

2019 LEADERSHIP SUMMIT
PRE-CONFERENCE SEMINARS ON MONDAY – JUNE 17, 2019

The registration fee for a seminar is in addition to the general conference registration fee and includes the Public Policy Luncheon. Advance registration is required; on-site registration is not permitted. Registration will be processed directly by the presenting firm.

View the current listing below. Registration ends June 1.

JUMPSTART YOUR WEEK WITH A PRE-CONFERENCE SEMINAR

We encourage you to attend a pre-conference seminar before the full conference opens. These seminars offer an intensive learning experience addressing key issues and best practices across content areas. Admission to the Public Policy Luncheon is included as part of your pre-conference seminar experience. The Public Policy Luncheon serves as an arena for spotlighting trends, defining emerging issues, and improving the knowledge base for effective decision making. The event features political, research, civic and opinion leaders from across the country committed to promoting sound and innovative policy solutions.

REGISTERING IS AS EASY AS 1-2-3

- 1** Download seminar descriptions on our homepage at www.rivhsa.org.
- 2** Submit registration along with payment directly to the training firm.
- 3** Contact the training firm directly with any related questions.

SCHEDULE AT A GLANCE (Subject to change)

- 7:15 Registration
- 8:00 Morning Session
- 11:30 Public Policy Luncheon (Included in seminar fee)
- 1:30 Afternoon Session
- 4:30 Adjourn

A. Program and Fiscal Planning for Slot Conversion from Head Start to Early Head Start

The primary directives of this seminar are to: (1) facilitate a discussion with participants in the area of program planning linking the community and self-assessment data to the need for conversion of Head Start slots into Early Head Start slots; (2) aid in the analysis and calculation of program and fiscal data to make sound decisions for the design of a written conversion plan; and (3) support facility capacity analysis which will guide the development and implementation for renovating, purchasing, and constructing to support the conversion plan. Ultimately, participants will be equipped to determine the financial feasibility of the slot conversion plan.

TRAINER

Jinny Smith, Fiscal Consultant and Program Design/Management Planner
Palmyra, TN

WHO SHOULD ATTEND | New, emerging and seasoned administrators and professionals of varying specialties will benefit from this unique learning experience: Executive Directors, Head Start and Early Head Start Directors, Fiscal Officers and staff, Governing Board and Policy Council members, or any key staff person with present or future responsibility and accountability in this content area.

EVENT REGISTRATION | \$425/person

The fee for this seminar is in addition to the conference registration fee and includes the Public Policy Luncheon on the scheduled day of the training. Advance registration is required, and on-site registration is not permitted for this event. Registration will be processed directly by the training firm and confirmed upon receipt of payment.

Visit <https://form.jotform.com/90848159529168> to register. Direct seminar questions to Jinny Smith at jinny@usit.net.

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B. Tipping the Scales on Turnover

Few things undermine a team's impact like employee turnover. Although employees note several reasons why they leave, research shows that people do not leave organizations, they leave people. Based on actual events in which the seminar facilitator led a team effort on retention, staff turnover was reduced from 71% to 19%. This seminar will equip leaders with the tools needed to increase employee engagement, motivation, retention and performance.

TRAINER

Tony Moore, Culture Architect, Keynote Speaker, Author
Tony Moore Speaks, Clearwater, FL

WHO SHOULD ATTEND | New, emerging and seasoned administrators and professionals of varying specialties will benefit from this unique learning experience: Executive Directors, Head Start and Early Head Start Directors, Human Resource Directors and staff, Content Area Managers, Governing Board and Policy Council members, or any key staff person with present or future responsibility and accountability in this content area.

EVENT REGISTRATION | See registration rates and offers below

- **[APRIL 1 - MAY 1]** \$485/person
Registration includes (1) Tony's book "Culture in 4D", (2) three 30-minute Group Coaching Sessions (\$675 value) post-event, and (3) auto-enrollment in Tony's 2019 video series on culture.
- **[MAY 2 - JUNE 1]** \$500/person
Registration includes Tony's book "Culture in 4D".

The fee for this seminar is in addition to the conference registration fee and includes the Public Policy Luncheon on the scheduled day of the training. Advance registration is required, and on-site registration is not permitted for this event. Registration will be processed directly by the training firm and confirmed upon receipt of payment.

Visit <https://tonymooreSpeaks.com/endturnover/> to register. Direct seminar questions to aundra@tonymooreSpeaks.com.

C. Health Management: The Missing Link to Human Resources Management and Program Improvement

Using an in-depth, integrated approach, this rigorous seminar is designed to provide strategic and direct correlations between the human resources management systems and health/safety practices based upon Federal mandates and regulations. The session offers effective strategies to assist grantees in meeting the requirements as evidenced through the integration of the following: (1) standards of conduct and safety practices, (2) mental health/disabilities, (3) infant/toddler safety mandates and caring for children basics, (4) transportation, (5) human resources, (6) environmental safety, (7) criminal background checks, and (8) certified health professionals. Participants will attain the necessary knowledge to understand their role in meeting the Head Start Program Performance Standards as it relates to human resource management across all state and federal requirements.

TRAINER

Kathy Starr-Green, MBA, DH/L, Chief Executive Officer and Consultant
KAS Health Consultants, Snellville, GA

WHO SHOULD ATTEND | New, emerging and seasoned administrators and professionals of varying specialties will benefit from this unique learning experience: Executive Directors, Head Start and Early Head Start Directors, Human Resource Managers, Health Managers and Coordinators, Safety/Facilities/Environmental Managers, Transportation Managers, Disabilities/Mental Health Managers and Coordinators, or any key staff person with present or future responsibility and accountability in this content area.

EVENT REGISTRATION | \$395/person

The fee for this seminar is in addition to the conference registration fee and includes the Public Policy Luncheon on the scheduled day of the training. Advance registration is required, and on-site registration is not permitted for this event. Registration will be processed directly by the training firm and confirmed upon receipt of payment.

Visit <https://www.kashealthconsultants.com> to register. Direct seminar questions to kashealthconsultants@gmail.com or 770.710.8009.

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D. Three-Legged Stool Balancing Act

The roles of administrators and executive management has become a balancing act. Personnel in these roles must ensure that the program's day-to-day operations support agency growth and are not compromised due to limited budgets, staff shortages, crumbling facilities, incomplete data, as well as limited community or governing body engagement. This seminar provides strategies for planning, self-assessment, outcomes, engaging governance members, relationship building, and forecasting services from the data that has been collected and analyzed. The training will provide strategies to support all leadership roles and move forward programs goals as the Office of Head Start establishes new paths and directions.

TRAINER

Robin Jones, President
New Ventures Specialized Educational Services, Union City, GA

WHO SHOULD ATTEND | New and emerging grantees, administrators, and professionals of varying specialties will benefit from this unique learning experience: Executive Directors, Head Start and Early Head Start Directors, Child Care Partnership Management staff, Program Design & Management staff, Content Area Managers (Education, Health, Disabilities, Family Service, Prenatal to Three, Center Managers, Quality Assurance staff, Training Coordinators, Mentor Coaches, Community Partners, Governing Board and Policy Council members, or any key staff person with present or future responsibility and accountability in this area.

EVENT REGISTRATION | \$325/person

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Visit <https://www.regonline.com/threeleggedstool> to register. Direct seminar questions to 404.310.6107.

E. Strategic Leadership Skills Building: Understanding My Personality Type at Work

91% of nonprofit staff have a very high IQ. In this seminar, IQ means Intention to Quit. For many people, the comfort of dysfunction is preferred to the uncertainty of change. Do you want to break this cycle of dysfunction? Would you like to learn how to motivate staff? Join us to discover how understanding your personality type can reduce fatigue and conflict in the workplace. Work smart not hard!

TRAINER

Michael Gaffley, Ed.D., Founder
Cultoreal Talent Consultants LLC, Davie, FL

WHO SHOULD ATTEND | New, emerging and seasoned administrators and professionals of varying specialties will benefit from this unique learning experience: Executive Directors, Head Start and Early Head Start Directors, Content Area Managers, Quality Assurance staff, Site/Center Managers, Family Support staff, Governing Board and Policy Council members, or any person with present or future leadership or engagement responsibility or accountability.

EVENT REGISTRATION | \$315/person - OR - \$1200/group of 4 - OR - \$1500/group of 5

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Visit <http://www.cultoreal.com> to register. Direct seminar questions to dtbc@cultoreal.com.