

The Governor's
2006 Summit on
Workforce Development

Essential
Investments

Recruitment ♦ Training ♦ Retention

May 16-17, 2006
Parkway Plaza, Casper, WY



DAVE FREUDENTHAL GOVERNOR OF WYOMING



Welcome to the Second Governor's Summit on Workforce Development. Your decision to be here not only will help your business and customers - you're also investing in the future of Wyoming's Workforce and Economy.

We appreciate your commitment. We encourage you to take advantage of this unique opportunity to share your business concerns with experts gathered here for your benefit. Please be sure to connect with the Department of Workforce Services (DWS) staff that are here to help you. You'll also meet members of the Wyoming Workforce Development Council (WWDC) - people who volunteer their time to bring business, labor, and the public sector together to shape strategies to best meet workforce and employer needs. DWS supports the Council's mission to create and sustain a higher skill, higher wage economy. The WWDC advises and makes recommendations regarding the coordination of workforce development activities and services among state agencies. The Council operates in conjunction with DWS and acts as Wyoming's Workforce Investment Board under the Federal Workforce Investment Act. We're here to listen. Please give us your thoughts on how we can continue to work for you.

Sincerely,

A handwritten signature in black ink that reads "Dave Freudenthal". The signature is written in a cursive, flowing style.

CHARLIE WARE COUNCIL CHAIRMAN



The Wyoming Workforce Development Council welcomes you to 2006 Governor's Summit on Workforce Development. As most are aware, Wyoming is currently faced with a tight labor market. In order for Wyoming's businesses to remain competitive in today's labor market, they are being forced to create strategies around the essential workforce investments of quality recruitment, focused, performance-based

training and employee retention. The Wyoming Workforce Development Council, along with its partners, are committed to helping Wyoming's businesses maintain their competitive edge in today's global economy; which is the purpose of this Summit – to help brainstorm the strategies that will assist Wyoming's businesses in addressing these needs.

Sincerely,

A handwritten signature in black ink that reads "Charlie Ware". The signature is written in a cursive, slightly slanted style.

KATHY EMMONS DWS DIRECTOR



The Wyoming Department of Workforce Services is excited to be working with businesses in the State to help address and provide assistance with Wyoming's workforce needs. With Wyoming's low employment rate ranging anywhere from 3 to 4 percent, we recognize that today's businesses must be prepared to invest in recruiting skilled employees, training their workforce and

retaining quality employees. The Department is dedicated to improving and enhancing its services to help employers successfully confront these demands. We hope that as business professionals, you will take away strategies from this Summit, and encourage you to contact us if we may be of further assistance.

Sincerely,

A handwritten signature in black ink that reads "Kathy C. Emmons". The signature is written in a cursive, slightly slanted style.

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AGENDA DAY ONE

Tuesday, May 16th

7:30am - 8:15am: Registration, Vendor Area Open, Breakfast

8:30am - 9:00am: Welcome

Remarks:

Charlie Ware

Wyoming Workforce
Development Council

Kathy Emmons

Wyoming Department
of Workforce Services

9:00am - 10:30am: **Jon Katzenbach**
Leveraging the Informal Organization -
The Hidden "Other Half"

10:30am - 10:45am: Break

10:45am - 11:45am: **Laura Lefkowitz**
Generations in the Workplace

12:00pm - 1:30pm: Vendor Lunch

1:30pm - 2:00pm: Break

2:00pm - 3:00pm: **Barry Siegel**
Recruiting Best Practices

3:00pm - 4:00pm: **Chris Widener**
Secrets of Influence -
Becoming a Person Others Want to Follow

5:30pm - 6:00pm: Social Cash Bar

6:30pm: Dinner and Awards

AGENDA DAY TWO

Wednesday, May 17th

7:30am - 8:15am: Breakfast

8:30am - 9:00am: Governor's Welcome

9:00am - 10:45am: **Ed Barlow**
Creating a Competitive Workforce
and Economic Development
Advantage for Wyoming

10:45am - 11:00am: Break

11:00am - 12:00pm: **Harold Stolovitch**
Stop Wasting Money on Training

12:00pm - 1:30pm: Lunch
Bill Strickland
Changing Lives Through Training

1:30pm - 2:00pm: Break

2:00pm - 4:00pm: Workshops:
Ed Barlow
21st Century Literacy Approach
Harold Stolovitch
Assessing Your Training Needs

4:00pm - 4:15pm: Closing Remarks

JON KATZTENBACH



Jon R. Katzenbach is a founder and senior partner of Katzenbach Partners LLC. He is a former director of McKinsey & Company, where he worked for over 35 years. He is also the author of numerous articles and books including, "Why Pride Matters More Than Money: The Greatest Motivational Force in the World," "Peak Performance:

Aligning the Hearts and Minds of Your Employees," and co-author of "The Wisdom of Teams." Jon graduated with distinction from Stanford University with a BA in economics, where he was a Phi Beta Kappa, and with an MBA from Harvard University Graduate School of Business, where he was a Baker Scholar. Jon is currently working on peak performance and organization design for one of the world's largest telecommunications companies, and leadership for a major pharmaceutical company.

BILL STRICKLAND



Bill Strickland has a simple message: "Harness the Power of Believing in People". His work has brought him a MacArthur Genius grant, a Grammy award, an invitation to lecture at Harvard University, and a seat on the board of the National Endowments for the Arts. With a message as simple as it is profound, he strikes a

universal chord, mesmerizes audiences and brings them to their feet in appreciation. Give people the tools they need, treat them with respect, and they will perform miraculous deeds. From a sleeping bag on the second floor of a dilapidated building he built one of the most extraordinary organizations in America, employing and training thousands.

ED BARLOW



No one is more passionate about, nor more actively engaged in assisting people, organizations, and professions anticipate and prepare for the world of tomorrow. Ed Barlow's insight and energy have been incorporated into a variety of settings including keynotes, think-tanks, seminars and strategic planning activities. He is one

of a few great speakers able to deliver meaningful information about the future in a dynamic and entertaining manner. He captivates audiences with his intuitive and well-studied perspective. His well-organized, thought-provoking, and media-supported presentations affirm his reputation as a top motivational futurist. Ed's keen insights into the process of change and expert facilitation skills have also been used to design and facilitate think-tank and strategic planning activities in a variety of settings.

HAROLD STOLOVITCH



Principal, PhD, CPT completed post-doctoral studies in Instructional Systems Technology at Indiana University. He has been a teacher, trainer, researcher and consultant for over 40 years. Harold has authored more than 200 publications on various aspects of instructional and performance technology and produced

countless training materials, games, simulations and other interactive activities. He is Emeritus Professor of Instructional and Performance Technology, Université de Montréal and Clinical Professor of Human Performance at Work, University of Southern California. He is a consultant to business, industry, government, the military and the police. Harold is a frequent keynote speaker and presenter for major companies and professional associations.

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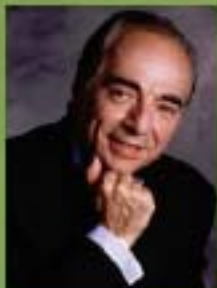
LAURA LEFKOWITS



Laura Lefkowitz serves as a liaison between McREL and policymakers, associations, policy organizations, and other education constituencies. She also informs and advises policymakers and McREL staff on important emerging issues in education reform. Prior to joining McREL, she served as K-12 Program Director for the Colorado

Institute of Technology; Executive Director of the Colorado Mathematics, Science, and Technology Education Coalition; and as an At-Large Member of the Denver Public Schools Board of Education. She holds a M.P.A. from the University of Colorado at Denver and a B.A. from Tufts University in Medford, Mass.

BARRY SIEGEL



Barry Siegel has been in the recruitment field since 1970. A recognized innovator and authority on cost-effective recruiting, Barry has authored numerous online articles and a chapter on recruitment outsourcing in *On Staffing: Advice and Perspectives*. He has been a featured speaker at major meetings of numerous

professional organizations, including the Employment Management Association, Society for Human Resource Management, International Quality & Productivity Center, and Bureau of National Affairs. The November, 2002 issue of *Human Resources Outsourcing Today* recognized Barry as having "invented recruitment process outsourcing," and named him among "The 100 Superstars of HR Outsourcing."

WORKFORCE AWARDS

:: Innovation in the Workplace Award

One award will be presented to an employer that is committed to investing in the development and wellbeing of their employees and Wyoming's workforce. Employers should demonstrate practices that improve the workplace such as employee retention best practices, employee training, career development, work-life balance policies, encouraging diversity in the workplace including generational diversity, provides market competitive wages and benefits, and addressing child care and workforce housing needs.

:: Workforce Partnership Award

One award will be presented to a project that has demonstrated a unique collaboration between businesses and community organizations that include but are not limited to the workforce system, economic development and education that results in addressing a workforce issue.

:: Outstanding Individual Performance Award

This award recognizes individuals who have made significant contributions to the workforce development profession through the development or enhancement of public or private workforce systems, or the building of strategic alliances and partnerships.

AWARDS

PARTNERS

LIST OF PARTNERS



**Wyoming Department of
Workforce Services**
122 W. 25th Street,
Herschler Bldg., 2E
Cheyenne, WY 82002



Wyoming Business Council
214 West 15th Street,
Cheyenne, WY 82002



**WYOMING ECONOMIC
DEVELOPMENT
ASSOCIATION**

WEDA

**Wyoming Economic
Development Association**
122 W. 25th Street,
Herschler Bldg., 2E
Cheyenne, WY 82002

COUNCIL MEMBERS

Alan "Rocky" Anderson
Wyoming Electrical JATC
Casper

Jim McBride
Department of Education
Cheyenne

Bruce Brown
Devil's Tower's Forest Products
Devil's Tower

John Boreczky
Byan Systems
Lusk

Cale Case
Wyoming State Senate
Lander

Ken DeCaria
Wyoming State Senate
Evanston

Kathy Emmons
Department of Workforce Services
Cheyenne

Jim Engel
Engel & Associates
Gillette

Tucker Fagan
Wyoming Business Council
Cheyenne

Ray Fleming Dinneen
Our Families Our Future
Cheyenne

James Gear
Plumbers & Pipefitters UA
Cheyenne

John Hastert
Wyoming House of Representatives
Green River

Jeff Heilbrun
Destination Club Partners
Jackson

John Jackson
University of Wyoming
Laramie

Rodger McDaniel
Department of Family Services
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Miles LaRowe
Northwest Community College
Powell

Joan Evans
Carbon Co. Higher Education Center
Rawlins

Bret Pizzato
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Rock Springs

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Cheyenne

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WY Community College Commission
Cheyenne

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Carbon Co. S.D. #1
Rawlins

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Guernsey

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Casper

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Cheyenne

Charles Ware
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Cheyenne

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Daniel Zwonitzer
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MEMBERS

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www.wyowdc.org