

# 2025 Iowa SHRM State Conference Agenda

Wednesday, October 8, 2025

Registration Opens: 11:00 am

Pre-Conference Workshop – Sarah Ciavarri | 12:00 pm – 4:00 pm | Room 107-108



Thursday, October 9, 2025

6:30 am – 8:30 am	Registration					
7:00 am – 7:45 am	Breakfast					
7:00 am – 7:45 am	DEI Roundtable with Claudia Schabel – Room 103					
Thursday Session Topics and Times	"Rules of the Road" Navigating Legal and Compliance Challenges: (Legal, Compliance, and Legislative) Room: 107/108	"Starting Line Strategies" Winning the War for Talent: (Talent Acquisition, Benefits and Compensation) Room: 104	"Racing Ahead" Navigating the Fast Lane to Success: Building Blocks for a Successful HR Career Room: 103	"Rev Up Resilience" Building a Lasting Culture: Creating a Culture That Thrives Room: 106	"Leading the Pack" Strategies for Forward-Thinking Leadership: Strategic HR, Taking it to the next level Room: 105	"Victory Lane Leadership" Developing Champions at Every Level: Growing People to Perform at their very best Room: 101/102
7:45 am – 8:15 am	Opening Remarks / Welcome					
8:15 am – 9:15 am	Opening Keynote – Johnny C. Taylor, Jr., SHRM-SCP President and CEO of SHRM					
9:15 am – 10:00 am	Travel Time / Exhibit Hall					
10:00 am – 11:00 am Session 1	Reasonable Compassion: Mental Health Accommodations under the ADAAA and ICRA with Brent Henders	"Beyond Skills: Hiring and Developing for Capability Velocity in 2035" with Ronald Collins Jr	Smart, Sharp and Ready: Owning the Q & A with Leisa Fox and Clarence Hudson	Cultivating Culture: Leadership Strategies for Sustainable Culture and Results with Todd Wuestenberg	Stupid Things Leaders Do – A Guide to Not Ruining your Company Culture with Brett Hoogeveen	Change on Purpose: Your Path to Extraordinary Fulfillment with Steve Fredlund
11:00 am – 1:00 pm	Lunch / Exhibit Hall					
1:00 pm – 2:00 pm Session 2	The FMLA Minefield: What You Need to Know and What You Need to do to Comply and Avoid FMLA Abuse with Frances Haas	Trends in Employee Benefits and Unique Recruitment and Retention Strategies with Nataliya Boychenko Stone	Get Decision Alignment or Get Derailed with Courtney Smock	Communication for Connection with Alan Feirer	Change at Full Throttle: Leading When The Road Shifts with Celina Peerman, Ph.D., SHRM-SCP	Succeed with Your Strengths & Own Your Authenticity with Traci McCausland
2:00 pm – 2:30 pm	Travel Time / Exhibit Hall					
2:30 pm – 3:30 pm Session 3	Off-Duty, Online, Out of Line: Employment Risks with Mackensie K. Graham	Everything I know About Employee Trust – I learned from my Dog, with Michael Puck	THE YELLOW CAKE PRINCIPLE: THE HR RECIPE FOR SUCCESS with Roger Grannis	Unlocking Ageism Bias: Building a Multi-Generational Workforce with Shari Collins	AI + HR: The Future is Now with Russ Curry, SPRH, SHRM-SCP	Mind your "To-Do" list: How to help others solve their OWN problems with Jason A Hunt
3:30 pm – 4:00 pm	Travel Time / Exhibit Hall					
4:00 pm – 5:00 pm Session 4	Grace, Grit, and Goodbye: Navigating Investigations and Terminations with Confidence and Care with Ralph Kellogg	Revved Up Rewards: Shifting Compensation & Benefits into High Gear with Matt Shefchik	What I wish I would've known with Heather Stocking	Broken Engagement: The Silent Killer of Successful Organizations with Rebecca Stoeker	Leadership Reimagined: Time For A Leadership Development Tune-Up with Coach Keith Shaw	Elevating Your Impact on the Employee Experience with Three and Jackie Carpenter
5:00 pm – 7:00 pm	Exhibit Hall Reception and Entertainment					

Friday, October 10, 2025

7:00 am – 8:30 am	Registration					
7:15 am – 8:30 am	Breakfast					
	"Rules of the Road" Navigating Legal and Compliance Challenges: (Legal, Compliance, and Legislative) Room: 107/108	"Starting Line Strategies" Winning the War for Talent: (Talent Acquisition, Benefits and Compensation) Room: 104	"Racing Ahead" Navigating the Fast Lane to Success: Building Blocks for a Successful HR Career Room: 103	"Rev Up Resilience" Building a Lasting Culture: Creating a Culture That Thrives Room: 106	"Leading the Pack" Strategies for Forward-Thinking Leadership: Strategic HR, Taking it to the next level Room: 105	"Victory Lane Leadership" Developing Champions at Every Level: Growing People to Perform at their very best Room: 101/102
8:00 am – 9:00 am Session 1	2025 Employment Law Update with Mark Hudson	Building A Magnetic Employee Value Proposition with Susan Morgan Bailey and Nicole Bennion	The Three T's of Confidence: Enhance Leadership Skills by Transforming Fear Into Fuel with Erik Dominguez	Boost Your Organization's Culture with AI with Skye Mercer	The Magic of Connecting for Leaders with Desi Payne	Empathy and Understanding: Building Trust and Connection in your Teams with Sara Sladky
9:00 am – 9:10 am	Travel Time					
9:10 am – 10:10 am Session 2	Conducting and Defending Internal Investigations: Real World Insights with Amy L. Reasner	The Benefit Initiative for Creating a Financially Secure Workforce with Chris Thixton	Leading Your Team to Embrace Conflict: Creating Momentum That Sticks with Anna Nielsen	Embracing Failure and Growth Through Juggling with Tom Hicks	The Compassion Effect: Small Actions for Big Connections with Chelsea Stoll	Thinking: The Missing Workforce Skill with Tammy Rogers
10:10 am – 10:20 am	Travel Time / Grab-n-Go Snack					
10:20 am – 11:20 am Session 3	Handling Competing Civil Rights of Employees in the Workplace with Terri Davis	Unlocking the Potential of the Military Community with Adam Potter	Leading the Pack through the Storm: How to Lead when Crisis Hits with Ramona Wink and Marianne Coppock	FROM BURNOUT TO BALANCE: BIBBIDI-BOBBIDI-BACK TO LIFE AND WORK with Samm Smeltzer	Driving People Strategy to the Front of the Pack with Scott Burgmeyer	Tactics to Drive Growth Via Development Assessments with Dick Hannasch
11:20 am – 11:30 am	Travel Time					
11:30 am – 12:30 pm Session 4	Resetting or Redundant? Practical Considerations Regarding DEI Compliance with Joe Younker & Lewis Fields	Interviewing in the Fast Lane: Shifting Gears for Hiring the Next Gen with Matt VanHyfte, Carolyn Pickerill, Elijah Smits & Gabi Bernadotte from the Ivy College of Business at Iowa State University	Becoming a Trusted HR Partner with Todd McDonald	Think Like A Stand-up Comedian, Build A Standout Culture with David Horning	The Five Stages of Leadership Confidence with Steve Ott	Why Am I Like This? With Rina Jensen
12:45 pm – 1:45 pm	Closing Keynote / Lunch – Rachel Druckenmiller					
1:45 pm – 2:00 pm	Closing Announcements / Grand Prize Drawing					