



Twin Cities Chapter of ISCEBS September 2018 Educational Luncheon

Join us on September 26th to learn from Amy Tolbert, Ph.D, CSP, Principal, ECCO International and Patricia Jespersen, MBA, CCO, EmployeeEXP, as they present:

"The Intersection of Diversity, Equity & Inclusion and Total Rewards"

By 2055, the U.S. will not have a single racial or ethnic majority. Millennials, [1977-1994] are now the most racially diverse in American history with 43% of Millennial adults being non-white (Pew Research Center). With a continually shrinking and diversifying talent market, now is the time for mid-market organizations to make intentional efforts to create inclusive cultures that appeal to attracting, retaining and engaging top talent.

The reality is that in a culture for culture comparison, these organizations are often not competitively positioned to compete for the same talent as Fortune 500 organizations, which for decades have been engaged in creating inclusive cultures to meet the needs of an ever-increasingly diverse workforce and marketplace. With a more savvy and demanding workforce, organizations both large and small have no choice but to rethink and redevelop culture strategies. This presentation will combine theory with practicality in driving culture change as it relates to Total Rewards.

About the presenters:

Patricia's experience in Diversity & Inclusion, carrier representation, and agency consultation provide for a unique ability to bring a portfolio of talent-attracting solutions that combine emerging trends in Diversity, Equity & Inclusion and Total Rewards either direct to clients or through her consulting partners.

Amy is Principal of Effecting Creative Change in Organizations (ECCO International), specializing in increasing individuals' productivity and organizations' profitability through facilitated learning focusing on leadership development, diversity and inclusion, and communication.

Patricia and Amy are also Partners in Spectra Diversity, a diversity and inclusion technology company that focuses on bringing the Spectra Diversity Inclusion Assessment (SDIA) and related training to heighten the practice of diversity and inclusion.

1 Insurance Continuing Education Credit Hour Has Been Approved by the State of Minnesota.

Twin Cities Chapter of ISCEBS is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CPSM or SHRM-SCPSM. This program is valid for 1 PDC for the SHRM-CPSM or SHRM-SCPSM. For more information about certification or recertification, please visit www.shrmcertification.org.

WHEN

Wednesday, September 26, 2018
11:15am - **NEW!** Registration and Networking Meet & Greet
11:30am - Lunch
11:55am - Chapter Welcome
12:00pm - Speaker Presentation

WHERE

Golden Valley Golf and Country Club
7001 Golden Valley Road
Golden Valley, MN 55427

FEE

Current TCISCEBS Chapter Member Fee - \$35.00
Non-Member Fee - \$50.00
(If registered by Friday, September 21st. After this date, an additional \$5.00 fee will be imposed)

CANCELLATION DEADLINE

Thursday, September 20, 2018

Registration Deadline

Friday, September 21, 2018

Please respond by clicking one of the buttons below

