

2019 - 2020 MANAGEMENT DEVELOPMENT SEMINARS

◀ Session 1 ▶

Reframing Racism

Friday, October 11, 2019

Reed College

\$90 per participant

Reframing Racism is a transformative process designed to help folks become more racially conscious, culturally competent individuals who understand how racism operates and what we can do about it. In this training you will explore how race was constructed; build a racial vocabulary; analyze current events; and practice communicating cross-culturally. Hanif Fasal will facilitate this session.

◀ Session 2 ▶

Employment Law for Managers

Friday, December 13, 2019

University of Portland

\$90 per participant

This workshop is a practical overview of key employment issues and tools for college and university employee managers. We'll have interactive sessions on employee hiring, wage and hour basics, tips for effective performance management of staff and faculty, legal updates on discrimination, harassment and retaliation theories, step-by-step processes for handling disability accommodation and leave issues, and ways to minimize institutional risk in employee terminations. Karen O'Connor and Andrea Thompson will facilitate this session.

◀ Session 3 ▶

Authority and Power at Work

Friday, January 17, 2020

Reed College

\$90 per participant

All organizational teams are impacted by dynamics of power, status and influence. This workshop aims to explore elements of these phenomena and consider how we can use them as a force for constructive engagement in professional contexts. Through presentation, discussion and interactive activities, this workshop will present a framework for examining power and influence and offer strategies for participants to have greater impact and agency in their professional arenas. The workshop will provide an opportunity to test theory to practice and leave participants with tools to use in the future. Barbara Tint will facilitate this session.

◀ Session 4 ▶

Design Thinking + Mindfulness

Friday, February 21, 2020

Portland State University

\$110 per participant

Design Thinking: With today's information overload and constant interruptions, staying focused has become an immense challenge along with balancing between focused and collaborative work and staying invigorated and motivated. This hands-on workshop deploys a design thinking approach to solve one of today's most serious workplace challenges: constant interruptions. This workshop includes in-depth exposure to design thinking and how to use it with an aim to transform your ability to think creatively and work collaboratively to solve significant problems and leverage unique opportunities of all kinds.

Mindfulness: Information overload, social media, mobile apps, constant interruptions, competing priorities - our days have become fragmented and inefficient. Fulfillment and satisfaction have become rare commodities. But it doesn't have to be that way. There are effective and proven ways to tackle these challenges while feeling less stressed and more fulfilled. This workshop tackles today's workplace challenges by introducing mindfulness, demystifying it, and translating it to simple techniques that you can easily incorporate into your daily life.

Both sessions combine to give you a full day of workshops. Pierre Khawand will facilitate both sessions.

◀ Session 5 ▶

Leadership and Influence

Friday, March 27, 2020

Lewis and Clark College

\$90 per participant

What defines good leadership? What's more important: power or influence? How do you manage your own humanness inside the role of leadership? How much vulnerability is enough or too much? In this workshop participants will discuss and address core components of leadership through the lens of racism and oppression while uncovering ways to improve as leaders. Juanita Range will facilitate this session.



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About the Presenters

Hanif Fazal

Hanif Fazal is the CEO and founding partner of the Center for Equity and Inclusion. He has spent over 20 years addressing issues of equity, diversity, and inclusion, leading transformative processes to advance equity and inclusion across all aspects of organizations. Hanif's work has impacted numerous organizations across the fields of education, philanthropy, for-profit, and nonprofit sectors regionally, nationally and internationally. Hanif is also the founder of the Step Up program, a nationally and locally recognized program that serves over 350 disadvantaged students yearly across the Portland Public School District.

Karen O'Connor

Karen O'Connor is a partner at Stoel Rives in the firm's Labor and Employment group. Her practice includes counseling and litigation on complex employment issues including leave laws, workplace harassment and discrimination, discipline and documentation, and drug and alcohol issues. She represents clients before Oregon and Washington state and federal courts and in administrative proceedings. Karen co-teaches in the human resources program at Portland State University and is a frequent speaker in the community.

Andrea Thompson

Andrea Thompson is a partner at Stoel Rives and focuses her practice on employment defense litigation. She represents employers in administrative proceedings and state and federal courts in all areas of employment law, including discrimination and retaliation, wage and hour issues, workplace torts and contract disputes. Drawing on her litigation experience, Andrea also counsels employers on a variety of litigation prevention strategies. In addition, she advises schools, colleges and universities on state and federal regulatory and compliance matters. This experience includes representation before the U.S. Department of Education in federal civil rights enforcement actions and matters related to Title IX and student privacy.

Barbara Tint

Barbara Tint, PhD, is a Professor of Conflict Resolution at Portland State University and also serves as an internal trainer and consultant at the University, supporting Chairs and Assistant and Associate Deans managing a wide variety of leadership-related issues. She brings over 30 years of experience as a psychologist, university professor, consultant and global trainer to her work. Her areas of expertise include conflict resolution, power and status, gender dynamics, intercultural relations, leadership, dialogue processes, resilience, and transition and change. She is a published author on a wide range of topics including conflict resolution, dialogue, leadership, and forgiveness.

Pierre Khawand

Pierre Khawand has more than twenty years of experience in the software industry. He has led several technology ventures, completed successful mergers and acquisitions, and founded People-OnTheGo in 2001. His Accomplishing More Leadership Program helps today's leaders develop the awareness and behaviors needed to focus on results and develop people in the midst of the information overload. His best selling *Accomplishing More With Less Workbook* is enabling today's business professionals to make breakthroughs in their professional and personal lives. Pierre holds a Master's degree in Engineering from the University of Michigan, and has completed several executive education programs at the Stanford Graduate School of Business.

Juanita Range

Juanita Range is the CEO of Range Mediation & Consulting. Juanita's professional emphasis is on unraveling issues and conflict generated by human complexity. She coaches, trains, and mediates in workplace environments where she tends to the intersection of human and organizational needs. More than 20 years experience in business relations, consultative sales, interpersonal communication, and interest based negotiations cultivated the foundation for her current work and projects. Juanita is skilled in equity and diversity, conflict management, change and innovation management, leadership development, and management/supervisory development. She studied at Portland State University's Urban Honors program with a focus on Power, Organizational Behavior, Leadership, and Sociology.

About WVHEHR:

In the early 1990's, the Human Resources Directors at Portland and Salem-area colleges and universities created the Willamette Valley Higher Education Human Resources Consortium. In 1998 we began the Management Development Seminars series with the goal of helping managers at our respective colleges and universities strengthen their leadership acumen. We believe that every employee deserves a great manager.