



## Optional Workshop • January 22, 2020

Separate registration fee, see registration form. Lunch included with registration.

10 am – noon

### **Working Across Generations: How to Speak Millennial**

*Instructor:* Mike Burnett, Empire CAT

For the first time in history, a workplace can have 5 generations in the workforce and all with different communication styles. Couple this with a work environment that reflects societal changes and shifts in public opinion and the result is that communication can falter and the work will suffer. These differences often create misunderstandings, stereotypes, and conflicts. What if we could leverage the differences between generations instead of just eliminating conflict?

This presentation will explore the communications styles and motivations of the various generations. It will cover advice on getting multiple generations to work together and offer assistance to managers for providing leadership across the generations. The session will focus on speaking millennial and understanding a most misunderstood generation.

#### *About the Instructor:*

**Mike Burnett** from Empire CAT will share with you the reasons for the differences and how to find creative solutions. Mike has over 19 years of experience in the learning and development field. He is an expert on Employee Engagement, Organizational and Leadership Development. He loves driving change management and business cultural transformation efforts. He has years of leadership experience and has seen what works and what does not when working across generations.

1:00 pm – 5:00 pm

### **Achieve Better Results in all Business Metrics by Getting Safety Right**

*Instructor:* David Libby, Krause Bell Group

Are your business metrics falling short of your expectations? Do these metrics have the design capacity to be better than they are today? If so, attend this workshop to learn new paradigms in safety leadership. Learn specific actions you can take to create a culture that is more supportive of safety. When done well, especially with multi-generational employees, you will get more discretionary effort from your employees – and better results in all business metrics – by getting safety right first!

A stronger safety culture reduces turnover and absenteeism. It increases engagement of employees at all levels – the kind of engagement that improves productivity and quality while reducing waste and rework. Equipment and machinery are nearly the same for all organizations – it's the people that get more out of the same equipment and machinery.

#### *About the instructor:*

**David Libby** has been helping US and multinational organizations improve safety and operational performance for 30 years. He brings a hands on, practical approach to improving safety leadership culture and performance. Prior to his current position, David led organizations in the forest products and pulp and paper industries during a 20 year career. His experience spans Operations and Organizational Development and includes director of Human Resources and Environmental Health and Safety. He understands organizational change comes from a 360-degree examination of strengths and weaknesses and uses that data to develop strategies for safety and operational improvement through effective practice and feedback.

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**Heathman Lodge • Vancouver, WA**