

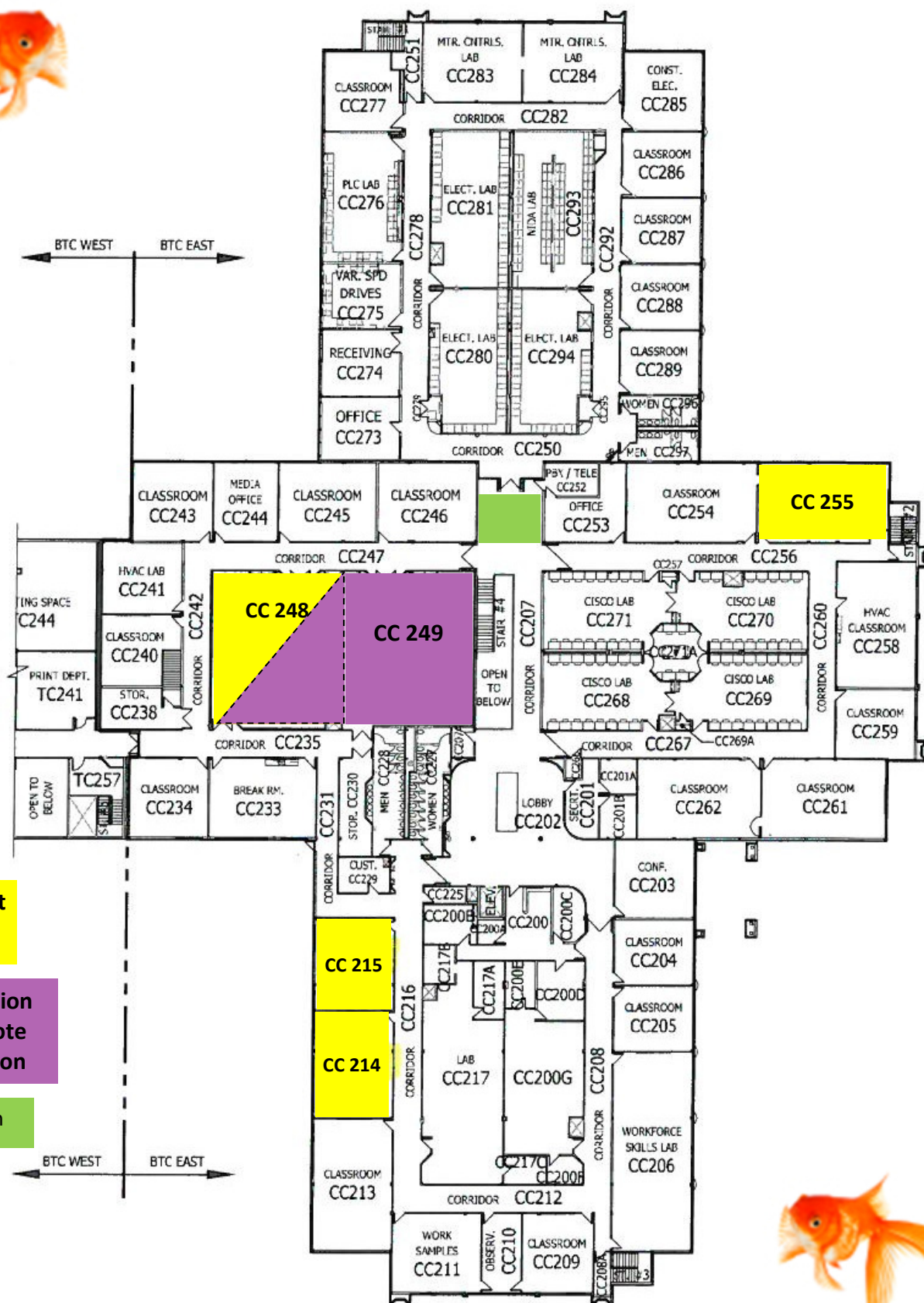


**2016
Professional
Development
Conference**

***Are You **Change-Ready**
or **Change-Resistant**?***



**May 25, 2016
MCC Business & Technology Campus**



SCHEDULE AT A GLANCE

8:30 – 8:50 Registration

Breakfast Snacks & Refreshments

8:50 – 9:00 Welcome—Announcements

9:00 – 10:30 Keynote Speaker

Cathy Newton

Are You Change-Ready or Change-Resistant?

10:40 – 11:40 Concurrent Sessions 1

11:50 – 12:30 Lunch

12:40 – 1:40 Concurrent Sessions 2

1:55 – 2:55 Concurrent Sessions 3

3:10 – 4:10 Concurrent Sessions 4

4:15 – 4:30 Closing Session

Door Prize Drawings – *lots of great prizes!*

2 Grand Prizes of Royals Tickets + Parking Passes

Must be present to win

Change affects all of us in different ways. These colorful fish will help you seek out sessions devoted to three different aspects of change: Personal, Professional, and Organizational.



Personal



Professional



Organizational

Do you Tweet? If so, tell people about the conference using #KCPDC16

FYI—there is no visitor Wi-Fi access on the BTC Campus.

WELCOME & KEYNOTE SPEAKER (8:50—10:30)

Are You Change Ready, or Change Resistant?

Change is happening at lightning speed. It seems more pervasive and the variables are uncertain. Are you—and your staff—change-ready or change-resistant? Don't hunker down in change-resistance when it could affect your reputation, performance and the quality of service you provide. Confront your own biases on change. Learn pro-active methods to support others in shifting change-resistance to change-readiness. And learn personal strategies for *stayin' alive* through change.

About Our Speaker ...

CATHY NEWTON is a keynote speaker who connects with audiences, prompting laughter and exploration as she engages them in her content. A highly energetic and experienced performer, Cathy has continually captivated diverse audiences—from her college days as an NFL cheerleader to a myriad of groups as a professional educator to the past 20 years as a nationally sought after speaker. Her love of adventure has led her to ski the German Alps, mush a dogsled in Alaska, hike the Incan Trail in Peru and scuba dive in the Caribbean. In her previous roles as teacher, athletic coach and wellness/employee assistance coordinator, she studied the concepts of risk, performance and energy extensively.



Cathy's most pivotal risk was quitting her full-time job (with benefits!) and launching her speaking business. She has helped thousands of people—from law firm administrators to health professionals to HR managers—live in full swing! Through her dynamic, interactive and insightful programs, Cathy inspires audiences to stretch themselves further—handling the risky business of change, work/life balance, teambuilding, wellness and leadership with confidence.

Cathy Newton
author & speaker



SESSION 1 (10:40–11:40)



Organizational

Reorganization: Braving the Organizational Change

Jennifer Keffer, Johnson County Community College

Room: 214

One of the most difficult changes one deals with at work is organizational change. In this session, we will discuss what a reorganization is, how it impacts the individual as well as the larger impact to the organization as a whole. Using key points from how we, ourselves, handle the transitions in our own lives we will take a deeper look into how that helps or hinders our ability to work through change.



Organizational

Changing Cultures with a Win–Win Healthy Workplace Solution

Karen Doyle, Cleveland University—Kansas City

Room: 215

Dr. Dee Edington in “Shared Values, Shared Results” argues to change the working environment with a Win-Win strategy – merge initiatives around individual health with the efforts to improve the health of organizations. If it is true “what is good for the employee is good for the organization,” then how do healthy people impact the workplace?



Personal

Live, Laugh and Find Joy Again - Understanding Loss

Janet Mathis, Johnson County Community College

Room: 255

When changes in life are perceived as loss, grief is the natural response. There are many different types of loss and life transitions, and not all of them are related to death. People may suffer grief at the loss of anything, such as: job loss, divorce/separation, empty nesting, and other significant events in our lives. We each experience grief in our own unique way. Grief impacts not only the individual but the work group, the supervisor, and our peers/friends in the workplace. It's through grieving - acknowledging and growing from losses- that we find hope to live, laugh and find joy in life again.



Personal

Deepening Your Resiliency Quotient

Deb Shaddy, University of Saint Mary

Room: 248

As heard in the keynote, change is inevitable and ever present. Developing and practicing daily stress reduction practices move you from surviving to thriving. Participants in this interactive workshop will: 1) have a greater understanding of the normal, inevitable process of change 2) have an opportunity to assess their current place in the change cycle 3) learn and practice two breathing techniques that can mitigate the body's normal response to stress.

LUNCH (11:50-12:30)

Please join us for lunch and conversation in rooms 248-249

SESSION 2 (12:40—1:40)



Professional

Personal Branding & Career Growth

Keith Davenport, Johnson County Community College

Room: 214

Without clear succession planning, promotion tracks or bonus structures, it can be difficult to see a clear or quick path forward for a career in higher education. How can you prepare yourself for new responsibilities? This session will explore the use of social media, leadership skills and relationships as tools for developing a professional personal brand. Attendees will learn strategies for getting ahead, without sacrificing personal values or quality service for students.



Organizational

Promoting Acceptance & Awareness of Adult ADHD

Paula Smith-Culp, Metropolitan Community College

Room: 215

Is ADHD real? The ADHD community is misunderstood and underserved leaving these individuals feeling isolated, judged and alone. ADHD is not a disability, it is a different ability and when we as educators can accommodate those differences in the classroom, it can be the gateway to extraordinary minds. By learning more about the ADHD diagnosis, deficits, challenges, diverse executive functions, behaviors, and treatments we can better serve this special needs population.



Personal

Mindfulness Matters: A Life-Changing Experience

Jeff Ehrlich & Donna Ehrlich, Park University

Room: 255

Life is a journey... change is inevitable... we are all traveling together. Mindfulness is a technique within each of us; we own it and can practice and enjoy it any time during the day. Small changes in a daily routine lead to fulfillment with the mind, body and our unique human spirit. This opens the natural flow of thinking and acting through mindfulness and allows decisions and actions from a calm and relaxed state of mind. The presenters will share personal experiences of their journey using mindfulness during a significant life-changing event. They will also share how these techniques work in everyday living and teach participants how to use the new-found stream of consciousness in their daily living, cognitively aware but emotionally non-reactive.



Personal

The World Is Our Playground

Erin Holt, Ph.D., Baker University

Room: 248

Changing the way we think, act and approach life can change our overall wellness. We don't have to live our lives sitting down. The objective of this workshop is to explore ways play can be part of our lives in a healthy and productive fashion. We will explore ways to make our days less sedentary and promote a healthier lifestyle.



SESSION 3 (1:55–2:55)



But, I Don't Want To . . .

Verneda Edwards, Baker University

Room: 214

Most of us resist change. Our first instinct is to consider what is in it for us. Why is the change necessary? Will the change contribute to the overall organization? How will it help me as an employee? Leaders of an organization have to determine the best way to lead staff through change. Utilizing research from James Kotter and Michael Fullan participants will walk through The Six Secrets of Change and learn about strategies that can be implemented to support staff during any type of change. Participants will also understand that the type of change that is being required (first or second-order) is critical to staff moving forward.



The Impact of Transitions on Workplace Culture & Climate

Jesse Rivers & June Hollowel, Park University

Room: 215

The presentation will reference the writing of Dr. William Bridges, "Managing Transitions Making the Most of Change". The objective of the presentation will be: The Partnership Between Transitions and Workplace Culture and Climate. We will focus on 1) identifying culture and climate, 2) ways to manage transitions to avoid a negative culture and climate in the workplace, and 3) once change is achieved how to pay constant due diligence to resisters.



Stress and You: Is It Time for a Change?

Ruth Dey, Johnson County Community College

Room: 255

Is stress getting the best of you? Do something for yourself for a change, and come to this session. Gain a working knowledge of the following five strategies to stress management: identification of stress, signs and symptoms, relaxation techniques, seeking solutions, health self care, and humor/laughter.



Beyond the Dollars: Grants as Catalysts for Innovation

Anthony Funari, Johnson County Community College & **Melinda Kimmel**

Room: 248

With increasing budgetary constraints, community colleges and universities are in a bind: how to foster a culture of innovation with fewer resources? This presentation will explore how grants, no matter the size, can be a catalyst for institutional-wide change. Some of the topics the presentation will cover are 1) what are some general misconceptions about grants, 2) what are the benefits of pursuing grants for institutional advancement 3) how can institutions encourage and support faculty and staff to pursue grants, and 4) how can institutions create an environment for collaboration between departments and other agencies in our area.

SESSION 4 (3:10–4:10)



Organizational

Redefining the Student Employee Experience

Mindy Kinnaman & Leila Jacobs, Johnson County Community College

Room: 214

Student employees are the lifeblood of many institutions of higher education, but often, the assumption is made that student employees are given tasks that are perceived to be unimportant or unsavory to professional staff. Contrary to this belief, student employees can have a tremendous impact upon both their peers and the college as a whole, even on campuses that are nonresidential. In this presentation, we will share the model of student employment we use in Student Life at Johnson County Community College. It is our goal to shape the view of students employed on campus so that other departments recognize them as valued contributors to the overall success of the institution. We identify and develop our student employees not just in hiring and training but also through supervising with the goal of aiding them in their personal and professional development.



Professional

Business as Un-Usual

Roger Dusing, Park University

Room: RC 215

“Things are changing. It’s a different ballgame now. And status-quo management won’t work.” Based on the Price Pritchett and Ron Pound book by the same name, this workshop will explore tips and techniques that managers can use to help manage through change. Participants will discuss scenarios, and tools, and explore how to reach the tipping point that allows change to proceed, even when there is active opposition.



Personal

Five Steps to Comfortable Retirement

Gerhart Kloiber & Tim Duncan, Mariner Wealth Advisors

Room: 255

Nearly half of American households do not have any savings for retirement. Even those who do have retirement savings, their nest eggs are too small to retire comfortably. We are told we need to save but with the various acronyms – such as 401(K), 403b, IRA, Roth – and the constant media hype about the stock market, it is easy to be confused or too scared to save. This session attempts to cut the hype and establish the steps needed to plan and save for a comfortable retirement.



Personal

Your Very Best Posture: Office Ergonomics for the Very Best YOU!

Tom Clayton, Johnson County Community College

Room: 248

Whether you sit or stand during your work day an ergonomically correct workstation is important. This coupled with good posture, periodic breaks from computer work plus physical stretching, breathing and relaxation will have a positive effect on your productivity, strengthen your morale and bolster your job satisfaction.

CLOSING & PRIZE DRAWING (4:15–4:30)

Please join us for our closing session and prize drawing. When you checked in for the conference you were automatically registered for the prize drawing. Thanks to the generosity of our sponsors we have a number of \$50 gift cards to area merchants available to win.

Plus, thanks to **Metropolitan Community College** and **Willis Towers Watson**, two grand prize winners will win tickets to an upcoming Royal's baseball game plus a parking pass!



YOU MUST BE PRESENT TO WIN!

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SPECIAL THANKS

KCPDC wants to extend special thanks to:

Our conference host



Metropolitan Community College—KC

*3200 Broadway
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**Metropolitan
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Presentation handouts are available at:

<http://www.kcpdc.org/professional-development-conference>
Password: pdc2016

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