

NHRPA STATE CONFERENCE SESSIONS



- **Keynote with Steve Maguire, M.Ed.**
Expecting Excellence: Assessing and Improving your Work Place Organizational Health

Session Description: How much do you look forward to going to work? Is your work place an area of joy? How much do you contribute to the morale of where you work? This session will help you answer these and other important self-reflective questions; as we help to create a work space that you and all your employees want to be a part of all the time. This interactive, pragmatic and really fun session will give you some great ideas to take back with you to improve your workplace culture.

By attending this session, participants will...

- 1) Learn multiple self-reflective organizational health practices
- 2) Acquire knowledge and understanding of organizations that are successful when it comes to work place morale
- 3) Process many ways of how to implement best practices of organizational health with their particular place of work



- **Presenting on seasonal hiring & labor laws**

Session Description: Municipal recreation programs face some of the more challenging employment issues, such as seasonal hiring, the need for employees with unique skills and/or who can work with children, and youth employment. During this session, Attorneys Mark Broth and Anna Cole will provide an overview of the state and federal wage and hour laws regulating municipal recreation programs with a special focus on youth employment, volunteers, and the use of background checks during the hiring process.



- **Endnote with Alison Jackson, M.Ed.**
Maximizing your greatest resource: Empowering, Engaged, and Positive people.

Session Description: We all know the infamous interview question, "What are your strengths and weaknesses?" But do you really know your strengths and values and how they relate to your work? Do you know and understand those of others? Do you know how to maximize your leadership style and those of the people you work with or for, or even how to maximize those of the people who work for you? Our goal will be to begin the unpacking process of truly identifying your personal style of leadership and discussing how we can create well rounded teams that play to our strengths rather than just our job descriptions. Participants should expect an engaging and active workshop-style presentation.

At the end of this session, engaged participants will leave with:

- basic knowledge of the Strengths perspective
- greater understanding of their own leadership style
- greater understanding of the leadership styles of others and how they thrive or feel restricted/frustrated.
- a number of resources for potential implementation in their organizations