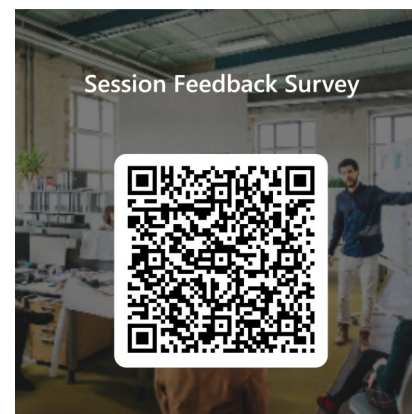


Thank you for attending the 2023 HRD Summit!

Please remember to submit evaluations for all attended sessions and feedback on the overall event!

The Session Feedback Survey will have an evaluation for each session.



March 11, 2023
8:00a.m. — 7p.m.
Graduate Building

Sponsored by:



Wellness and
Education Commitment
to Arkansas Excellence



Arkansas
BlueCross BlueShield

An Independent Licensee of the Blue Cross and Blue Shield Association

Event Schedule

7:15-8 a.m. Foyer	Registration opens: Graduate Education auditorium foyer
8-8:15 a.m. Auditorium	Professor Jim Maddox, Ph.D., and Dean Kate Mamiseishvili, Ph.D., welcomes everyone to the inaugural 2023 HRD Summit.
8:15-9 a.m. Auditorium	Keynote: Noble Kumawa — Organization Development Institute, Ghana (virtual)
9:15-10 a.m. Breakout Rooms	Professor Aynur Charkasova, Ph.D. — Topic: Research Skills/Data Gathering (in-person) <i>or</i> Matthew Gosney, Ed.D. — Topic: Strategic Talent Management (in-person)
10:10-11:10 a.m. Auditorium	Keynote: Jacqueline Stavros, D.M. — Coaching to SOAR: The Power of Questions (virtual)
11:15 a.m.-noon Breakout Rooms	Judith Tavano, M.A., SHRM-SCP — Topic: Multigenerational Workforce Training (in-person) <i>or</i> Alex Cawthon — Topic: Linking Business Goals to Talent Management: A Tyson Case Study (in-person)

With Special Thanks

Over the summer of 2022, Jim Maddox, Ph.D., mentioned the idea of a one-day event, speaking engagement, or just *something* to provide a possibility to highlight the HRWD Program. Rachel Jessen saw the spark of opportunity and assembled the first planning meeting in August 2022. Keri Reynolds, with event planning experience under her belt, climbed aboard. A small but mighty group of volunteers assembled and took the herculean task of an idea for a "*something*" and, over the next several months, created this outstanding event that surpassed all of our dream ideas. With hearty thanks to the core volunteers who climbed aboard this ship that nearly ran off without us at times, this event was made possible by the following:

Jim Maddox, Ph.D., & Aynur Charkasova, Ph.D., for their faculty sponsorship of our WECARE grant award.

Eric Zenor, among other things, tirelessly coordinated with Maddox and University resources to enlist our outstanding selection of speakers, recruiters, and sponsorship with Arkansas Blue Cross Blue Shield.

Leanne Hall Collins asked how she could help and did not hesitate when we asked if she could coordinate catering.

Selena Hriz oversaw all of the event's technology needs, including the task of scheduling every session so they could be recorded and made available at a later date.

Veronica Nieto jumped in and wrote and formatted every online form and survey, then managed our QR Code capability.

We thank you for volunteering around your work, your lessons, and your families to make today a reality!

Rachel Jessen & Keri Reynolds

Co-Chairs, 2023 HRD Summit

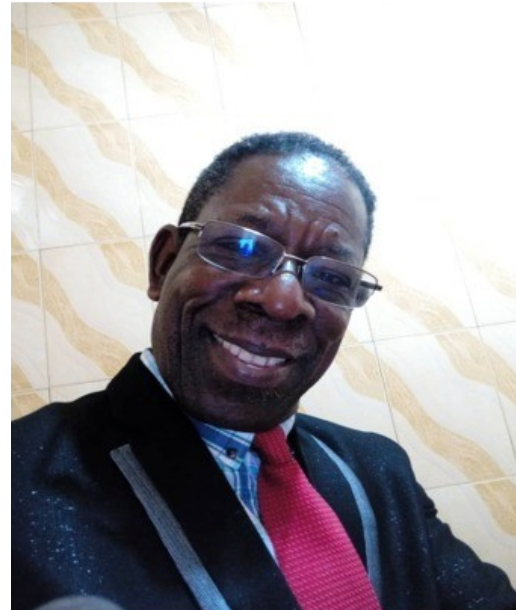


*Excellence, intellectual freedom, integrity, service,
learning, diversity and stewardship.*

Event Schedule

Noon-1:30 p.m. Foyer	Luncheon honoring Barbara Hinton, Ed.D., founder of the University of Arkansas HRWD online program, catered by Marketplace Grill Restaurant and sponsored by Arkansas Blue Cross Blue Shield. Openings by Dale Clinton of Arkansas Blue Cross Blue Shield and Matthew Gosney, Ed. D.
1:30-2:30 p.m. Auditorium	Keynote: Tojo Thatchenkery, Ph.D. — Appreciative Intelligence: Develop Leadership, Transform Difficult Conversations and Discover Common Ground (virtual)
2:45-3:30 p.m. Breakout Rooms	Sara Bishop — Topic: DEI (Diversity, Equity and Inclusion) and Personal Storytelling (in-person) <i>or</i> Cassie Hartaway, SHRM-CP, ACC — Topic: Leading Virtually (in-person)
3:45-4:45 p.m. Auditorium	Panel discussion hosted by Professor Maddox and HRWD graduate student Eric Zenor. Topics to include Change Management, Issues and Trends in L&D, and Strategic
5-7 p.m. Foyer	<ul style="list-style-type: none"> • Networking Mixer — Professor Jim Maddox will close the sessions and encourage everyone to stay for an evening of complimentary hors d'oeuvres and networking. Use this time to make connections and meet up for dinner (on your own). • Fortune 500 recruiters will be onsite and available to meet and greet with event participants. • HRD doctoral student poster presentations

Keynote Speaker



**Noble Kumawu, OD Institute,
Ghana**

Noble Kumawu is a psychologist with a post-graduate specialization as an Organization Development [OD] Consultant, having pursued his education at Birkbeck College, London University; East London University, Stratford, United Kingdom; Gestalt Institute of Ohio, Cleveland; and Harvard University, Cambridge, Massachusetts. He divides his time between Africa and Europe, undertaking relevant Facilitation, Organizational Development and Management Development Consultancy, Training and Research assignments or strengthening the capacity of local consultants to do so. Noble is President of the OD Institute, Ghana, and supervises the training of OD practitioners and change leaders to earn a post-graduate diploma or master's degree in Organization Development.

enning the capacity of local consultants to do so. Noble is President of the OD Institute, Ghana, and supervises the training of OD practitioners and change leaders to earn a post-graduate diploma or master's degree in Organization Development.

Topic: Strategic Planning Intervention for Multiple Organisations: The Case of HBHN, Ghana, West-Africa

Most Organisation Development practitioners are no strangers to helping a client to develop a strategic plan. What is not common is to facilitate the exercise for more than one organization at a time under one roof. In his delivery, Kumawu will share with the audience the objectives of the contract signed with the sponsor, what strategic planning is, his model for developing a strategic plan, how he approached the assignment and validated it, and finally, lessons he learned from the assignment.

Luncheon Special Guest

Barbara Hinton, Ed.D.



Prior to coming to the U of A, Barbara Hinton, Ed.D., initiated the first full-time Adult Education program at what is now Northwest Technical Institute and taught Adult Basic Education, GED, and ESL there for four years. During her graduate work at the U of A, she served as a Research Associate for an Arkansas Vocational Education postsecondary program improvement grant. In 1984, she was appointed as a vocational educator instructor in the Department of Vocational and Adult Education, became Head of the VAED Department in 1990, and moved to a professorship by 1996. After serving as department head for 16 years, she served as COEHP Associate Dean for Academic Affairs until her retirement in 2009.

During her academic career, she conducted research and published widely in human resource development, workforce literacy, program development, and evaluation, served in several national professional leadership roles, and was an external evaluator for two Federal Workforce Literacy grants.

Perhaps her most significant professional contribution was leading her faculty in developing and delivering distance education programs for place-bound working adults. Today, she will describe those initial distance technology-mediated efforts and acknowledge the dedication and hard work of the many who contributed to the success of that first program and others that have followed both in the COEHP and other colleges at the U of A.

Breakout Speaker & Panelist



Cassie Hartaway

Cassie Hartaway is a Society for Human Resource Management Certified Professional in Human Resources (SHRM-CP) and Associate Certified Coach (ACC) with the International Coaching Federation. In her twenty-five-year professional career, she has served in a variety of capacities, including Corporate Recruiting, HR Management, Staff Training, and Leadership Development. Hartaway holds a Bachelor of Arts in Speech Communication from Arkansas State University and a Master of Arts in HR Management from Webster University.

Topic: Leading Virtually

The ways of work have changed! Leadership in today's workplace requires skills for leading team members down the hall, across the nation, and often around the globe. During this session, participants will be introduced to three foundations for building community with remote teams: communicating effectively while working remotely, building trusting relationships, and keeping team members and goals visible and in focus.

Keynote Speaker

Jacqueline Stavros, D.M.



Jacqueline Stavros', D.M., passion is working with others to create purpose and meaningful results for positive change. She is recognized for her creation of SOAR, a positive approach to strategic thinking, planning, and leading. Stavros has over 30 years of leadership, strategy, strategic planning, organization development and change management, marketing, and international experience. She is a professor in the College of Business and Information Technology at Lawrence Technological University. Stavros has co-authored seven books, 25 book chapters, and 50 articles. She earned her Doctorate in Management at the Weatherhead School of Management at Case Western Reserve University.

Topic: Coaching to SOAR: The Power of Questions

Have you ever thought about how communication impacts — Productivity? Engagements? Relationships? Culture?

The presentation will answer:

- What is a right question?
- What is humanistic AI?
- What is the power of generativity?
- How can your questions help others to SOAR?

Keynote Speaker



Tojo Thatchenkery, Ph.D

Tojo Thatchenkery, Ph.D., is featured as one of the leading change thinkers in the *Palgrave Handbook of Organizational Change Thinkers*. Thatchenkery is the author of over a dozen books and one hundred articles. One of them, *Appreciative Intelligence: Seeing the Mighty Oak in the Acorn* was a *Harvard Business Review* recommended book. In another book, *Making the Invisible Visible* Thatchenkery introduced the concept of *quiet leadership* as a key driver for innovation in organizations. He has also written books on appreciative inquiry, knowledge management, sustainable development, social capital, organizational development, postmodernism, and information technology and economic development. He has over twenty-five years of experience in teaching at various Public Policy, MBA, Organization Development, and executive development programs in the USA, Canada, South America, Europe, Australia, and Asia.

Topic: Appreciative Intelligence®: Develop Leadership, Transform Difficult Conversations and Discover Common Ground

Appreciative Intelligence® is the ability to see the generative potential in any situation and to actualize it. It is a leadership skill set that will enable you to step into conflict mindfully and transform difficult conversations into positive outcomes. By improving your Appreciative Intelligence®, you will expand your abilities to reframe conflict situations and help move affected parties to a common ground. While challenging projects and difficult conversations will always be there, your approach to dealing with them will be more mindful, transforming conflict into opportunities to create better understanding, gain mutual respect, and create shared goals.

Breakout Speaker & Panelist

Alex Cawthon



Alex Cawthon is a proud U of A Alum and served as the President of the HR Management Association during her senior year. Cawthon's passion is helping people grow using the core values of simplicity, understanding, and courage. In her role at Tyson Foods, she has the privilege of helping connect business strategy to a holistic talent strategy, focusing on Leadership Development. Throughout Cawthon's career, she has had the opportunity to work within multiple

Fortune 500 organizations in HR Business Partnership, Leadership Development, Talent Management, and Total Rewards roles.

Topic: Linking Business Goals to Talent Management: A Tyson Case Study

Tyson Foods is in the midst of an exciting HR transformation, becoming an even more critical catalyst for business success. This session will cover how Tyson Foods is connecting its business goals to a robust talent management strategy, enabling continuous improvement. The session will dive into the details of that talent management strategy, such as goal setting, performance management, assessing individual potential, succession planning, and creating a development strategy. It will be a jam-packed 45-minute session!

Breakout Speaker & Panelist



Sara Bishop

Sara Bishop is Founder and Principal Consultant at Orchid Communications and Executive in Residence in the Department of Communication at the University of Arkansas. Bishop's work focuses on building narrative strategies for organizations working towards positive social change.

Topic: DEI and Personal Storytelling "Harnessing Narrative to Create Cultures of Purpose and Belonging"

Culture plays a powerful role in our personal and professional journeys. Yet, we're only just beginning to understand how narrative — as the basis for culture — can be harnessed to shape spaces of purpose and belonging — for ourselves, our organizations, and our communities.

In this session, participants will learn how to develop a narrative mindset that listens to the prevailing culture inside and outside their organization and harnesses that culture to be effective advocates and champions for diversity, equity, and inclusion. During our time together, participants will learn the essential components of this mindset and apply narrative strategies to practical opportunities and challenges encountered in the workplace. Leaders who know how narrative works and how to discover and harness it for more diverse and inclusive environments can successfully steer themselves and others toward a shared vision of the future.

Breakout Speaker & Panelist

Aynur Charkasova, Ph.D.



Aynur Charkasova, Ph.D., is a Teaching Assistant Professor of Human Resource and Workforce Development in the Department of Rehabilitation, Human Resources, and Communication Disorders at the University of Arkansas. Her primary research interests lie in the area of human resource development/management, adult education, and skilled immigrants in the STEM workforce. Charkasova additionally serves as the Editor-In-Chief Online Journal for Workforce Education and Development (2020 – Present). Her teaching interests include International HRD, Program Evaluation, Adult Learning and Development, Employment Law, Human Resources Development and Management, and Adult Learning and Strategies.

Ph.D., Southern Illinois University Carbondale, Workforce Education and Development
M.S., Southern Illinois University Carbondale, Workforce Education and Development
B.A., Azerbaijan University of Languages, Higher Education

Topic: Research Skills/Data Gathering

Research skills are valued by employers in all industries and are beneficial to employees in all types of positions. This session will focus on improving research skills and will include useful tips such as selecting a research topic, conducting a literature review, gathering data, and communicating research results to various audiences.

Breakout Speaker & Panelist



Matthew Gosney, Ed.D.

Matthew W. Gosney, Ed.D., serves as Vice President, Organizational Development & Learning Services for UCHHealth, a nationally recognized, nonprofit healthcare system with a workforce of more than 28,000 people. Dr. Gosney is responsible for talent management strategy, development, retention culture, and learning for the system. Under Gosney's leadership, UCHHealth is focused on knowing, growing, and moving strategically-aligned talent in a way that provides equitable opportunities and moves the organization forward. His work has also had a particular focus on Diversity, Equity, and Inclusion, specifically in helping to develop and implement an impactful DE&I strategy for the organization. He is also a graduate of UARK's HRWD Doctoral program.

Topic: Strategic Talent Management

Strategic Talent Management is the implementation of integrated strategies or systems designed to increase workplace productivity by developing improved processes for attracting, developing, retaining, and utilizing people with the required skills and aptitude to meet current and future business needs (SHRM Glossary.) In simpler terms, it is the ability to know, grow, and move the right talent for an organization's unique strategy and mission. This session will explore the integrated talent management strategy work that has occurred over the past 6+ years at UCHHealth, a 29,000-employee academic healthcare system headquartered in Aurora, CO. Participants will learn of the blueprint UCHHealth used to develop and implement its strategic talent management strategy, and how it is measuring its success.

Breakout Speaker & Panelist

Judith Tavano, M.A., SHRM-SCP



Judith Tavano, M.A., SHRM-SCP, is a longtime HR professional who sometimes calls herself a generational anthropologist because she is so fascinated with the behaviors of the people who inhabit the generations – especially in the workplace. Tavano developed this fascination while practicing and teaching HR for the past 40+ years. Tavano is a frequently requested speaker on generational issues, a current 'boomerang' talent development specialist at the University of Arkansas, a small business owner, a veterans-in-the-workplace advocate, a former director of professional development and instructor at the University of Arkansas, a compulsive knitter, and crazy dog-parent. Tavano holds a B.A./M.A. from Simmons University, Boston, MA., and the international designation of Senior Professional in Human Resources (SHRM-SCP) from the Society for Human Resource Management.

Topic: Training a Multi-Generational Workforce

What? With all that has happened to the world of work since the Pandemic, we are still worrying about training requirements by generation? You bet we are! Work styles, preferences, and competencies still vary by generation. This has not changed. Though the Pandemic has been an equal opportunity disrupter across all generations, it has disrupted each generation in specific ways – ways that inform us (if we pay attention) to best train, develop, and retain each generation in the workplace. Join Tavano, a longtime generational theorist, as she reveals the generational workforce needs for a post-Pandemic world.