

2019 SESHRM Spring Conference

Tuesday, March 26, 2019, 8am – 1pm
Hilton Inn Garden Inn – 201 East 8th Street

Cost: \$99.00 SESHRM Members
\$129.00 Non-SESHRM Members
Light Breakfast and Lunch Served

Applying Emotional Intelligence for Career Success

Presented by Kit Welchlin

- The most effective professionals have a high degree of what has come to be known as emotional intelligence. The qualities that make up emotional intelligence – **self-awareness, self-regulation, motivation, empathy, and social skill** – enable the most successful professionals to raise their own and others' performance to a higher level.
- **Here's the bottom line:** In the rough and tumble world of work, having negative thoughts and feelings is unavoidable. However, if we understand and expand our Emotional Intelligence capabilities, we will be able to overcome our negative thoughts and feelings, and learn to act in a way that reflects our values, rather than what we are feeling at the moment.
- In this highly interactive session, you will not only learn:
 - How to Give and Receive Professional Criticism
 - How to Understand Your Emotions and Respond Professionally
 - How to Incorporate Perception Checking and Keep Conversations Civil
 - How to Motivate Yourself and Others
 - How to Build a Supportive Communication Climate



A born public speaker and trainer, Kit Welchlin began public speaking at the age of 9 in 4-H. By 16, he was organizing and facilitating presentations on leadership, citizenship, community service and motivation for the 4-H and Future Farmers of America.

Kit Welchlin purchased his first manufacturing company at age 21, and by 26 was CEO and Chairman of the Board of three manufacturing companies in three states. He's been an instructor with the Minnesota State Colleges and Universities, where he has been repeatedly nominated Outstanding Faculty. He is a Professional Member of the National Speakers Association.

Kit has a B.S. Degree in Speech Communication, Business Administration and Political Science. He earned an M.A. Degree in Speech Communication and Business Administration.

AND

Reducing the Risk of Performance Management- *Difficult Conversations and Avoiding Litigation*

Presented by Cesar Juarez and Meghann Joyce

Learn how to have difficult conversations with employees and terminate employees effectively and legally. This session will provide you the action steps to take to avoid litigation.

- Learn how to coach and counsel your employees successfully when issues arise
- Understand the different types of employee personalities when providing **constructive** feedback
- Learn how to **build trust** and **credibility** by holding others consistently accountable through performance improvement plans
- Determine when & **HOW** to effectively do an involuntary termination while avoiding repercussions

Cesar Juarez is a bilingual problem solver and trial lawyer. He finds innovative and creative solutions to effectively and efficiently resolve complex cases either through litigation or, even better, without litigation. Cesar is an attorney with the Goosman Law Firm and focuses primarily on employment law, corporate law, and civil litigation cases. Cesar became a lawyer because he saw a growing need for legal services in the Spanish-speaking community, and was fascinated by the legal system and the public's respect for the legal profession.

Meghann Joyce grew up in Rock Rapids, Iowa, attended the University of South Dakota where she graduated summa cum laude with a Bachelor of Arts in political science and also earned her law degree. In law school, Meghann completed in both moot court and trial advocacy competitions, earning accolades, including the prestigious Order of the Barristers recognition. She is with Goosmann Law and is a complex litigator and strategic advantage during HR problems and appeals. Meghann has now practiced civil litigation for nearly seven years, with a focus on employment law, construction law, and general commercial litigation. In that role, Meghann strives to take the worry of the plate of human resources professionals and business owners so that they can focus on improving the well-being of their employees and businesses.

Register online at www.seshrm.org

This program is valid for 3.5 PDCs toward SHRM-CP and SHRM-SCP recertification.

This program has been submitted to the HR Certification Institute for review.