



## DisruptHR Kansas City 3.0 Speakers Announced!

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We are thrilled to announce the speakers for DisruptHR Kansas City 3.0 to be held on October 16th at Boulevard Brewery. For tickets: <http://disrupthr.co/kansas-city/>

Our speakers will put a new twist on many of the current challenges faced today in HR - engagement, hiring, benefits, talent assessment, and compliance. But there will also be speakers presenting on topics shaping the working landscape for ALL professionals – topics like leadership, influence, inclusion, and security. It is a rich and diverse agenda that is sure to be thought provoking and will inspire, educate and entertain!

Be sure to join us and learn from these souls brave enough to share their crazy, unconventional ideas with 200+ human resources and business leaders:

- **HR Isn't Burger King! How to Stop Letting People "Have It Their Way" Without Being a Jerk**  
**Kelly Byrnes, President at Voyage Consulting Group**  
HR has a dilemma: we want to serve our coworkers with a smile but doing so can get us and the company in dire straits. Sometimes HR needs to speak up and push back, but we don't always recognize when that time is. Other times we don't know what to say or whether it's our place to speak up. The greatest outcome of not taking orders like you're on the front line at Burger King is that your coworkers will seek your advice and trust you more. This is about HR's responsibility to speak up and how to do it in a way that builds credibility and enhances relationships.
- **I Want to Work with a Team of Doped-Up Children**  
**Tyson Schank, Manager Learning & Development at Boehringer Ingelheim**  
This is a session about embracing our 'human'ness. The rules of life are made up and too often, we abandon the innate rules for experiencing life that we are born with because of what we are told "maturity" and "success" looks like. In this session, I will challenge you to rethink the way you approach your world and the behaviors you encourage in others by introducing you to my dream team of 5-year-olds. If this life is only a one act story, then it is my belief that we must embrace our natural 'human'ness every time the curtain goes up for the next scene.
- **Over 20k Professionals Have Competed in Our Business Simulations ... Here's What We've Learned**  
**Matt Confer, Vice President of Strategy at Abilitie**  
We've analyzed 18 years of data and identified four key learnings about leadership and decision making at the highest levels of the corporate world. I'll highlight what we've learned, the data behind the decisions, and how it can help advance your efforts to enhance the skills of current and future leaders.
- **The Hidden Talent Pool: Disability Inclusion**  
**Andy Traub, Director at Allied Global Services**  
Companies across the Kansas City metro are throwing up their hands wondering where to find the qualified talent needed for ALL of their open requisitions. However, there is a talent pool within our community that is hidden from most traditional recruiting processes. Learn why your company needs to tweak its recruiting lens to include the 'forgotten' disability population (which is now 1 in 4 Americans). Are you ready for the disability inclusion journey?
- **Millenials are People Too**  
**Jimmy Madeksho, Partner at Lockton**  
Has your organization solved the "millennial problem?" We're not really all that different. But the ways we are different, makes all the difference!

- **Culture and the Unnecessary Enrichment of Consultants**

**Kevin Meyer, Director of Strategy at Glint Inc.**

With the renewed fervor regarding “culture” and its impact, many organizations are spending a significant amount of time and money trying to measure, understand, and improve their cultures. However, strong arguments can be made that the typical approaches focus on the wrong things: overly complex and psychological models, overly simplistic labels, deep-seated beliefs and assumptions, and expensive consultation. Instead, organizations should leverage modern, practical, efficient, and effective methods to culture assessment and improvement (regardless of vendor) that focus more on observable behaviors and employees’ experience of, satisfaction with, and commitment culture.

- **How to Develop and Promote Your Personal Brand Utilizing LinkedIn**

**Abraham Gin, CEO at Gin Consulting Group**

LinkedIn is by far is the best professional social media platform in this age for B2B relationships. But the majority of LinkedIn users are only utilizing it to post their experience and resume, and it can do so much more than that. Come take a look at a quick, personal branding, coaching deep-dive on some profiles to learn what-to-do and what-not-to-do's in taking your profile to the next level.

- **Stop Bitching ... and Lead!**

**Brian Owens, Sr. Manager Organization Effectiveness at PBI Gordon**

Artists don't ask for someone to create a vision for their painting. Why don't HR professionals take the same approach and create their own vision? We piss and moan about what everyone else does or doesn't do and use convenient excuses for our own inaction. It's not only about getting in the game - it's about doing what's right, taking risks, and leading.

- **HR + Marketing: The Partnership That Will Change Your Business**

**Robin Broder, Chief Marketing Officer at Henderson Engineers**

It's never been more important for HR and marketing to build a strong alliance. The war on talent is real; and the ability to find and recruit the right people is just as important as the challenge to keep and engage the ones you already have. To find success, you need the heart and soul of your company (people) truly living out your brand promises (marketing). I'll share a few specific ideas for how HR and marketing can team up to help you win the war on talent. But be ready: you'll be changing your company along the way.

- **Authentic and Deliberate Cultures Outperform the ‘Right’ Culture Every Time**

**Jared Lock, Founder & CEO at The JDL Group**

Companies continually search for the "right culture". They read about Apple and think they too should be innovative. They hear the word "Grit" and decide their company needs it. "Mindfulness"? – Absolutely, and add it to the list. This talk will provide data to show that Authentic and Deliberate cultures (no matter how grating to many HR reps) will outperform a "hoped for" or "right" culture every time in terms of turnover, negative HR issues, engagement, and performance.

- **It's Taking Too Long Because You're Doing It Wrong!**

**Clinton Shane Bradley, Talent Sourcing Specialist at North Kansas City Hospital**

It's time to disrupt the concept of traditional talent sourcing, posting and praying for the unicorn. Instead, implement quick and efficient ways of sourcing, interviewing and on-boarding that also generates a positive candidate experience.

- **Get High at Work: The Neurochemistry of Motivation**

**Megan Galloway, Talent Development Manager at US Engineering**

It's becoming widely accepted that companies need to engage their employees to have increased productivity, retention, and talent acquisition. So how do you truly create a culture that makes employees feel good every day? First, review your culture. Do behaviors or experiences in your organization promote positive chemical releases or negative chemical releases? Once you know where your gap areas are, you can do a lot to change experiences so that everyone walks away feeling valued. Then, consider that there are lots of great (and legal) ways to increase the highs that people feel at work. Give your teams the high they need – and reveal the positive interactions, results, and fulfillment they have been seeking.

- **6 Smart Tips to Keep Your Mobile Business Connected and Secure**

**Burton Kelso, Chief Technology Expert at Integral**

Businesses and people are using mobile devices more than ever to increase productivity and profitability. However, just like their desktops - small business laptops, smartphones, and tablets are highly vulnerable to hacking. Learn how to protect you, your company, and your customers’ information from these threats and keep your mobile devices safe.

- **People Are Sheep. Lead Them!**

**Jeff DeWolf, Founder at Wolf Prairie**

People are surprisingly similar to sheep. Their leaders should offer the traits of a good shepherd.

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