



The CPRA Annual Conference has officially shifted to a virtual meeting space with the goal of providing an engaging and meaningful experience for those who attend. We are grateful for your patience as we grapples with the challenge of transforming our canceled onsite Annual Conference into a new opportunity. The success of our virtual conference will depend on all of us working together and creating a common space – and purpose – as we build a dynamic, interactive, and inclusive conference. The virtual conference will feature both **live webinar and on-demand webinar education sessions**, all of which will be recorded, to ensure as wide participation as possible.

As a virtual attendee...

- You will have access to education sessions, no need to pick just one.
- There are more professional development hours available. Earn over to 2.0 CEUs.
- There are no travel requirements and the time and financial commitments to attend are greatly reduced.
- You can talk during presentations with real time chat, it's encouraged!!
- You'll still receive the same quality content, information, and insights from conference speakers that you've come to expect from CPRA.
- Participate in the comfort of your home, office, or wherever you want.
- Enjoy your own coffee, snacks, and you can control your own AC - no more blistering hot conference rooms!
- With growing anticipation, we'll be back better than ever in 2021!

						
SUN	MON	TUE	WED	THU	FRI	SAT
				10 AM President's Address / Swearing In & Keynote Speaker 1 PM Session 2	2 PM Older Adults Huddle	
	5	10 AM Session 3 1 PM Session 4	2 PM Aquatics Reverse Trade Show	10 AM Session 5 1 PM Session 6	2 PM Aquatics Huddle	
	12	10 AM Session 7 1 PM Session 8	2 PM Outdoor Spaces Reverse Trade Show	10 AM Session 9 1 PM Session 10	10 AM Directors Meeting 2 PM Outdoor Spaces Huddle	
	19	10 AM Session 11 1 PM Session 12	2 PM Facilities Reverse Trade Show	10 AM Session 13 1 PM Session 14	2 PM Facilities Huddle	
	26	10 AM Session 15 1 PM Session 16	2 PM Athletics/Fitness Reverse Trade Show	10 AM Session 17 1 PM Session 18	10 AM Fitness Huddle 2 PM Athletics Huddle	
NOVEMBER	2	10 AM Session 19 1 PM Session 20				



2020 Conference Brochure

Please note that this version of the conference brochure is **preliminary** and is subject to changes. The session schedule will be finalized in the next few weeks.

Opening Keynote Session – October 1st at 10 am **How You CAN Master Resilience – Klyn Elsbury**

How is it that we have never before had such abundance in the world and yet so often we all feel like we have no hope and that adversity will destroy us? The client doesn't buy, a health setback occurs, a relationship with a loved one is tense, our business or career is in shambles...

We are mentally programmed to give up or be upset, not necessarily because our lives are so tough but because we haven't learned the strategies and tactics to persevere when the odds are against us.

In this raw, inspiring keynote Klyn explains how growing up within hospital walls due to complications of cystic fibrosis actually was the most advantageous thing to ever happen for it showed her a clear sense of purpose for her life.

These principals, strategies and tactics explained in this incredibly emotional, heart felt presentation is something that can be applicable to anyone fighting to thrive in their business, their career, family, or even their life.

Continual research proves that our life circumstances, genetics, and economic situation affect our sense of well being far less than previously believed. In fact, there are many simple daily practices and key insights that will make our life more enjoyable and fulfilling that go well beyond the "positive thinking" approach.

Session Take-A-Ways-

- Learn 3 ways adversity can define you
- How to deploy simple yet little known solutions to create a purposeful and happy life
- Identify tactical strategies for lasting motivation

Accountability: The Cornerstone of Success

Format- Live Webinar

Are you accountable? Do you set goals and reach them? Are you someone that your supervisor, elected officials, colleagues, staff, and even your family, can count on to get the job done? When others watch your actions are they inspired to do the right thing...or not? Are you even aware that they are watching? Hear ten reasons why accountability is key to success and high performance, what people who aren't accountable can do to negatively impact the health of an agency and how you can establish a culture of accountability at your agency. *Jan Peterson Hincapie, Retired Parks and Recreation Director, Consultant and Speaker*

Session Take-A-Ways-

- Assess your accountability and realize where you fit on the accountability spectrum
- Learn why accountability is the cornerstone to success and why it is vital to reach peak performance
- Leave with a new desire to make accountability a value of their agency

Agility Planning: A Dynamic Blueprint for Parks + Recreation of the Future

Format- Live Webinar

Parks and recreation departments of most municipalities and counties are more and more recognized as central for contributing to the overall health of individuals and the larger community. Now, with an even greater appreciation of parks providing an outlet for physical and emotional stress, and much needed social interaction, how do we position municipalities to respond proactively to a new normal? How do we optimize preferred and desired changes in parks and recreation, and provide a practical implementation structure for future action items?

We have taken park planning pretty much for granted in the last decade or so. We create or revise a plan every five to ten years and then continue with "business as usual". As we are all engaging in a new future, this program will provide an in-depth exploration of the physical planning and design of our parks, as well as innovation in programming and services to address future needs. In an interactive style, the panelists will discuss how to develop holistic and forward-thinking Parks and Recreation Plans that promote and enhance a vibrant and healthy lifestyle. *Francois de Kock, AICP, ASLA, CLARB, LEED AP, Director of Urban Planning + Design, DTJ Design; Ellen O'Sullivan, Leisure Lifestyle Consulting*

Session Take-A-Ways-

- Create an agile plan with well-defined and measurable actions that achieves a preferred vision
- Quantify the link between levels of services and impact on operations and maintenance
- Discuss and assess innovative solutions for cost efficiencies and added value for residents

Change Your Mindset; Change Your Outlook

Format- Live Webinar

How would you describe your mindset? The view you adopt of yourself profoundly affects every aspect of your life. The part is...you have a choice. Your mindset can determine whether you become the person you want to be and whether you accomplish the things you value. Walk away with some turnkey tricks to turn negative self-talk into positive self-talk and hear about The Power of YET. Learn to lead by example with a growth mindset for yourself and your agency. Find out if you have a fixed mindset or a growth mindset, and see how much this impacts your work, relationships and LIFE! *Janice Hincapie, Retired Parks and Recreation Director, Consultant, and Speaker; Kristina Sromek Griffin, Wood Dale Park District*

Session Take-A-Ways-

- Be more aware of mindset in your daily life
- Identify ways to modify your mindset and work toward a growth mindset
- Believe in and activate the power of YET!

Creating Positive Practices to Reduce Unconscious Bias

Format- Live Webinar

One's age, gender, gender identity, physical abilities, religion, sexual orientation, weight, and many other characteristics are subject to bias. Unconscious biases are social stereotypes about certain groups of people that individuals form outside their own conscious awareness. While most people understand what it means to be explicitly biased, implicit organization. In this session, we will discuss 5 steps you can take to create positive practices and awareness and ensure that unconscious bias is recognized. *Lori A. Hoffner, Speaker, Trainer and Consultant, Supporting CommUnity, Inc.*

Session Take-A-Ways-

- Define what an unconscious bias is and how both positive and negative biases can be detrimental
- Investigate how to confront a possible bias and how to practice antibias actions
- Provide immediate action plans to recognize their own unconscious bias and steps they can immediately apply to reduce and/or eliminate this bias from their thought process or actions

E Used to Be for Excellent; Now It Stands for Essential

Format- Live Webinar

Let's face it, the recreation industry during normal times has its challenges in municipal and state agencies. Recreation, while vital to the community and tourism, isn't viewed as important "as the police department. Or the finance department, or the water department or community development " the list goes on. As agencies across the state are facing shrinking budgets, you are being asked to define what is essential. Not only what, but why.

In this session, we will look at different metrics and indicators and provide tools for you to customize to explain why what your agency does is important to the community. In the process, we will provide tools to help illuminate for you those areas of your department that may need to be retained and also those that might be trimmed or eliminated. There is no one way works for all, and by exploring different metrics and indicators, hopefully this session will help you prioritize your essential services with data to support your recommendations. *Jeff King, President and Founder, Ballard*King and Associates*

Session Take-A-Ways-

- Identify key performance indicators
- Utilize evaluation tools/templates to calculate subsidy, essential services and capacity, etc.
- Develop communication strategies for recommendations

EPA WaterSense Irrigation - New Technology

Format- On-demand Webinar

WaterSense, a voluntary partnership program sponsored by the U.S. EPA, is both a label for water-efficient products and a resource for helping you save water. This session will review the tips and resources laid-out by the EPA, and address the new technology that the irrigation industry has brought to market over the last five years. Smart controllers, pressure regulation, and high-efficiency nozzles are leading the way in saving water for municipal, commercial, and residential landscapes. Colorado is initiating new regulations in 2021, and we'll cover these to assure preparedness in the industry. *Paul Reed, Public Agency and Specification Manager, Rain Bird Corporation*

Session Take-A-Ways-

- Save water by implementing simple strategies
- Smart controllers and other new products can save water and make employees more efficient with their workload
- Identify regulations that Colorado has in place, and coming in 2021

Get Your Marketing Firing On All 6-Cylinders - the V6 Marketing Plan

Format- Live Webinar

Is your marketing firing on all 6-cylinders? After this session, it will be. Learn the top 6 ways to reach and connect with your rec-based audience to promote your parks and grow your programs. The V6 Marketing Plan will be presented and supported with real-world parks and recreation examples and a plan for implementation.

Kimberly Douglas-Naughtin, Owner, AEC Consultant Group

Session Take-A-Ways-

- Learn that a marketing plan is a coordinated effort of 6 integral elements to reach a broad audience
- Identify six elements to the V6 Marketing
- Develop an implementation plan for the smallest to the most sophisticated of departments

How to Rebound Digital Marketing After Covid-19

Format- On-demand Webinar

Many businesses have been negatively impacted by the global pandemic, covid-19. But how can these businesses fight back? In this session, we will go over consumer behavior, trends in e-commerce, and how branding can affect search visibility. Utilizing keywords in your ads content messaging, in SEO and SEM, can increase the chance for consumers to find your business and eventually, convert. *Peter Ross, Co-Founder, 829 Studios*

Session Take-A-Ways-

- Learn how consumers will interact with digital marketing in a post-covid-19 world
- Identify E-commerce data trends
- Learn best practices to implement in SEO/SEM to maintain a presence online

Living Design: Planning for a Brighter Future

Format- Live Webinar

If we have learned anything from the effects of the global pandemic, it is that humans and society are resilient. In this session, we will discuss a holistic approach to living design that shows how our recreational and cultural environments can adapt and change. Topics will include sustainability, resilience, inclusivity, well-being and adaptability. We will consider how programs and facilities may evolve in response these priorities. Together, we will emerge from the pandemic stronger, and will aspire to better environments and design blueprint for a brighter future. *Chris Kastelic, Principal, Perkins and Will Architects*

Session Take-A-ways-

- Have a better understanding of how resilience, sustainability, and inclusivity effect our relationship to programs and facilities and enhance our overall well-being
- Discover ways our buildings and programs strengthen communities, enhance civic engagement and provide equitable opportunities for all
- Identify specific strategies of how programs and facilities can adapt to changing circumstances so we can better prepare for the need of our patrons

Managing Capital Projects, Where to Begin and How to Prepare

Format- Live Webinar

Managing capital improvement projects during a time of economic uncertainty brings unique challenges. Furloughs, hiring freezes, and added work burden resulting from uncertain economic times can place strain on internal facilities staff managing capital improvement projects. We will discuss creative ways to manage the projects moving forward, how to mothball a project that have been put on hold so that they are easy to reinstate in the future and lessons learned from recent experience. *Karen O'Donnell, Wheat Ridge Parks and Recreation Department, Luke Bollinger, Community Partnership, Town of Erie and moderated by Paul Wember, Wember*

Session Take-A-Ways-

- Learn the different staffing and operations areas impacted when managing a capital improvement project to cover the owner's responsibilities related to needed for financial tracking, reports, team coordination
- Identify operations best practices for managing projects with restrained staff resources
- Upon completion of the session, participants will be empowered to make decisions to move projects forward.

Mapping Your Resident Journey to Better Serve Your Community

Format- Live Webinar

Using real-life Parks and Recreation personas, this session will dive into Customer Journey Mapping: the why, the how and (most importantly!) the what-to-avoid. Customer journey mapping helps organizations step into their resident's shoes and see themselves from the resident's perspective. By creating empathy maps based on your resident personas, you can better spot pain points and opportunities to improve not only their experience with your organization but also their overall satisfaction. The goal of an optimized Customer Journey is to increase subscriptions, community engagement and help you build the best relationships with your citizens is a must for any organization!

Liz McConomy, VP Marketing, SmartRec by Amilia

Session Take-A-Ways-

- Learn how to deliver equitable service delivery
- Discover how to strengthen community engagement & operational alignment

Mental Health & Access to Parks - Pandemic Edition

Format- Live Webinar

As the COVID-19 Pandemic impacts Colorado, access to parks and recreation is more important now, than ever. Research has show that more time spent in parks and green spaces can help individuals fight against mental health issues like depression, anxiety and stress. During a pandemic, ensuring that Coloradans have access to parks and outdoor programming is a critical way to increase these positive effects on health and quality of life in our community. *Daniel Bowan (PhD), Associate Professor of Recreation & Outdoor Leadership, Colorado State University - Pueblo*

Session Take-A-Ways-

- Identify mental health benefits of parks and recreation
- Learn how access to parks and recreation during a Pandemic is critical
- Identify the value of parks and recreation to a community during "stay at home" orders

Park Planning & Design in the COVID World

Format- On-demand Webinar

What are parks? – Recreational luxuries? Community hubs? Relief centers during crisis? Or maybe all the above? The recent COVID-19 pandemic has left the nation looking at everything through a different lens where the values and purposes of parks come into question. Is there a deeper significance to parks, and will their planning and design ever be the same? Join Lose Design as it examines our new world and the role parks can play within it. *Bram Barth, Associate Vice President, Lose Design*

Session Take-A-Ways-

- Learn a redefined framework for assessing/valuing parks (during both normal times and times of crisis)
- Identify strategies and tactics to consider when planning/designing parks for crisis scenarios
- Discover case study examples of parks as necessary infrastructure (e.g., recreation complexes, social hubs, crisis relief centers, environmental modules, etc.)

Parks and Recreation, We Matter!

Format- Live Webinar

This session will provide a unique interactive experience to find or refresh the attendee's passion and appreciation for what it means to be a Parks and Recreation professional. Presenters will lead discussions, group think exercises and provide anecdotal evidence that being in the field of Parks and Recreation is truly one of the most diverse and rewarding career choices available in our country today. Attendees will learn tips for how to gain relevance in their community, develop their "story" to illustrate their impact to their department as well as to their citizens and users. The session is packed with motivation, excitement, real talk, enthusiasm and most of all PASSION. *Adam Blackmore, Recreation Superintendent, City of Henderson, NV Parks & Recreation; Katie Groke, Apex Park and Recreation District*

Session Take-A-Ways

- Describe the value of their profession in a way that garners influence and appreciation from their residents and users
- State your "why" to outline the importance of Parks and Recreation in a community
- Identify the full magnitude, scope and skill set diversity of the field of Parks and Recreation and your individual role

Program Guide Innovation

Format- On-demand Webinar

Our customers are bombarded with messages: online, in the spoken word and in print. For most agencies their program guide is the single most important vehicle to promote programs and facilities. What makes your program guide special? Do you allocate your time and financial resources to make it a valuable marketing tool? Do you still mail it, or is it just available online? Does the design catch the eye of your residents? Is it easy to navigate? Is it a call to action? Learn to develop an user-friendly, award-winning program guide that will represent your community in a positive, professional manner and will generate interest about your programs, parks and facilities. This session will cover program descriptions, learning outcomes, photography, partnerships, advertising, and general format. *Jan Peterson Hincapie, Retired Parks and Recreation Director, Consultant and Speaker*

Session Take-A-Ways-

- Learn how to write program descriptions that "grab" their customers
- Identify new, innovative ways to make their guide user-friendly, easily-navigated and aesthetically pleasing
- Walk away with new "out of the box" ideas to increase their program guide budget through sponsorship and advertising

Recreation Center Design During a Global Pandemic: How Architects are Responding to COVID-19

Format- Live Webinar

Whether you are still attempting to re-open an existing Center to pre-COVID-19 levels or planning to build a new facility of any kind, designing for a pandemic is the new reality and no response is complete without viewing the design of your facility through this lens. Architects are taking a closer look at how a building can help with safely screening patrons, maintaining social distancing, and keeping staff and instructors safe. This presentation will identify simple ways to convert existing spaces into safe spaces, show the latest in finish materials, air and water quality systems to keep your facility sanitary, and look to the future of sports, recreation and aquatic center design in light of the new-normal.

Robert McDonald, CEO/Senior Principal, OLC; Tony Quattrini, OLC (Ohlson Lavoie Corporation)

Session Take-A-Ways-

- Learn how my facility's design can help me combat the spread of infectious disease.
- Learn which building materials and systems are available to help limit the spread of infectious disease
- Learn how to create a response plan to implement design changes to improve patron and staff safety.

Returning to Play with Background Screenings

Format- On-demand Webinar

Over the last 10 years, there has been an abundant number of deficiencies identified in the traditional methods utilized to screen volunteers. These deficiencies are falling significantly short of the due diligent employment screening practices, which have placed all volunteer dependent organizations and their members at serious risk! Addressing the need to upgrade background screening for volunteers and employees can no longer be pushed to the side.

The webinar will also cover the importance of utilizing an online system. With COVID-19 changing the way we handle simple interactions agencies need to see how easy online background screenings can be on them as well as their registrants. *Lauren Sloan, Park and Recreation Specialist, NCSI*

Session Take-A-Ways-

- Identify the 5 critical components of a background screening
- Review of current policies you may have
- Knowledge on online screening systems

Rewriting the Book on System Planning

Format- Live Webinar

Recognizing the heightened needs public agencies are facing in accountability, executing socially responsible engagement, and advancing social justice, this session shows how to rewrite your “System Plan” approach by focusing on emerging techniques and tools in public engagement and new approaches and methods in evaluating level of service. Focusing on a new paradigm of an “experience-based system,” this session outlines how to develop a vision for your community that represents true needs and priorities and elevates the performance of your parks.

Nick Kuhn, Park Planner, Kimley-Horn

Session Take-A-Ways-

- Identify how to effectively engage residents in the planning process through evaluation of emerging techniques and tools
- Learn how to meet the needs of social distance requirements
- Discuss equity in level of services

Sustainability by Design

Format- On-demand Webinar

As splashpads continue to hold the #1 spot for most commonly planned park addition, it is essential to approach their design, maintenance and lifecycle through the lens of sustainability. Successful splashpads must account for not just environmental, but also social and economic implications—the three pillars of sustainability. This presentation serves as a playbook for sustainable splashpad design. Gain powerful insight into new design trends, demographic needs, play-value optimization, innovative energy and resource management and emerging technologies that are helping facilities maximize lifecycle, minimize maintenance and plan for the future.

Michelle Vaughn, Sales Executive, Vortex Aquatic Structures

Session Take-A-Ways

- Learn how sustainable techs can drastically optimize water usage
- Identify the layers of play value planning

Synthetic Turf in Parks & Recreation

Format- On-demand Webinar

In this course, attendees will be taken through the specifications of the synthetic turf systems at several parks and recreation and municipal installations around the country, including the base construction, the shock absorption pad properties, the turf infill used, types of turf fiber used and how those different system components work together. Coated sand turf infill used at Denver Public Schools is an alternative to the crumb rubber and raw sand mixture typically used in specifying and designing sports fields. The USGreentech presentation will go in depth with the properties of this type of infill including characteristics and considerations when designing or installing a turf field. In addition to the in-depth analysis of coated sand infill, the presenter will cover each infill category with their characteristics and considerations for the attendees. *Benjamin Bourque, Regional Sales Manager: Central, USGreentech*

Session Take-A-Ways-

- Understand the considerations when evaluating synthetic turf for parks and recreation applications
- Learn the components that make up a synthetic turf system and why you would choose certain components
- Hear multiple case studies of synthetic turf used around the country in parks and recreation applications

The Anatomy of a Mentorship

Format- On-demand Webinar

We, as seasoned parks and recreation professionals, have a wealth of knowledge to share with others in our field. One way we can do this is to mentor young professionals, either formally or informally, to "to keep the fire burning" into the next generation. Join a retired parks and recreation director from Illinois and one of her mentees from Wisconsin as they reflect upon their journey. Their mentorship was featured in the NRPA magazine in March of 2020.

This session will cover the basics of networking and how it can ignite a professional connection that can last a lifetime, the attributes of a good mentor and mentee, the benefits of being involved in a mentoring relationship, and how you can create a trusted relationship like this one that is ripe for learning, sharing, and supporting, through good times and bad. *Jan Hincapie, Semi-Retired Parks and Recreation Director, Consultant and Speaker; Emma Aumiller, Two Rivers, WI*

Session Take-A-Ways-

- Learn how to make a Mentor/Mentee connection
- Identify the benefits of being involved in a mentoring relationship, and the characteristics of a good mentor and mentee
- Discover that a mentoring relationship can take on many forms, and it can be anything but typical, but if it works for the connected parties, it's perfect

The Change Curve

Format- Live Webinar

COVID 19 has caused us to change the way we operate. As someone needing to make changes within your organization, the challenge is for you to help and support people through these individual transitions, which can sometimes be intensely traumatic, and involve loss of power and prestige and even employment. The easier you can make this journey for people, the sooner your organization will benefit and the more likely you are to be successful. *Gabriel Castillo, President/CEO, RecStar Consulting*

Session Take-A-Ways-

- How to accelerate the speed of change
- Learn about the stages of change
- Identify 9 major league errors to avoid when rolling out a change

There is No Turning Back; So Let's Move Forward Confidently

Format- Live Webinar

The (Uphill) Road to Financial Stability Webinar held in May of this year struck a chord with many and generated questions regarding social equity and cost recovery, essential services, new collaborations, and practical approaches to the devastating budget challenges as a result of COVID19. Chris and Teresa, from their experience of working one-on-one with agencies dealing with these circumstances, will be orchestrating a presentation with two practitioners from two different agencies who have had to redefine themselves, reinterpret mission statements, and redeploy and repurpose limited resources. Hear from those in the trenches about lessons learned and receive valuable insights to apply to your circumstances. (practitioners will be identified in time for development of marketing materials). *Chris Dropinski, CPRE, Sr. Principal, GreenPlay, LLC; Teresa Jackson, AFO, CPO, GreenPlay, LLC*

Session Take-A-Ways-

- Learn options for addressing our challenging circumstances
- Identify real life examples of successful strategies
- Gain confidence for moving forward in these uncharted waters

Utilizing Cooperative Purchasing and Energy Savings to Fund Critical Upgrades in Your Facilities

Format- On-demand Webinar

Park and Recreation departments and Districts throughout Colorado are facing unprecedented challenges in 2020 with the current COVID health crisis, slashed (or non-existent) budgets, procurement frustrations, staff availability and bandwidth, aging facilities and infrastructure, rising utility and infrastructure costs, increasing deferred maintenance, and funding challenges. This session will cover how to address some of these challenges through a budget neutral approach facilitated by cooperative purchasing partnerships and lowering utility and operational costs. Cooperative purchasing allows for departments and districts to competitively solicit contracts and solve facility challenges while saving time, money, and resources, all while still meeting purchasing requirements.

Learn how you can utilize a budget-neutral approach to also address facility concerns, fund upgrades, and promote clean energy and environmental sustainability by repurposing its utility and operational budget through identified savings. CO's local governments can partner with a pre-qualified energy company to analyze utility bills, conduct a detailed investment grade audit of selected facilities, parks and open spaces and identify efficiency improvements and renewable energy opportunities that all can lead into a successful construction project. *Ashley Brasovan, Account Executive, McKinstry; Michelle Phelps, Omnia Partners*

Session Take-A-Ways-

- Identify ways to address capital improvements and deferred maintenance with budget cuts and reduced funding
- Learn how to utilize cooperative purchasing to competitively solicit contracts to help save time, money, and resources while still meeting purchasing requirements and what is cooperative purchasing
- Learn the importance of staff and faculty engagement in energy conservation and energy cost reduction, how to utilize energy performance contracting, and reducing costs while promoting environmental sustainability within your organization

Virtual Community Engagement - Involve Them from Where they Are

Format- Live Webinar

The world has changed. Luckily we have new ways to deal with it! This session will include an overview of best ways to connect with and engage your community members, staff, partners, and decision makers in planning, decision making, advocacy, and input. Dr. Teresa Penbrooke, CPRE, has been leading public agency teams in using virtual/online tools since they were invented. She'll provide an overview of online platforms, facilitation practices, tips, and hosting techniques to harness diverse voices, energy, and outcomes that good engagement can bring, while minimizing typical glitches. *Teresa L. Penbrooke, PhD, CPRE, Faculty, Researcher, and Consultant, GP RED & GreenPlay*

Session Take-A-Ways-

- Understand the common and new online engagement techniques
- Learn an overview of good facilitation and hosting practices
- Discover ideas for choosing the best virtual tools for various types of needs to get diverse input

We Got Engaged! Tips for Communicating Effectively with Your Part-Time Workforce

Format- Live Webinar

This session will focus on tackling the challenges of effectively communicating with large numbers of part-time employees in an efficient manner that encourages collaboration, mentorship, cross-training and employee development. Attendees will learn about the benefits of creating a part-time advisory council, embracing the unique talents found in a diverse department, while exposing the part-time workforce to the varied and wide-ranging careers that can be found under the Parks & Recreation umbrella. Interactive discussion topics will include lessons learned from an array of communication and efficiency barriers, best practice suggestions for managing today's part-time employee, and tips for how to prepare for the future of increased service demands balanced with staffing challenges. *Adam Blackmore, City of Henderson Parks and Recreation*

Session Take-A-Ways-

- Learn best practices for communicating effectively to all levels of your organization
- Learn how to implement a part-time leadership group to help with communication and succession planning
- Identify tips for improving morale and retention with a prospective high turnover and low engagement workforce

Your Management Style is BS and We all know it!

Format- Live Webinar

From pandemics, flooding, and wildfires to I forgot my lunch, another instructor didn't show and we're over budget. The challenges and opportunities for a leader range from dire to routine. How do your leadership skills show up? Leadership as we know it is changing by the day. Gone are the days of authoritarian style leadership. Taking its place is an inclusive style of leadership and engagement with staff and team members. This is partly due to the emerging generations flooding the workplace and bringing changing expectations. So how can you lead in times like this? Are you ready to pivot? Join us to learn 6 roadblocks getting in the way of your leadership success and how to navigate your way through them. *Jo Burns, Chief Connection and Collaboration Officer, Jo Burns Connects; Levi Schroder, South Suburban Parks and Recreation District*

Session Take-A-Ways-

- Discover that you are NOT alone! We are all learning while we are leaders...No one does leadership perfectly
- Identify six different areas your leadership skills can grow so no more BS
- Take home some ideas for how to grow them in times of crisis and calm and some time to workshop them with other emerging leaders