



LeadingAge®
Minnesota

HUMAN RESOURCES IN AGING SERVICES

WEBINAR SERIES

Purpose:

HR professionals and leaders in aging services face distinct challenges in managing diverse teams and navigating complex regulatory landscapes. Our exclusive webinar series is designed to equip HR leaders and staff with the tools to excel in these unique environments. You'll gain actionable insights into mastering workplace conflict resolution, strategies to prevent workplace harassment and cultivate a respectful workplace culture, and how to navigate leave administration with confidence to stay ahead of regulations while effectively supporting your staff's leave needs.

Each session is tailored to provide you with practical knowledge that can immediately improve your HR practices. Whether you're focused on conflict resolution, legal compliance, or creating a supportive work culture, this series offers valuable takeaways. Join us for one or all three webinars and strengthen your HR strategies to better serve your staff and organization.

WEDNESDAY, OCT. 30 • Noon - 1:30 p.m.

Navigating Workplace Conflict and Investigations in Senior Care

THURSDAY, NOV. 14 • Noon – 1 p.m.

Support Staff by Addressing and Preventing Workplace Harassment and Violence

TUESDAY, DEC. 3 • Noon – 1 p.m.

Interaction Between FMLA, ADA, and Other Employee Leaves

[REGISTER HERE](#)

REGISTRATION FEES:

FULL WEBINAR SERIES

LeadingAge Minnesota Members – \$195 per person

Prospective Members – \$275 per person

INDIVIDUAL WEBINAR

LeadingAge Minnesota Members – \$75

Prospective Members – \$105

SCHEDULE OF EVENTS

Wednesday, Oct. 30 • Noon – 1:30 p.m.

Navigating Workplace Conflict and Investigations in Senior Care

PRESENTERS:

Ellen Schneider, Human Resources Consultant, St. Paul; and Julie Apold, PhD, Vice President of Quality and Performance Excellence, LeadingAge Minnesota, Minneapolis

- Understand the different types of workplace investigations that might arise during employee-to-employee conflicts and the role that HR and site leaders play.
- Explore how to use principles of “Just Culture” to ensure fairness and consistency when navigating workplace conflict and investigations for all parties involved.
- Build your conflict management, communication, and mediation skills (non-union) to increase your confidence and ability to know when and how to resolve workplace disputes.

Thursday, Nov. 14 • Noon – 1 p.m.

Supporting Staff by Addressing and Preventing Workplace Harassment and Violence

PRESENTERS:

Janet M. Dorr, Attorney/Shareholder, and Pari McGarraugh, Attorney/Shareholder, Fredrikson, Minneapolis

- Understand the risk factors for workplace violence against caregivers, including resident behaviors, organizational, and systemic factors.
- Identify essential steps for HR and supervisors to take in responding to incidents of harassment and workplace violence against staff.
- Discuss the intersection of resident-rights laws, discharge and transfer laws, antidiscrimination laws, licensure requirements, and employer laws.

Tuesday, Dec. 3 • Noon – 1 p.m.

Understanding Interactions Between FMLA, ADA, and Other Employee Leaves

PRESENTER:

Daniel Bondavalli, Attorney/Employment Law Advisor, Marsh McLennan Agency, Chicago, Ill.

- Understand fundamental elements of different types of leaves and the process to administer them properly.
- Discover the intersection of the Family Medical Leave Act (FMLA), state-specific leave and sick and safe time laws, and the Americans with Disabilities Act (ADA) accommodation process.
- Identify best practices for HR professionals in aging services to manage the complexities of leave administration to support staff.

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**Registration is for one individual attending all three webinars. Only the registered individual will receive CEUs.*

INDIVIDUAL WEBINAR

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CEUs

This webinar series has been designed to meet the CEU approval criteria for the Minnesota Board of Executives for Long Term Services and Supports (MN-BELTSS). Participants may also request a general certificate of attendance. CEUs are earned only for the individual registered.

**ELIGIBLE FOR UP TO
3.5 CLOCK HOURS**



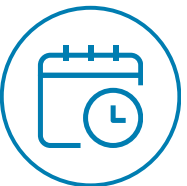
SUGGESTED AUDIENCE

Human resource professionals, long-term care staff who have HR responsibilities, supervisors/site leaders, and other interested professionals.



HANDOUTS

Participants will receive links to electronic handouts before the conference and are encouraged to print them in advance or download to view on a laptop or tablet. Printed materials will be provided onsite for individual and group exercises only.



CUT-OFF/CANCELLATION

Registration cut-off date/cancellation deadline is two business days prior to the live event date. Cancellations must be made in writing and are subject to a \$25 processing fee. No-shows will be billed the full webinar fee. LeadingAge Minnesota reserves the right to cancel this webinar series or any individual webinar within the series.



FOR FURTHER INFORMATION

Olivia Scott, Events and Education Coordinator, at oscott@LeadingAgeMN.org or 651.603.3559 for assistance or if your registration has not been confirmed.