Day 1	Session Title	Session Description
General Session 100	The Changing World of Higher Ed - A Conversation About Culture	A discussion on how the culture of higher education is evolving and the impact on people, productivity and results.
Concurrent Session 101	Shift Happens: A Lesson in Paradigms	Join us as we explore how challenging and changing paradigms are necessary for us to identify new ideas and opportunities. Learn how we can embrace changes and prevent self, thoughts, and work procedures from becoming stagnant. Discover the importance of paradigms, paradigm shifts, and the consequences of paradigm paralysis.
Concurrent Session 102	Best Practices & Operational Excellence	In a world of increasing complexity – shortened lead times, global competition, increased technology and regulation – we arguably should expect more system failures, or system "accidents." In this presentation, Pennington focuses on how operationally excellent organizations respond to system complexity to build sustainable, high-quality and robust processes that not only meet but exceed customer expectations. Attendees will walk away with a comprehensive picture of the unique role the lean management system plays in reducing complexity.
Concurrent Session 103	Can You Spot Fraudsters? A Fraud Investigation Presentation	Learn about real life fraud situations, what to be skeptical of and best practices to mitigate your risk. Using actual case studies, this session will help you identify how to identify fraudulent activity within your organization. This session will cover recent fraud trends, how data analytics can be used to identify anomalies, and what to look for when reviewing supporting documentation. You will leave this session with actionable items to take back to your organization, including how to use commonly available software for fraud detection and how to reduce your organization's overall fraud risk.
Concurrent Session 201	Strength Finders - Where are Your Strengths?	Work with a Strength Finders expert on where your strengths are and how to integrate them into your everyday life. A Strength Finders book will be given at the session and will be core to the discussion.
Concurrent Session 202	Maximizing Efficiency with Collaborative Software (Box, One Drive, SharePoint, OneNote)	Collaborative Software is a hot topic in organizations today as many are attempting to use evolving technology to drive efficiency in the workplace and beyond. Participants will have the opportunity to learn about four platforms (Box, One Drive, SharePoint, and OneNote) to help achieve untapped efficiencies in their everyday tasks.
Concurrent Session 203	Cash is King - Budgeting, Forecasting, and Planning in a Cash Driven World	In today's higher ed environment many institutions find themselves with stretched budgets and not enough cash to go around. This session will provide high level insight on the importance of budgeting with cash flow outcomes in mind. Examples of tools, techniques, and other strategies will be discussed. This session in primarily directed at private institutions yet could also be relevant to departments within larger universities.
Concurrent Session 301	Advanced Excel	Attendees will learn advanced excel techniques working through various case studies geared toward data analytics. Key concepts taught in this class include pivot tables, creating charts, dashboard, and other data set skills.
Concurrent Session 302	From Stressful to Successful	Join this session to learn what may be holding you back from living a stress free life. We'll discuss common challenges experienced with feeling rushed and without time for ourselves, and learn how to implement strategies to put wellness first (or at least closer to the top of the list). Hands on activities and practice will be incorporated so you leave feeling capable of shifting from being stressed out to knowing how to work in wellness daily.
Concurrent Session 303	Maximizing Sustainability Through Creative Energy Strategies	In 2015, Hawaii set a 100 percent renewable portfolio standard for the electricity sector by 2045. With that came a mandate requiring all 10 of the University of Hawaii's campuses to be net-zero by 2035. The University of Hawaii Maui College, which had already been working to improve their campus with the help of energy services company Johnson Controls since 2012, took on that challenge and expedited the timeline with the goal of making their campus net-zero by 2020. Currently, UH-MC is on track to become the first college campus in the United States to reach net-zero. The past three years the campus has harvested $2.5 million in savings. Participants will hear how this was achieved and what vehicles are available to ensure adequate return on investment.
General Session 400	Resilience: Taking Control in the Face of Change	Join this session to learn what may be holding you back from living a stress free life. We'll discuss common challenges experienced with feeling rushed and without time for ourselves, and learn how to implement strategies to put wellness first (or at least closer to the top of the list). Hands on activities and practice will be incorporated so you leave feeling capable of shifting from being stressed out to knowing how to work in wellness daily.

Day 2	Session Title	Session Description
Concurrent Session 501	Diversity: A Conversation with Quanita Roberson	We have all been in conversations about race that are full of shame, blame, and guilt. A new kind of conversation is being called for in business, non-profit organizations, schools, communities, and even in our homes. This conversation needs to be held in a space that provides enough safety so real authenticity can emerge and genuine healing can begin. Learn skills and techniques that will help to create safety and real authenticity around these kinds of conversations.
Concurrent Session 502	Introduction to Business Process Mapping and Visio	Process maps are helpful tools for documenting new or existing business processes. They can also be used to facilitate training, troubleshooting, and business continuity/risk management evaluations. This session is intended for those newly assigned to process mapping for their institution, or those who are considering it. Some Visio tips/tricks will be included. Visio software is not required.
Concurrent Session 503	Picture This: An Introduction to Data Visualization and Best Practices	This entertaining session will introduce some fundamentals visual analytics. This session will examine best practices and not-so-best practices for creating charts, graphs, reports, presentations and dashboards and a few dashboard tips.
Concurrent Session 601	Ethics Practices Inside a Large Organization	This discussion will address Ethics and Compliance from a private entity's perspective. Ingraining a strong set of values that act as the basis for all interaction and ensuring that individual conduct, business operations and organizational culture maintain the highest standards of integrity.
Concurrent Session 602	Human Capital Risk Management	One of the central responsibilities of organizational leaders is to manage and mitigate organizational risk. This is particularly true for HR professionals. Human capital risk is quickly becoming recognized as one of the most significant organizational risks, yet it is also regarded as one of the least effectively managed. This presents an outstanding opportunity for you to demonstrate your leadership, and to influence other decision-makers in your organization. We'll begin our discussion with comprehensive, enterprise-wide human capital risk factors and strategy. Then we'll focus more narrowly on benefits and HR compliance risk management and the evolving role of the HR professional in managing this type of risk in an era of unpredictable legislation, complex regulation and exploding litigation
Concurrent Session 603	High Visability: Bringing Data to Insight with a Live Demo of Tableau	This session will explore the power of interactive visualizations and include a live demonstration of a few of these techniques. The presenter will build a number of visualizations in Tableau, starting with a blank canvas and ending with powerful interactive visualizations.
General Session 700	Closing General Session (with lunch) - 15 Invaluable Laws of Growth	To improve your company, your people need to grow. Are there tried and true principles that are always certain to help a person grow? "Yes!" With The 15 Invaluable Laws of Growth creates awareness and gives practical advice to help your leaders truly reach their full potential. This keynote / workshop is full of actionable items for your team to implement immediately. It's an opportunity for a bold advance in your team's personal and professional journey.
Optional Session 701	15 Invaluable Laws of Growth - A Deeper Dive	Take a deeper dive into the 15 Invaluable Laws of Growth in this special extra session. Learn more about all of the laws that Justin shared in the closing session and how to apply them in your given situation.