

“HR as a Business Partner”
Panel Discussion emceed by John Parkes
for Gallatin Valley HR Association
November 13, 2014

- John Parkes introduces the Panel, and the role of the HR professional as business partner to the manager with relevance to today’s discussion topics.
- Each Panel-member gives an overview of anticipated breakout discussion in their specialist area:
 - "Managing Fast Growth: Recruitment" led by John Parkes

This topic will share insights, tips and tricks on how you can recruit effectively in today's world of work.
 - "Wellness" Pros, Cons and Pitfalls led by Neal Andrews and Cristin Stokes

We'll look at the benefits and common strategies of a Wellness Program, as well as some challenges Wellness Programs face as they strive to engage employees.
 - "The True Cost of Absenteeism" led by Kari Gras

What are the causes of Absenteeism? We'll take an in-depth look at some recent studies, causes and even definitions to determine if we can re-gain control and transform our employees. The costs are staggering, in one study by the US Bureau of Labor Statistics “put the direct costs at more than \$40 billion a year.” We'll explore the reasons in your place of work, how to calculate the costs, and some possible recommended solutions to implement.
 - "Influencing the Tipping Point: Impacting Culture and Engagement when You are not in Charge" led by Kathy Wojcik

Many human resource professionals are individual contributors. They don't supervise others and yet, the company leaders often look to them when the subject of culture and engagement come up. This discussion will address ways to positively influence the behaviors of those who are in people leadership roles so your company's desired culture is clearly understood, practiced daily and sustained.
- Breakouts, facilitated by a panel-member, will last 35 minutes and feature audience interaction with notes taken by an appointed recorder.
- At the conclusion of the breakouts, John will reconvene the panel and emcee key insights, findings, overall comment and conclusions. Notes will be made available to attendees and the general GVHRA membership.

Panel-member Biographies:

John Parkes is a recognized HR and retail executive with Murdoch's (VP & Co-Owner), a 27 store retail organization in the farm and ranch sector, with locations throughout Montana, Wyoming, Nebraska and Colorado. He has held numerous key positions inside companies like Dayton-Hudson Corporation, RightNow Technologies and Powerhouse Technologies. Over the years, John has committed to giving back to his community. Currently, he is on the Special Olympics of Montana Board, Past Co-Chair of the Bozeman Deaconess Foundation, Past Board President of United Way, Past President of Eagle Mount. A notable speaker on topics such as leadership, customer service and employee relations, John received the state HR Excellence Award from the Montana Society of H.R. Management.

Cristin Stokes is a Registered Dietitian and Licensed Nutritionist, and the Nutrition and Education Specialist for Montana University System Wellness. Cristin earned her Bachelor's degree in Food & Nutrition from Montana State University. She then completed her dietetic internship at Brigham and Women's Hospital, a teaching affiliate of Harvard Medical School, in Boston, MA. Cristin has worked as a Clinical Dietitian at Bozeman Deaconess Hospital, as well as a School Wellness Coach with Montana Team Nutrition.

Neal Andrews, MS, CSCS is the Exercise & Fitness Specialist for Montana University System Wellness. Neal is an Arkansas native but spent four years as a personal trainer in New York City before relocating to Montana. In addition to training, Neal was a Master Instructor and Personal Training Manager for Equinox Fitness. He holds a Master's Degree in Exercise Science from the University of Arkansas.

Kari Gras has been practicing as a Human Resources professional since 2009, having begun her career as a Payroll specialist back in 2005. Gaining her PHR in January of 2012, she quickly learned where her passion for this profession could take her. In September of 2013, Kari began her own company to help small business owners.

For the past 15 years **Kathy Wojcik** has been coaching and developing leaders throughout North America. Kathy is SPHR, a certified professional coach, holds an MBA and is a published author. During her career she has worked and consulted with Pfizer, Corning, Gates, Harley Davidson and a host of smaller privately held and non-profit organizations. As an entrepreneur, Kathy has owned a working farm, an online bookstore and a restaurant. Her Bozeman company, Blue Heron Coaching and Consulting, specializes in assisting organizations and their leaders grow to greatness.