

The logo features a large, stylized number '30' in a golden-brown color. The '0' is a thick, rounded shape. A decorative golden-brown arc with a trail of small, glowing stars curves around the '0'. Below the '30', the text 'Reflecting on 30 Years' is written in a cursive, golden-brown font. Underneath that, 'LWHRRA' is written in a large, bold, dark blue sans-serif font. At the bottom of the logo section, 'FOUNDATIONS FOR A SUCCESSFUL FUTURE' is written in a smaller, green, all-caps sans-serif font. The background of the top half of the page is a collage of overlapping, semi-transparent golden-brown geometric shapes.

*Reflecting on 30 Years*  
**LWHRRA**  
FOUNDATIONS FOR A SUCCESSFUL FUTURE

Tuesday, September 26th, 2023

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Bellevue Hilton  
Bellevue, Washington



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# SYMPOSIUM SCHEDULE

## At A Glance

|                   |                         |
|-------------------|-------------------------|
| 6:30AM – 8:00AM   | Registration & Exhibits |
| 7:00AM – 8:00AM   | Breakfast               |
| 8:00AM – 8:15AM   | President’s Welcome     |
| 8:15AM – 9:15AM   | Opening Keynote         |
| 9:15AM – 9:45AM   | Exhibitor Break         |
| 9:45AM – 10:45AM  | Breakout Session #1     |
| 10:45AM – 11:15AM | Exhibitor Break         |
| 11:15AM – 12:15PM | Lunch                   |
| 12:15PM – 12:45PM | IDEA to Action          |
| 12:45PM – 1:30PM  | Lunch Keynote           |
| 1:30PM – 2:00PM   | Exhibitor Break         |
| 2:00PM – 3:00PM   | Breakout Session #2     |
| 3:00PM – 3:15PM   | Exhibitor Break         |
| 3:15PM – 4:15PM   | Closing Keynote         |
| 4:15PM – 4:30PM   | Closing Remarks         |
| 4:30PM – 6:00PM   | Closing Reception       |

# THANK YOU TO OUR SYMPOSIUM SPONSORS



## MEET THE 2023 LUNCH KEYNOTE SPEAKER



### **Meet Zafar Chaudry**

MD MS MIS MBA

*Senior Vice President –*

*Chief Digital Officer &*

*CIO*

*Seattle Children's*

AI is revolutionizing human resources and the results will be dramatic. New AI technology platforms will help us reinvent what HR technology does—making it more useful, more important, and more “integrated” than ever before. This session discuss how next-generation AI is revolutionizing HR and how these new tools can empower us all to evolve, improve, and transform our HR departments and our companies like never before.

Dr. Zafar Chaudry has been Chief Information Officer and Senior Vice President of Seattle Children's since November 06, 2017. He was promoted to Chief Digital Officer and Chief Information Officer in 2021. Through his role, he provides vision and leadership for the development of

technology initiatives and enterprise-wide information systems and services for Seattle Children's. His goal is to enable clinicians with the best technology to deliver safe and excellent care to our patients.

# MEET THE 2023 OPENING & CLOSING KEYNOTE SPEAKERS



**Dr. Jeremiah J. Sims**  
*LWHRA 2023 Opening  
Keynote Speaker*

Dr. Jeremiah J. Sims, co-founder and principal consultant for Rooted in Love, LLC., is the author of *The White Educators' Guide to Equity* (2023), *Minding the Obligation Gap* (2020), and *Revolutionary STEM Education* (2018). Jeremiah is a Race, Equity, Inclusion, and Justice (REIJ) executive coach, trainer, speaker, and educator. Jeremiah's work coheres around helping people understand that while what they do in order to realize justice is incredibly important, who they become is even more important. Jeremiah uses a radical love-centered approach to create safe spaces, predicated on radical inclusivity, where anyone—irrespective of where they are on their equity journey—can engage in justice work.

Jeremiah is an alum of the University of California, Berkeley where he earned a B.A., in Rhetoric with honors. Jeremiah also earned an M.A., and Ph.D., in Education: Language, Literacy, and Culture, from the University of California, Berkeley. When not working, Jeremiah enjoys hiking and doing other cool stuff with his wife, Rachel, and their five—soon to be six—sons.

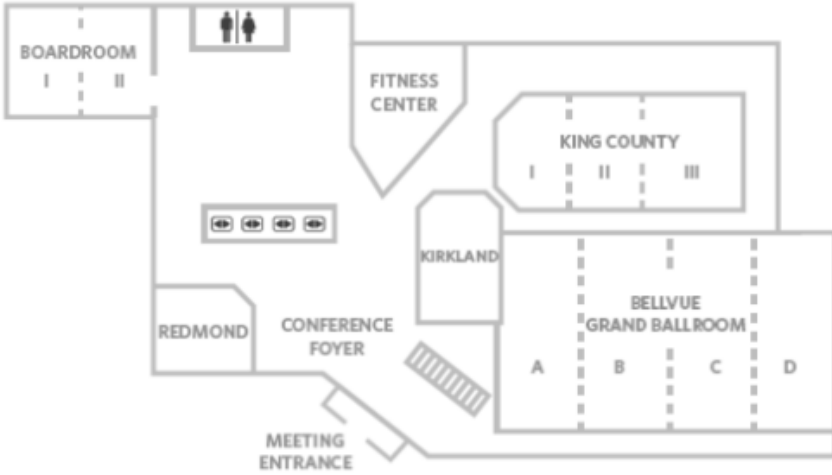
Lorne Epstein, SHRM-SCP, MSOD, is a social scientist, keynote, and Vistage speaker who consults with senior leaders on methods to improve the ROI of decision-making by reducing biases. Over 15,000 professionals have taken his workshops. He has been quoted in *Forbes*, *Cosmopolitan*, *Christian Science Monitor*, and other publications. His 2021 Bias Impact report has been downloaded over 2000 times. Lorne has been leading experiential workshops since 1993 and has been an HR professional since 1996. As a leader in Talent Acquisition, he built recruiting teams in the U.S., India, and Brazil. His research focuses on improving decision-making and reducing the impacts of unconscious bias in the workplace. His book, *You're Hired! Interview Skills to Get the Job* has been downloaded over a half-million times worldwide. He is a Lifetime Charter Member of the Association of Talent Acquisition Professionals. Lorne is currently studying cognitive neuroscience at the master's level at George Mason University.



**Lorne Epstein**  
*SHRM-SCP, MSOD  
LWHRA 2023 Closing  
Keynote Speaker*

# SYMPOSIUM HALL FLOOR PLAN

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# SYMPOSIUM SCHEDULE

6:30AM – 8:00AM

Registration & Exhibits Open

7:00AM – 8:00AM

Breakfast Open

8:00AM – 8:15AM

President's Welcome

8:15AM – 9:15AM

Opening Keynote | Jeremiah Sims

9:15AM – 9:45AM

Exhibitor Break

9:45AM – 10:45AM

Breakout Session #1

- WA Cares Fund and Paid Family and Medical Leave Highlights – Salon A
- Reimagining Human(izing) Resources –Redmond
- How to Stop Wasting Money on Wellness Programming No One Uses –Kirkland
- 2023 Employment Law Update – King County I/II
- How to Stop Worrying & Start Living- King County III

10:45AM – 11:15AM

Exhibitor Break

11:15AM – 12:15PM

Lunch

12:15PM – 12:45PM

IDEA to Action

12:45PM – 1:30PM

Keynote #2

1:30PM – 2:00PM

Exhibitor Break

2:00PM – 3:00PM

Breakout Session #2

- WA Cares Fund & Paid Family and Medical Leave Highlights – Salon A
- Unleashing the Potential: The Power of Employee Engagement – Redmond
- Professional Wisdom – Research & Application in HR – Kirkland
- 2023 Employment Law Update – King County I/II
- The Golden Rule to the Rubber Band Rule – Introducing 7 Forms of Respect

3:00PM – 3:15PM

Final Exhibitor Break

3:15PM – 4:15PM

Final Keynote | Lorne Epstein

4:15PM – 4:30PM

Closing Remarks, Grand Prize

4:30PM – 6:00PM

Closing Reception



# CONFERENCE SESSION DESCRIPTIONS

## **2023 Employment Law Update**

*Jennifer Berry, J.D.*

This session will cover new laws and case highlights relevant to Washington employers in 2023, including wage transparency, expansive NLRB rulings impacting all employers, and new rulings and trends in reasonable accommodation, disability and leave law.

## **How to Stop Wasting Money on Wellness Programming No One Uses**

*Cassie Christopher, MS RDN*

Wellness program utilization rates are dropping as employees lack the bandwidth to participate. Previously well-used and loved programming is feeling stale and tone-deaf as larger organizational and market forces drive burnout and disengagement. This presentation will provide practical ideas to revamp existing programming. We will also introduce new organizational initiatives that address burnout and drive profitability, along with proven strategies to promote cross-department collaboration and leadership buy-in.

## **How to Stop Worrying and Start Living: 10 Principles to Help You Lower Stress and Improve Resilience**

*Nikki Kloeppe*

You'll learn the top 10 principles from the famous book *How to Stop Worrying and Start Living* by Dale Carnegie to help build confidence and resilience, overcome imposter syndrome and reduce stress. Learn the importance of mindset on our happiness, relationships and work. These principles will help you perform better, connect more closely with your team, improve the culture at your organization and improve wellbeing and work life balance.

## **Professional Wisdom – Research & Application in Human Resources**

*Magda Kaspara, PhD, SHRM-SCP, ICF ACC*

Wisdom used to be associated to ancient, only acquired over time, and possessed by a few people. Today, wisdom is considered as actionable process to have a well-lived life for self and others. This session will combine an overview of the study of practical wisdom and specifically professional wisdom, followed by a discussion of a professional wisdom framework developed during my PhD research. HR professionals will get insights about how to develop their own professional wisdom and how to promote it in their work environments.

## **Reimagining Human(izing) Resources**

*Jeremiah J Sims*

Human Resources, writ large, is concerned with employee life cycle. This is not news to HR professionals. What is, however, may be this: The way that employee life cycle is handled is a direct reflection of an organizations' culture. Therefore, it follows that HR professionals are charged to be proponents and even arbiters of their organizations' (organizational) culture. Organizational culture determines what is and what is not seen as normative, atypical, accepted and/or sanctioned, among other things. And, here's the thing about organizational culture: there is no liminal ground in organizational culture. It is either humanizing or dehumanizing. In this session Dr. Jeremiah J. Sims will speak to the need to better analyze organizational culture in order to ensure that it is commensurate with a radically humanizing and radically inclusive approaches to HR.

## Unleashing the Potential: The Power of Employee Engagement

William Wiggins

In this interactive session, the speaking will explore the transformative effects of employee engagement and its profound impact on an organization's success.

During this session, we will delve into the critical elements that contribute to employee engagement and discuss practical strategies for cultivating it within your organization. We will examine the importance of effective leadership, open communication, fostering an environment of belonging, and creating a supportive work environment that promotes employee autonomy and growth and loyalty.

## Washington Paid Family & Medical Leave and WA Cares Fund

The WA Cares Fund ensures all working Washingtonians can earn access to long-term care when they need it in the future. Paid Family and Medical Leave lets you take paid time off when you need it most, offering stability and peace of mind so you can focus on what matters. We will be sharing information about both programs with an opportunity for questions about each.

## The Golden Rule to the Rubber Band Rule

Respect is the cornerstone of success in the workplace, but what happens when people define 'respect' differently? The 'Golden Rule' - treat others the way you would want to be treated - transcends cultures and generations. But what if the Golden Rule isn't always right? According to the Society for Human Resource Management (SHRM), 1 in 4 employees reported they 'dread going to work, don't feel safe voicing their opinions about work-related issues, and don't feel respected and valued at work.' According to SHRM, the cost of workplace turnover from 2014 to 2019 was more than \$223 billion due to workplace culture. The world of work is rapidly evolving, so how do you know when others feel respected or not? And how can you build respect authentically to strengthen relationships, teams, workplace culture and outcomes? Amazon bestselling author Dr. Julie Pham will introduce the '7 Forms of Respect' and show how respect is dynamic, relative, contradictory and subjective. Dr. Pham will teach you the 'Rubber Band Rule,' and how to apply it every day in the workplace and in your personal life.

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# MEET THE 2023 SYMPOSIUM SPEAKERS



**Jennifer Berry**

J.D.

*Ogden Murphy  
Wallace PLLC*

Jennifer Berry is a member of Ogden Murphy Wallace PLLC. She has significant experience counseling employers on all aspects of the employment relationship, including employment and non-competition agreements, leave and disability laws, wage and hour laws, as well as traditional labor law. Jennifer also tries employment law cases in Washington federal and state courts.



**Cassie Christopher,**

MS RDN

*Cassie Christopher  
Consulting*

Cassie Christopher is a Registered Dietitian Nutritionist and Workplace Wellness Consultant. She has a Bachelors of Arts in Business with a focus on entrepreneurship from the University of Washington and a Master's degree in Nutrition from Bastyr University. Cassie holds a Certificate of Training in Pediatric and Adult Weight Management and Obesity, and has completed post-graduate training in corporate wellness.

Cassie is a dynamic speaker and educator with a gift for humor and passion for wellbeing. In a world where people are routinely overloaded with information and feel like they little bandwidth for changing habits, Cassie helps her audiences personalize the education she provides so they

can immediately implement her advice. Cassie is skilled at tailoring her presentations to be relatable for a wide variety of people and job functions, with extensive and varied speaking experience ranging from 1200+ viewers at T-mobile to break room functions for non-desk workers.



**Magda Kaspary,**

PhD, SHRM-SCP, ICF-ACC

*Magda Kaspary  
Consulting, LLC,  
Senior HRBP for  
AWS/Amazon*

Magda Kaspary, PhD, SHRM-SCP, ICF ACC Coach, has developed her career in human resources and organizational development across different industries such as manufacturing, aerospace, consulting, and tech in the US, South America, and Europe. Magda has a passion for learning, combining academic research and being an HRBP practitioner, which led her to research professional wisdom, a topic studied in Psychology and Management.



**Nikki Kloeppel**  
*Dale Carnegie &  
Associates*

Nikki Kloeppel is a Storyteller, Coach and Motivator. She specializes in employee development, leadership coaching and organizational development. Her keynotes and trainings are interactive, humorous and high energy to keep people engaged so they achieve long lasting performance shifts. Nikki has coached 15,000 leaders to greater personal happiness and professional success. She facilitates group trainings and works 1:1 with leaders. She hosts a podcast, talk show and facilitates live and virtual events around the world for corporate clients and nonprofit organizations and associations. She creates

transformational changes in thoughts, interactions, and behaviors so people are inspired to find more joy, connection and fulfillment.



**William Wiggins**  
*Swift HR Solutions*

William is an accomplished HR leader providing effective and professional HR leadership. Over the span of his career, William has gained a broad range of experience while leading HR teams representing all core HR disciplines vital to a profitable sustainable organization, its employees; and its internal management teams on matters including, but not limited to, HR compliance, employee benefits and compensation, talent acquisition, performance management, organizational policies and workflows; and HR operations including implementation and management of integrated HRIS systems.

Through strategic HR roles at Mercer Human Resources Consulting, Kaiser Permanente, Williams-Sonoma, and other west coast businesses William has established a track record for building culture and engagement through leadership training and development. He is known as an industry leader when it comes to building strong collaborative HR partnerships and employee focused leadership teams. William has also led Diversity, Equity & Inclusion, and employer branding initiatives. He has studied abroad at the National University Columbia, Bogota and holds a Baccalaureate degree in Business from Gloucestershire University, Cheltenham UK; and brings a broad perspective to his work and the clients that he serves. He also holds certifications in Gallup Strengthfinder, Korn Ferry 360 Assessments; and is Fierce Conversations training facilitator.



**Julie Pham,**  
Ph.D., CEO,  
*Curiosity Based*

Dr. Julie Pham is the founder and the CEO of CuriosityBased, an organizational development firm based in Seattle. She is the author of the #1 Amazon New Release and Bestseller 7 Forms of Respect: A Guide to Transforming Your Communication and Relationships at Work. She regularly contributes on culture to the Puget Sound Business Journal.

She was born in Saigon, Vietnam and raised in Seattle. Dr. Pham earned her PhD in history at Cambridge University as a Gates Cambridge Scholar and she graduated magna cum laude from University of California, Berkeley as a Haas Scholar. She earned her real life MBA by running her

family's Vietnamese language newspaper during the 2008-2010 recession. She has worked as a journalist, historian, university lecturer, marketer, nonprofit executive, and management consultant.

Dr. Pham has been recognized with numerous awards for her community leadership. She has applied her community building approach to building strong, collaborative and curious teams. Dr. Pham's awards include: Female Founders Alliance Champions Award (2019) in Advocate category, Harvard Business School's Young American Leaders Program (2018), German Marshall Memorial Fellow (2015), Gates Cambridge Scholar (2001), a Puget Sound Business Journal '40 under 40' honoree (2011), a Women's Center-University of Washington Woman of Courage honoree (2012) and winner of the Tatsua Nakada Youth Award (2012)

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