the world's largest professional Human Resource Organization in the world.

AHRA meets 5 times per year and welcomes new members at any time. AHRA is chartered with SHRM but you do not need to be a member of SHRM to attend our meetings and events.

HR professionals, business managers, business owners, teachers, attorney, students and others interested in the HR issues are invited to attend. See our website at <https://ahra.wildapricot.org/> for more information and upcoming events.



Board of Directors:

President- Omega Szweduik
Secretary- Magan Schoeban
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Membership- Shari Udeland
Programming/Marketing- Jenna Lehti
Members at large:

- Cathy Pazzelli
- Terri Erickson
- Kelly Hertling

Conference Committee Chair: Amy Klima

Conference Planning Committee:

Amy Klima, Carmen Bradach, Shari Undeland,
Cathy Pazzelli, Terri Nystrom, Kelly Hertling,
Mary Ciriacy, Magan Schoeben, Barbara
Sanders, Stephanie Leonard, Omega Szweduik

*A Whole New
World*

...

For Human Resources,
Managers & Supervisors



14th Annual
AHRA All Day
Conference



Wednesday, May 22, 2019
8:00am - 4:00pm
Mesabi Range College
1001 West Chestnut Street
Virginia, MN

Welcome

Jason Metsa, Deputy Commissioner for the IRRRB will be giving a welcome speech regarding the state of the Iron Range and the employment outlook for the area. Jason will be available through the day for continued discussions.

A fifth-generation Iron Ranger, Deputy Commissioner Jason Metsa previously served District 6B in the Minnesota House of Representatives for six years. During his time in the legislature, he successfully pushed for funding to create jobs and build infrastructure in northeastern Minnesota. Jason helps carry out the agency's mission of promoting and investing in business, community and workforce development for our region. In addition to serving as the strategic lead for the agency's development initiatives, Jason also focuses on civic engagement, diversity and inclusion and relationship building with community partners.

Conference Schedule

8:00 - 8:30am	Registration/Vendor Exhibits
8:30 - 8:45am	Welcome Jason Metsa
8:45 - 11:00am	Ellie Krug, Keynote #1
11:00 - 11:15am	Break/Vendor Exhibits
11:15am - 12:15pm	Justin Terch
12:15 - 1:00pm	Lunch (Included)/ Vendor Exhibits
1:00 - 2:15pm	Kate Bishoff, Keynote #2
2:15 - 2:30pm	Break/Vendor Exhibits
2:30 - 3:45pm	Breakout Sessions
3:45 - 4:00 pm	Closing & Door Prizes

Keynote Sessions

Ellie Krug, "Gray Area Thinking"

Have you walked away from unconscious bias trainings thinking, "Thanks but what can I really do about bias?" If so, Gray Area Thinking™ offers a new way of addressing the ways that humans label, sort and group other humans and otherwise engage in tribalism—the preference for others who look or act like us. Most importantly, Gray Area Thinking™ teaches a toolset (awareness, risk-taking, compassion) that's easy to grasp and easy to use.

In 2009, while an Iowa civil trial attorney with 100+ trials, Ellen (Ellie) Krug (pronounced "Kroog"), transitioned from male to female. She later became one of the few attorneys nationally to try jury cases in separate genders. From 2011 to 2016, she served as the executive director of Call for Justice, LLC, a Minneapolis legal nonprofit that was conferred an American Bar Association award for innovatively increasing legal access. <http://humaninspirationworks.com/>

Kate Bishoff, "#MeToo Two Years Later"

Harassment has dominated the news and social media for the last year, fanning fears that all the money we have invested in harassment training has been for naught. So what should we do? This session covers the various movements and the potential for backlash.

Kate Bishoff is an overly enthusiastic, sarcastic, and opinionated management-side employment attorney and SHRM-SCP-certified HR pro. She works closely with management, HR folk, and technology companies to improve organizations and make it easier to recruit and retain talent through having easy-to-understand policies, easy-to-use technology, and easy-to-explain compliance initiatives. Kate has been recognized by *The New York Times*, *CNN.com*, *Wall Street Journal*, *USA Today*, *National Public Radio*, and other journalistic sources as a leading authority on harassment, technology in the workplace, and employment law. <https://thrivelawconsulting.com/>

Justin Terch, "Generations in the Workplace"

This presentation will explore the different generational cohorts in the modern workforce and how each cohort contributes to the overall value of an organization. By identifying the key areas of strengths and the professional values that each cohort uniquely brings to an organization, attendees will be better prepared to maximize the effectiveness of professionals from different age groups, grow in appreciation for diversity, and learn to manage potential conflict.

Justin L. Terch, SPHR, MA, MBA is a human resources consultant and Managing Partner at Terch & Associates in Duluth Minnesota. His work includes general human resources compliance, internal investigations, labor and employee relations, and conflict resolution. He is Senior Lecturer at the University of Wisconsin - Superior teaching Human Resources and Mediation courses since 2011. Justin earned his undergraduate degree in legal studies and has graduate degrees in business and management.

Breakout Sessions

Ellie Krug: "Transgender 101"

Persons who are transgender have become far more visible, which is reflective of greater societal acceptance. Still, of the letters in the "LGBTQ alphabet" (lesbian, gay bisexual, transgender, queer), the Ts (transgender persons) often face unique challenges relative to personal relationships, public interactions, employment, and may other things that non-transgender persons (the technical phrase is "cisgender") take for granted.

With this training, Ellie Krug explains basics about gender identity and expression, what it means to transition genders, and how to be welcoming to a "trans" person in the workplace and in one's personal life.

Kate Bishoff, "Employment Law Update"

Employment law changes tend to come in waves, driven by public perceptions of what's fair for workers. We're only a quarter through 2019 and employment law is already changing at a rapid pace, with an increasingly widespread commitment to greater pay equity, access to paid leave, and protection from harassment and discrimination. From the Department of Labor's announcements on FMLA designations and a new salary threshold for overtime to bans of salary history questions and evolving harassment guidance, as well as dealing with marijuana in the workplace, there is a ton for busy HR teams to stay on top of.