

Advocacy

This track will explore how advocacy can play a powerful role in making our community more just. And it can help human service nonprofit organizations make important advances that create lasting, positive and transformative policy change. Advocacy is a year-round commitment; this track will help to identify how successful advocacy goes beyond only making contact with your elected officials when it benefits a particular issue/organization.

Adding Public Value through Advocacy

Session #1: 9:30 - 10:30AM

Senate Chambers

Presenter: Talethia Edwards, CEO, *The Hand Up Project*

This session will delve into the complex world of advocacy and equip attendees with essential strategies for impactful community engagement. Drawing on real-world examples and successful advocacy skills and strategies, we will explore the multifaceted nature of advocacy in various contexts, from grassroots initiatives to policy reform efforts with impact and outcomes. Talethia will cover the key components of successful advocacy, including building coalitions, leveraging trust and relationship building, and as well as utilizing storytelling techniques to amplify the impact of your message while adding a public value.



"What Do We Want?" Strategic Advocacy. "When Do We Want It?" Depends.

Session #2: 10:35 - 11:35AM

Senate Chambers

Presenter: Dr. Erin Sylvester Philpot, *Community Advocate*

The term *advocacy* can often suggest a loud, proud, activist-style approach to communicating your message or championing your cause. But the world of advocacy can take many forms and should look different based on context and cause. This session will help participants to explore strategy, approach, and the key individuals you need on your team to successfully advocate for your agency. Participants will engage in storytelling, reflection, and will leave with a toolkit to aid in strategizing future advocacy efforts.

Advocacy and the Climate Crisis

Session #3: 1:30 - 2:30PM

Senate Chambers

Presenter: Dr. Bruce Strouble, *Executive Director, Citizens for a Sustainable Future, Inc.*

This session is intended to unpack the critical intersection of climate advocacy, environmental justice, equity, and human services work. As the impacts of climate change continue to disproportionately affect the most vulnerable populations, professionals in the field of human services must integrate these considerations into their practice. This presentation will provide a comprehensive overview of how climate change and environmental injustices impact communities, particularly those already facing social and economic challenges, and how human services workers can play a pivotal role in advocating for and implementing equitable solutions.



Motherhood Matters: Prioritizing Maternal Health in the Workplace

Session #4: 2:35 - 3:35PM

Senate Chambers

Presenter: Stephanie Shumate, *Executive Director, TLH-Leon Co. Commission on the Status of Women & Girls*

This session recognizes that Motherhood Matters and learn how to create environments where maternal health is valued, prioritized, and nurtured. Amid managing career demands and family commitments, it's essential for employers and employees alike to recognize and prioritize maternal health in the workplace. In this interactive workshop, we delve into the importance of supporting maternal well-being within professional environments. We'll explore the unique physical, emotional, and mental health needs of mothers, addressing common issues such as postpartum recovery, stress management, and what it really means to be a supportive workplace for moms.



Diversity, Equity, Inclusion

This track will explore how you can build a successful organizational culture that welcomes staff and volunteers while proving to be highly productive. Turn your organization in a new, positive direction by increasing diversity, practicing self-care and creating an environment that attracts and retains great people.

Lost and Found in Translation: Intercultural Communication for Helping Professionals

Session #1: 9:30 - 10:30AM

Ballroom A

Presenter: Briana Parlor, M.S., Ed.S., Training Specialist, The Ounce of Prevention Fund of FL

Connection can be both lost and found in translation. As helping professionals working in human services, it is imperative to be aware of and responsive to culture and context while servicing diverse populations. This presentation will focus on culture as a vehicle, not an obstacle, to connection between diverse populations.



Don't Let Diversity, Equity, Inclusion, and Belonging (DEIB) DIE in Your Workplace

Session #2: 10:35 - 11:35AM

Ballroom A

Presenter: Delores King, CPM, CEO, King Professional Development & Consulting, LLC

Diversity, Equity, Inclusion, and Belonging are essential values for human service workers to have due to the diverse populations that they serve. What happens when these same values are questioned and laws are made to prevent D.E.I.B. in the workplace and at school? How does an organization continue to strive to increase D.E.I.B. on a daily basis? This workshop will touch on why D.E.I.B. is essential everywhere and how to apply the concepts daily within your place of work.



Selection Strategies to Get the Right Fit

Session #3: 1:30 - 2:30PM

Ballroom A

Presenter: Joyce Chastain, SHRM-SCP, SPHR, Senior Consultant, The Krizner Group

There is a definite correlation between hiring the right candidate, employee engagement and low turnover. It all starts with bringing the right person into the organization. This session is designed to show current and future hiring managers the best approach to a quality hire. All candidates have two components that are critical to the workplace. That's their technical skills and their behavioral traits. The correct blend of those two components is critical to a good cultural fit. This session provides techniques to reveal an otherwise qualified candidate's appropriateness for the open role.



Health Equity and Access – Helping Underserved Communities Live Their Best Life

Session #4: 2:35 - 3:35PM

Ballroom A

Presenter: Dr. Lenny Marshall, Director of Diversity, Equity and Inclusion, Big Bend Hospice

Underserved communities experience many challenges in receiving equitable healthcare services and access. Health disparities are preventable differences in the burden of disease, injury, violence, or opportunities to achieve optimal health that are experienced by populations that have been disadvantaged by their social or economic status, geographic location, and environment. This session will explore infrastructure, environmental injustices and social determinants of health, and will unpack these challenges and offer viable strategies and processes to take them on using the DEI lens approach.



Leadership

This track will focus on effective ways your leadership can be the cornerstone of impact and influence. This track is for upper management or executives looking to be inspired by new ways of leading, managing and cultivating your colleagues to build a better, stronger organization. With specific tie-ins to human resources, fundraising and building organizational values, this track is perfect for someone looking to build their leadership skills in our sector.

Delegating To and Developing Talent

Session #1: 9:30 - 10:30AM

Room 2213

Presenter: *Krista Campbell, CEO, Kapstone Coaching & Consulting*

As a leader, Delegation is one of the most important tools in your toolbox. If done properly, it is a win / win situation. Your employees will have the opportunity to take on additional responsibilities and therefore you will. Delegation leads to Employee Development, which is a key element of engagement and retention. In this session, you will learn strategies to approach Delegation & Development. Strategies that will both engage your team – and – set you up for success.



Integrity in Action: Navigating Ethics and Conflict of Interest in the Workplace

Session #2: 10:35 - 11:35AM

Room 2213

Presenter(s): *Nyla Davis, Human Resources Director, Tallahassee State College*
Heather M. Mitchell, Training Manager, Tallahassee State College

Integrity in Action is your backstage pass to mastering the art of ethics and dodging conflict of interest situations without breaking a sweat. This workshop is your golden ticket to turn everyday tasks into something special. It's about learning the skills to make ethical decisions smoothly and creating a work environment where being honest is standard. We'll learn how to spot red flags, make the right calls, and foster a work environment where honesty isn't just expected, it's the norm. Gear up for some straight talk and practical tips to keep you sharp and your workplace on the up-and-up!



Leading from the Second Chair: Bench-Ready

Session #3: 1:30 - 2:30PM

Room 2213

Presenter: *Dr. Judy Mandrell, Founder & Executive Director, Dream Builders Greatness Center*

This session is a comprehensive presentation that equips individuals in supporting roles with the tools and strategies necessary to lead effectively from positions of influence. "Bench Ready" transforms the concept of second-chair leadership, emphasizing its critical importance in driving organizational success. Whether you're a manager, team member, or aspiring leader, as you sit on the bench as "second," you must be ready to assume top leadership when necessary. Currently you may be navigating the complexities of leadership from a supportive role, but you have been prepared by the "First Chair" Leader, to be "Bench Ready."



Elevate and Excel: Navigating Leadership Terrain

Session #4: 2:35 - 3:35PM

Room 2213

Presenter(s): *Rashawn Williams, CEO & Education Consultant, Willpower Innovation Network*
Dr. Willie Williams, Assistant Professor, Florida A&M University

As the organizational landscape evolves, creating opportunities for middle managers to ascend becomes paramount. This dynamic presentation will immerse your team in a transformative exploration of navigating transitions, championing ethics, embodying core values, and embracing the indispensable quality of managerial courage. Elevate your middle managers to new heights, equipping them with the tools to not only survive but thrive in an ever-changing professional landscape. Your team's journey to leadership excellence begins here.



Wellness in the Workplace

This track is focused on creating healthier and thriving workplaces and explore tools and resources to make better health possible for all staff members. This track will focus on creating a complete picture of health, from physical environments, vulnerabilities, common practices and planning to strategies for promoting mental health, resilience, and self-care.

Harmony in Leadership: Navigating Productivity, Self-Care, and Burnout Prevention for Nonprofit Leaders

Session #1: 9:30 - 10:30AM

Ballroom C

Presenter: *Trasetta Annelle Washington, CEO, Profitable Productivity, LLC*

In this engaging presentation, we will explore the crucial intersection of productivity, self-care, and burnout prevention specifically tailored for nonprofit leaders and board members. Drawing on my experience as a productivity and life balance coach, I will delve into practical strategies for achieving harmony in leadership roles.



Wellness at Work: Nurturing Leaders, Elevating Teams, and Fostering Resilience

Session #2: 10:35 - 11:35AM

Ballroom C

Presenter(s): *Dr. Willie Williams, Assistant Professor, Florida A&M University*
Dr. Gail Randolph, Provost Professor, Florida A&M University

Immerse your team in a rejuvenating experience with "Wellness at Work," a presentation that transcends traditional leadership discussions. Unlock the secrets to workplace well-being and dive into strategies that support self-care, combat burnout, and embrace a trauma-informed approach, mirroring the care extended to clients. Join these esteemed professors from Florida A&M University's School of Allied Health Sciences for an enriching session that prioritizes wellness and even offers a touch of pampering for your team. In this dynamic presentation, learn to navigate the delicate balance of leadership, self-care, and resilience. Dr. Williams and Dr. Randolph, both faculty members at the Florida A&M University, School of Allied Health Sciences, bring a wealth of health personal and professional knowledge to the table. Also, as members of the University's Athletic Committee among other appointed positions, they understand the demands of high-performance environments and offer practical solutions for fostering a workplace culture that prioritizes well-being.



Finding Your Center: Owning Real Work Life Balance

Session #3: 1:30 - 2:30PM

Ballroom C

Presenter: *Ashley Scott, Nonprofit Strategist & Grant Writer, Approved & Grant-ED*

In order to achieve this, nonprofit organizations must prioritize implementing policies and procedures that promote mental and physical health. This includes providing access to mental health resources and support, encouraging work-life balance, and promoting a healthy workplace culture. Additionally, it is important for nonprofit leaders to lead by example and prioritize their own self-care to create a positive and healthy work environment. By prioritizing the wellbeing of all individuals involved in the organization, nonprofits can better serve their clients and make a positive impact on the communities they serve.



APPROVED & GRANT-ED



Emotionally Intelligent Leaders

Session #4: 2:35 - 3:35PM

Ballroom C

Presenter: *Denishia Sword, CEO & Founder, Notable Impressions*

A leader's ability to relate, interpret and effectively address team members' emotions can significantly influence relationships, productivity, and longevity. During 'Emotionally Intelligent Leaders,' attendees will learn the definitions of emotional intelligence and specific interpersonal skills; how to incorporate interpersonal skills as they guide staff to success; how possessing or lacking these skills will impact team members; and review common leader/team member interactions and scenarios.



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