

TALENT MANAGEMENT TRACK



Ken O'Quinn
Writing with Clarity

1:45 pm – 2:45 pm

Influencing Your Audience: Moving People To Yes

Managers and leaders are called on frequently to craft messages intended to influence an audience. Perhaps they need to convince executives that their idea has more merit than someone else's, or maybe they need to persuade resistant employees to accept a point of view. But beyond using "please" and "thank you," they often are unsure what to say or how to structure the message. This session will explore principles of behavioral psychology and motivational language theory that managers can use everyday to win the hearts and minds of employees.



**Robin Wikle & Mark
Koulianos**
Alpha UMi LLC

11:15 am – 12:15 pm



Generational Intelligence for Sustainable Leaders

Traditionalists! Baby Boomers! Gen Xers! Millennials! Gen Zs! This session will focus on "Generational Intelligence" and the challenges associated with a multi-generational workforce. Transformational change is required to lead and succeed in the 5-generational workplace. Motivating individuals to look at themselves and each other, not by their apparent age, but from an understanding of world views, provides an opportunity for that transformation. This session invites the individual to experience Generational Intelligence by exploring their own world view, as well as those of the others who are participating with them. Generational differences will be dissected through facilitated discussion and group exercise that focuses on individual world views leading to investigation of how different generational world views shape expectations and interactions within and across relationships. This will be followed with observations from relevant research on how generational diversity is affecting the workplace followed by group exercise identifying the challenges associated with managing teams of multiple generations and how to create the best outcomes from a diverse team. The session will close with a facilitated discussion on the challenges of motivating individuals from the different generations.



Jennifer Hancock
Humanist Learning Systems

10:00 am – 11:00 am

Why is Change so Hard?

What can science tell us about why people resist change? What can you do to help your staff adjust? Talent development isn't just about training. It's about providing ongoing support so that staff can improve and thrive and grow. The challenge isn't in teaching them new skills, it's in helping them abandon old habits that are no longer working for them. This program discusses how to utilize behavioral science techniques to help overcome resistance to change in yourself and in others so that you can provide the support your staff needs so they can develop and thrive in your workplace.