

IOWA INSTITUTE FOR COOPERATIVES

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Cooperative Human Resources Workshop

November 19-20, 2024

Gateway Hotel & Conference Center, 2100 Green Hills Dr, Ames, IA 50014

We are going to be holding our annual HR conference on Tuesday and Wednesday, November 19th and 20th. This conference will be held at the Gateway Conference Center in Ames. We have a diversity of topics and have left most of the second morning for tabletop discussion time.

We will start the meeting at 1:00 on Tuesday. Our first speaker is Mary Funk with Nyemaster. Mary is an attorney who spends the majority of her practice in the HR area. We have asked Mary to focus her remarks on these topics; the new overtime guidelines, the status of non-compete agreements, and the new maternity leave guidelines. She will leave ample time for your questions and other topics you may have an interest in.

Next, we have invited Robert Reich who owns his own consulting firm, R2. Robert has traveled the country sharing his thoughts and experience with AI and he is going to focus on the role AI can play in HR and what opportunities and challenges AI could present. He will also give some initial thoughts as you begin to formulate policies for your cooperative's use of AI and some things to be aware of as you begin your journey with AI.

Our final speaker of the day is Kim Burnes. Kim is going to share some of her thoughts about Change Management and how HR professionals can manage change at your cooperative. After a few opening remarks, Kim is going to lead a panel discussion with some of your peers on Change Management and how they have managed this with their cooperative.

After the conclusion of the afternoon sessions, we are going to host a networking reception followed by a dinner. This will be at the Gateway Center, so you won't have to travel anywhere. This will give you a chance to catch up with some of your peers and meet some new HR professionals from other cooperatives.

Kicking off the second day, Kristen Ireland with PeopleSpark will lead us through an engaging, hands-on Leadership Development Workshop. Our ability to achieve our business goals, attract and retain talent, and engage our teams is fully dependent on our leaders. Therefore, making sure our leaders are equipped for this responsibility is key. The solution – leadership development! According to a Harvard Business Review article, “just 10% of spending on leadership training delivers concrete results”. Leadership development can also have an average ROI of \$7 per \$1 invested. We know leadership development is an important investment for our leaders, for our teams, and for our businesses. What can you do to make sure the return on your investment is greater than \$7 for each \$1 spent? In this session, Kristen will discuss three actions you can take to get the best ROI on your leadership development.

After Kristen has completed her presentation, we are going to spend the rest of the morning with tabletop discussions. We will have some topics identified ahead of time that you can visit with your peers about, but we will also take any topics you would identify and let others share how they are addressing issues that you have questions about.

We will adjourn the session at noon and provide you with a box lunch so you can begin your trip back to your cooperative filled with new ideas and enthusiasm.

We have enclosed an agenda and hard copy registration form with this letter. If you prefer to register online, please click this [link](#). Registrations are due by November 15. We also have a room block at the Gateway Hotel that will be available for booking through October 29. If you need a room, please click this [link](#) to make a reservation.

If you have any questions, feel free to contact our office. Thanks for your interest and as always thank you for your membership.

Sincerely,
Dave Holm

2024 Cooperative Human Resources Workshop Agenda

Tuesday, November 19th – Day 1 1:00-5:30

1:00 p.m.	1:15 p.m.	OPENING REMARKS DAVE HOLM, IOWA INSTITUTE FOR COOPERATIVES
1:15 p.m.	2:30 p.m.	An Update on Legal for HR Professionals Mary Funk, Nyemaster Law Firm
2:30 p.m.	3:45 p.m.	THE USE OF AI FOR HR PROFESSIONALS <i>ROBERT REICH, R2</i>
3:45 p.m.	4:00 p.m.	BREAK
4:00 p.m.	5:30 p.m.	CHANGE MANAGEMENT: YOU CAN MANAGE THE CHANGE, OR THE CHANGE WILL MANAGE YOU <i>KIM BURNES, LEAD U2 ACTION CONSULTANT</i> FOLLOWED BY A PANEL DISCUSSION
6:00 p.m.	--	NETWORKING RECEPTION AND DINNER

Wednesday, November 20th – Day 2 8- Noon

8:00 a.m.	-	9:00 a.m.	3 STEPS TO GET THE MOST ROI IN LEADERSHIP DEVELOPMENT <i>KRISTEN IRELAND, PEOPLESPARK</i>
9:00 a.m.		noon	TABLETOP DISCUSSIONS
Noon		--	LUNCH AND ADJOURN

Registration Information

Registration due Friday, November 15

\$300/person

To **register online**, please click [here](#). Checks must be mailed in separately.

Or you may complete the registration form below and submit it to info@iowainstitute.coop.

Please make checks out to:

Iowa Institute for Cooperatives
2515 University Blvd., Suite #104, Ames, IA 50010
Telephone: (515) 292-2667
Website: www.iowainstitute.coop

2024 Cooperative Human Resources

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Gateway Conference Center, Ames

2100 Green Hills Dr, Ames, IA

Cooperative Name: _____

Cooperative Town: _____

Registrant Name

1. _____

2. _____

3. _____

4. _____

of attendees _____ X \$300 = _____