State Conference

Ramkota River Center

Pierre, SD

April 30 – May 2, 2024

http://sodak.shrm.org

Dive into a reservoir of compelling speakers as we unveil a captivating lineup discovered from the depths of the river! Join the SoDak SHRM State Conference to undergo a leadership transformation, gaining fresh insights to navigate the ever-changing conditions and daily challenges that lie in our wake.

Embark on an enriching journey with our exceptional and diverse array of keynote speakers and breakout sessions.

Our final prize drawing will be held at the end of the conference, and you must be present to win. The final prize is a one day guided fishing package for two worth $500, or you may choose the $500 in cash!

* Conference attire is business casual.
* Don’t forget your business cards.

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**Schedule**



**Conference Keynotes & Breakouts:**

A person with blonde hair

Description automatically generated with low confidence Dr. Suzi Kalsow – “What’s Wrong with You?” This presentation looks at behavior styles and how understanding ourselves, and others leads to better business results and better relationships.

A person smiling for the camera

Description automatically generated with medium confidence John T. Meyer – “Timeless Teams” Why do great teams stay great? How do they get on the same page? What do they have in common that we can learn from? This is an interactive session with a Team Toolkit takeaway!

A person wearing glasses

Description automatically generated with medium confidence Steve Steele – “Catching Keepers” How do we attract the best to join our team? How do we keep our best on our team? Coach Steele discusses how an actionable inclusive mission, empathetic planning, personal touch, and memorable moments can help you recruit & retain the best in the business.

Breakouts

Dr. Suzi Kalsow – “Cost of Avoidance” – Leaders who ignore issues of performance or behavior create an unhealthy culture that leads to low morale, poor performance, and wasted resources. This session discusses the impact of avoidance and what it takes to create a healthy, honest culture that builds loyalty and improves business results.

Jason Sutheimer, Director of Human Resources, North Dakota Department of Environmental Quality. SHRM Membership Advisory Council Representative for South Dakota. – “Talent Acquisition”

A person smiling for the camera

Description automatically generated with low confidence Jackie Payne – “Increase Your Multiplier Moments: How Shifting Your Leadership Behavior Can Ignite the Performance of Your Team” – According to research, the majority of today's leaders will offer either multiplier or diminishing moments as they lead a team.

Those who lead as Multipliers amplify the capabilities of people around them, and other leaders who may “accidentally diminish” can inadvertently drain energy and suppress the intelligence of those they lead. Studies have shown that Multipliers get more from their teams -- more intelligence, more creativity, more capability -- which in turn leads to higher engagement and greater overall business success.

In this session, Jackie Payne from FranklinCovey will share how to maximize the “Multiplier Effect” by implementing key behavior shifts designed to foster an environment in which people are energized, engaged and willing to give their best. With take-aways from Liz Wiseman's book, “*Multipliers: How the Best Leaders Make Everyone Smarter*," you'll learn how to become a Multiplier and rekindle your team's energy and enthusiasm as you engage them in achieving stronger results. When you lead as a Multiplier, your team's innovative and bold thinking will help you all break through to new levels of performance.

Marcia Hultman, Department Secretary, Department of Labor & Regulation

Julie Plunket, Leadership Coach and Human Resources Consultant

A person smiling for the camera

Description automatically generated with low confidence Nancy Walker, M.S. – “Unconscious Bias” – Unconscious bias can affect workplaces and organizations. It can introduce unintentional discrimination and result in poor decision-making. Unconscious bias can be a huge setback in creating a truly diverse and inclusive workplace. This presentation will address best practices in interviewing and provide strategies on how to tackle unconscious bias in the workplace.

Tricia Dohn, Founder/CEO, Well365, Corporate Wellbeing Expert – “The Cycle of Burnout” – Leaving stress and returning to the same situation will prolong a cycle. We often think that taking breaks and avoiding distractions are solutions. In this presentation, we will help you address what is leading to your stress and provide resources and tools to restructure your life to best tackle how to continue to minimize the stressor in your life.

Jenny Locanthi, SHRM-SCP, Field Services Director, Member Relations

Christopher Hoyme, Jackson Lewis, Omaha. Chris represents management nationwide in all facets of employment litigation.

Melanie Carpenter, Woods Fuller, Sioux Falls. Melanie helps businesses protect and manage their workforce in today’s challenging employment environment.

Julie Johnson, M.A. J.D., Registered lobbyist and SoDak SHRM Legal Representative.

**Tuesday Evening Event**

The Fieldhouse - 2013 Eastgate Avenue, Pierre

\*Transportation provided



Kick off the week at our Welcome Angler Party at the Fieldhouse, enjoy a provided dinner and engage in a friendly competition among HR professionals. Ignite your competitive spirit with some trivia!

Welcome Trivia Angler Party – a night of fin-flipping fun for esteemed guppies and great whites alike. Will you sink or swim in the vast ocean of knowledge? There’s only one way to find out! So, grab your snorkels and flippers, and get ready to dive right in!

**Wednesday Evening Event**

Drifters Bar & Grille – 325 E Hustan Ave, Fort Pierre

**\***No Transportation provided

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After a day filled with capturing great ideas, gather with your fellow anglers at Drifters Bar & Grille for an evening of networking and camaraderie. Set against the scenic backdrop of the river, Drifters offers the perfect spot to unwind with a drink, enjoy a delicious meal, and share insights.

**Accommodations**

**Ramkota Hotel AmericInn**

920 W Sioux Ave 312 Island Drive

Pierre, SD Ft. Pierre, SD

(605) 224-6877 (605) 223-2358

Block Under: SHRM (no special rate/room block)

Rates: $99 per night

**Holiday Inn Express & Suites**

110 Stanley Road

Ft. Pierre, SD

(605) 223-9045

Rates: $107 per night

**Registration Information**

South Dakota Affiliate Chapters:

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HRCI and SHRM

Recertification Credits Pending

Aberdeen Area HRA Northeast SD SHRM

Black Hills SHRM Sioux Empire SHRM

Brookings Area HRA Southeast SD SHRM

Central SD SHRM

**Registration Fees**

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| **Type** | **Early Registration** | **After 3/31/2024** |
| 3 Day Registration | **$300** | **$350** |
| Tuesday only | **$150** | **$175** |
| Wednesday only | **$200** | **$225** |
| Thursday only | **$150** | **$175** |
| Full-time Student | **$150** | **$175** |
| Extra meals | **$25** | **$25** |

\*Each attendee is required to register, multiple attendees from your organization must register separately.

[**Register Here**](https://lp.constantcontactpages.com/ev/reg/z4dacxt/lp/ff02d479-7377-4783-8cf9-2e31243ffec9)

**Cancellation Policy:** 50% refunded if cancellation received by March 31st. No refunds after March 31st. Cancellations MUST be in writing and sent to: smennenga@watertownmu.com