



Conference Session Descriptions

IACP Annual Conference & Trade Show

May 7-9, 2024 | Hyatt Regency, Coralville, IA

We look forward to seeing you at IACP Annual Conference 2024! Explore the session descriptions and presenter biographies below. Looking for something else? Click on the links below:

- [Register for IACP Annual Conference & Trade Show](#)
- [Overview of Conference Schedule](#)
- [At-A-Glance Conference Schedule](#)

To skip to a particular session

- Mac users: click “command” and “f” and type the organization or name of the presenter
- PC users: click “control” and “f” and type the organization or name of the presenter

Tuesday, May 7, 2024

Annual Meeting, 10:00 am – 11:00 am

Welcome/Opening Session - Allies in Advocacy, 1:00 pm – 2:00 pm

IACP Awards Ceremony – Community Builders, Relentless Advocacy & Executive of the Year, 2:00 pm – 2:30 pm

Keynote Presentation, 3:00 pm – 4:30 pm

- **“How To Thrive in Times Of Change”** Presented by Jones Loflin
 - Description
 - Too many individuals and organizations take a “wait and see” mindset when it comes to change. It’s a terrible way to secure better results for the future. The bigger question that needs to be asked is, “How can we move forward NOW?” This timely program is designed to equip participants with a mindset and practical tools to focus on professional and personal improvement when the path ahead is uncertain.
 - Key Audience Takeaways
 - Understand how a “fixing problems” mindset isn’t the best approach to moving forward in times of change, create an environment where you and others are best equipped to move forward, develop daily activities and routines that keep change moving forward, determining what’s NOT important right now so you can free up resources to more fully address your goals with a change, and how to sustain forward movement in times of change even when it’s uncomfortable
 - About the presenter
 - Jones Loflin has made it his life’s work to deliver powerful ideas and practical solutions to individuals around the world so they can achieve more of what is most important to them. His books are described as “illuminating” and his

presentations as “unforgettable.” In his 28 years as a speaker and coach he has helped countless people regain confidence in their ability to achieve greater success in work and life.

Jones’ “3P Approach” of Powerful Ideas connected to Practical Solutions delivered with a Personal Approach has attracted the attention of organizations around the world. His client list includes Federal Express, Wal-Mart, Choice Hotels, Toyota, Bridgestone, and Tractor Supply as well as the United States military.

Looking for ways to expand the reach of his message, Jones chose to become an author. His book, *Always Growing*, is a fresh approach to leadership and offers powerfully practical strategies for individuals who have been leading for two days or two decades. *Juggling Elephants* is a witty and profound parable about one man’s search for solutions for the struggle of too much do. The book is available in the US and over 14 countries. He is also the author of *Getting The Blue Ribbon*, a unique story offering simple strategies to get better results in your work and life. *Getting to It* is considered a field guide to accomplishing what is most important. This session is designed to supply you with actionable tips for utilizing data to demonstrate the value and quality of the services your organizations provide. The presenters will share case studies that showcase successful ways real providers have utilized technology to collect, report on, and analyze data to support quality improvement. Examples will include data around somatic care, community integration, and employment. Join us to learn tips on identifying efficiencies, opportunities to enhance what you do, and strategies for making data-driven decisions.

Wednesday, May 8, 2024

Breakout Sessions, 8:30 am – 10:00 am

- **“Assistive Technology for Connectivity and Collaboration”** presented by Kimberly Chance, Easterseals Iowa;
 - *Session description*
 - This presentation will excite anyone who desires to learn more about Assistive Technology for Iowans with disabilities, smart-technology, reducing isolation or increasing connectivity, or community collaboration. This presentation will excite anyone who desires to learn more about Assistive Technology for Iowans with disabilities, smart-technology, reducing isolation or increasing connectivity, or community collaboration. The Easterseals Iowa Assistive Technology Program is Iowa’s Implementing Entity for the Tech Act. The past three years have demonstrated the need for utilizing technology to enhance the connectivity of individuals with disabilities in their communities and ESI ATP has implemented several projects and pilots aimed at this goal. This presentation will demonstrate through case scenarios and individualized examples, how anyone can support their community members with disabilities with enhanced awareness and access.
 - Objectives:
 1. Participants will gain a deeper insight into Assistive Technology and the need for an individualized approach in the consultation process through no fewer than three case scenario examples.
 2. Participants will recognize the services and supports available to Iowans through the Easterseals Iowa Assistive Technology Program.
 3. Participants will receive hands-on demonstration of Assistive Technology devices and utilize a group activity to better comprehend the vast array

of AT options available.

- *About the presenter*
 - **Kim Chance** is currently the Rural Solutions and Assistive Technology Program Team Lead. Kim supports farm family members with disabilities and provides assistive technology support statewide for children and adults with various diagnoses. Kim holds a Bachelor of Science from Iowa State University, as well as her Masters in Rehabilitation Counseling and Mental Health Counseling from Drake University. Kim is a Certified Rehabilitation Counselor (CRC) and Assistive Technology Professional (ATP).

- **“How Safe is Your Team? Cultivating a Culture of Psychological Safety”** presented by Molly Mackey, MBA, CPTD; Chief Learning Officer, LEAdeRNship Institute
 - *Session description*
 - Uncover the pivotal role of psychological safety in enhancing team performance, reducing turnover, and driving innovation. Join this session to master the art of cultivating and guiding psychologically safe teams within your organization. Gain practical insights and resources to implement four actionable strategies for nurturing a culture of psychological safety.
 - Objectives:
 1. Learn what psychological safety is and how it impacts teams
 2. Understand how to create psychological safety in the workplace
 3. Review the four key steps to creating a psychologically safe team
 - *About the presenter*
 - **Molly J. Mackey** is an author, speaker and trainer of leaders. She believes that by intentionally intersecting the ongoing journeys of leadership and learning we can create better leaders and Better Leaders = Better Lives™
Molly is the founder and chief learning officer of the LEAdeRNship Institute. She has a passion for business, strategy, leadership and learning. Molly has over 18 years of business and speaking experience.
Molly lives in Jesup, IA with her partner and has four children ages 2 to 17. Her books include:
 - “52 Powerful Reflection Questions for Leaders”
 - “52 Powerful Reflection Questions for Emotionally Intelligent Leaders”
 - “52 Powerful Reflection Questions for Teams”

- **“How to Build Better Bosses”** presented by Mack Munro, Founder & CEO, Boss Builders
 - *Session description*
 - Effective managers are the key to any organization succeeding. If you are looking to bring a strategic edge to your organization, training and developing those managers is a key component. This presentation will show the importance of balancing performance management, strategic goals and initiatives, wants and needs of employees and managers, and tight budgets while working to implement a culture of learning. The outcome will be managers who are more effective and a workforce that is motivated, educated, and turns over infrequently.
 - Objectives: At the end of this program, you will be able to:
 1. Describe how critical thinking and careful diagnosis are key skills for HR professionals to properly develop and communicate a management training strategy.

2. Discuss guidelines for identifying performance gaps in managers and techniques to remedy them.
 3. Develop the skills and ability to communicate the needs, design, process, and results, and how they align with corporate strategic initiatives to senior leadership.
- *About the presenter*
 - Mack Munro is Founder and CEO of Boss Builders and is an experienced speaker, consultant, and coach who has worked with executive and management teams in companies of all types, sizes, and industries. He is the author of *How to Be a Great Boss*.
He holds a Master of Arts degree in Organizational Leadership from Chapman University and a Bachelor of Science degree in Health Care Management from Southern Illinois University. He is a qualified facilitator of the Myers-Briggs Type Indicator® and has also written and developed a number of personality and behavioral assessments and online tools.
Mack's background is primarily in Healthcare, Manufacturing, Consulting, Information Technology, Entrepreneurship, Leadership & Management, and Marketing. His typical clients come from these areas.
Prior to starting his company, Mack created training and professional development programs at U.T. Medical Group, Inc. in Memphis, TN, Holy Cross Hospital in Silver Spring, MD, and Contract Services Association of America in Arlington, VA. Mack has been an adjunct Professor of Business and Management at Vincennes University in Bremen, IN and Crichton College in Memphis, TN. He is a retired United States Navy dental technician who served tours in Australia, Guam, Long Beach, California, and Bremerton, Washington.
Mack's clients include Pratt & Whitney, UTC Research, Premier Medical Group, COCC, Legrand, Wayne Homes, numerous Federal agencies, and all 4 branches of the United States Military.
In addition to his latest book on management development, Mack is also the author of: *How to Win at Performance Management* and 11 other business books. He has been featured as a career expert on radio, television, and printed and electronic media, including a monthly column in *Men's Fitness* magazine. Mack hosts a popular podcast: *HR Oxygen* geared towards the overworked, overstressed, overwhelmed, and under-appreciated HR professional.
- **“Everybody Needs a Coach: An Innovative Approach to Staff Training and Program Evaluation”** presented by Crystal Taylor-Dietz, Psy.D, National Director of Behavioral Health Services, Devereux Advanced Behavioral Health
 - *Session description*
 - In the current challenging climate of behavioral health services, innovative strategies are necessary for training skilled employees and monitoring and evaluating the implementation of specific learning programs and clinical initiatives. Devereux Advanced Behavioral Health has developed a unique learning and training model that incorporates best practices in coaching and supervision and utilizes implementation science to create built-in performance and fidelity monitoring. In addition, our commitment to technological innovation led to our development of software applications to assist with program monitoring. These learning programs have been developed for implementation of our clinical initiatives at every tier of our multi-tiered system of support. This workshop will provide an overview of best-practices and evidence base for the development of our learning and training model. The workshop will also walk through how the integration of our learning program, monitoring tools, and dashboards have served to guide implementation of our milieu-based, trauma-informed, preventative management system at Tier 1 and Tier 2 levels of support which are being utilized across our continuum of care in psychiatric

residential placements, community group homes and through an in-home behavioral coaching program.

- Objectives
 1. Participants will identify the core components of a coaching learning model and key aspects of implementation.
 2. Participants will describe the function and core components of employee performance monitoring and program integrity monitoring.
 3. Participants will be able to articulate at least four critical reasons to develop monitoring dashboards.

- *About the presenter*

- Dr. Crystal Taylor-Dietz is the national director of behavioral health services at Devereux Advanced Behavioral Health and is a licensed psychologist in Maryland and the District of Columbia. She has over 15 years of behavioral health/mental health experience working in community based, residential and outpatient services, including holding a number of leadership, management and supervisory roles. Dr. TD is a member of the supervising faculty at The George Washington University Professional Psychology Program and is a teaching faculty member in the Child and Adolescent Training Program at the Washington School of Psychiatry. Her research/teaching and clinical interests have included issues related to mental health/wellness, mindfulness, race/ethnicity, interculturality, and trauma-informed care.

- **“Innovating for Tomorrow: The Role of Emerging Technologies and EHR in Revolutionizing IDD Support”** presented by Kamal Sheikh, Co-Founder & CEO, iCareManager

- *Session description*

- Join us as we explore the game-changing potential of modern technology and EHR systems in revolutionizing IDD support. Our session dives into their pivotal role in evolving leadership, boosting operational efficiency, and delivering person-centered support. Gain insights into practical strategies for seamless technology adoption, backed by real-world examples that prioritize compliance and holistic support.
- Objectives:
 1. Shed light on how advanced EHR and technology transforms leadership practices in IDD organizations, enabling data-driven decisions and ongoing service enhancement.
 2. Showcase the benefits of adopting modern technology systems, emphasizing efficiency, community inclusion, and improved quality of life for individuals with IDD, with real-world examples and compliance considerations.
 3. Discuss practical strategies for inspiring enthusiasm and successful technology adoption among Direct Support Professionals (DSPs), highlighting improved collaboration and team dynamics within provider organizations.

- *About the presenters*

- Grounded in over 25 years of experience as a software engineer, **Kamal Sheikh** brings a unique blend of technical prowess and entrepreneurial spirit to his role of Co-Founder and CEO at iCareManager, a dynamic web-based EHR and Care Management system. Kamal has a profound understanding of the nuances of the Nonprofit world and the Long-Term Care sector, and his approach is rooted in a belief that technology should empower, simplify, and improve the quality of care and management within these vital industries. Kamal envisions a world where technology seamlessly integrates into the fabric of healthcare, enhancing efficiency and outcomes for both caregivers and those they serve.

- **“Building Inclusive Communities: It Still Takes a Village”** presented by Bill Loyd, Director, UI REACH Program
 - *Session description*
 - Come and hear how the University of Iowa has become an inclusive community for students with intellectual, learning and developmental disabilities. Through the UI REACH program, students take part in all aspects of college life through strong partnerships on campus and in Iowa City and Coralville. See what it takes to build the inclusive communities (villages) necessary to the success of the students that we support, both while they are enrolled at the University of Iowa and after they graduate and enter the workforce and community life.
 - Objectives:
 1. Review what inclusion means in today's world
 2. Demonstrate the University of Iowa's commitment to inclusion and some of the barriers that still remain
 3. Demonstrate how UI REACH has become a model of Inclusion on campus and in Iowa City
 4. Demonstrate the positive outcomes resulting from inclusion
 - *About the presenter*
 - **Bill Loyd** is a South Carolina native who moved to the Washington DC area to work after graduating from the University of South Carolina. Most of his professional career was in the human service arena, managing programs and agencies that serve persons of all ages with a wide array of disabilities. For over 25 years Bill managed programs that include early intervention, K-12 education, day supports, supported employment, residential, in-home supports and senior services in multiple states. He has also worked for 10+ years in community development: providing supports for, children, families, adults, and seniors, as well as developing residential options in an underserved community. He currently serves as the director for the UI REACH program at the University of Iowa. UI REACH is a leader among college programs that support students with intellectual, learning, and developmental disabilities to have a full college experience alongside their peers. The program offers supports in academics, campus life, career development, socio-emotional growth, and transition services thereby producing positive outcomes for the students and families served. Bill also teaches first year seminars to freshman at the university and serves on a number of committees and councils.

Breakout Sessions, 10:30 am – 12:00 pm

- **“Using Technology to Address Social Determinants of Health”** presented by Daleigh Tallent, MSN, RN, CDDN, Clinical Quality Coordinator, IntellectAbility
 - *Session description*
 - People with intellectual and developmental disabilities (IDD) are known to have a high level of unmet social needs, which contribute to health disparities, poor health outcomes, reduced quality of life, and more costly acute care and long-term supports and services. This presentation includes information about the Iowa Health Link Toolkit and other online resources for identifying and addressing unmet social needs. Participants will engage in an interactive discussion based on real-life scenarios, participate in a hands-on session using a web-based tool designed to identify local community resources and develop a take-home plan for addressing unmet social needs.
 - *About the presenter*
 - Daleigh began a second career as a Registered Nurse in 2013. In 2018, her passion for patient advocacy, caring for vulnerable populations, and staff

development led her to the field of Intellectual and Developmental Disabilities. She served as a Regional Director, Lead IDD RN, and Developmental Disability Professional for provider agencies offering community and residential services in Georgia. Daleigh joined IntellectAbility in April 2021 as an HRST Clinical Service Representative, is currently the Clinical Quality Coordinator and recently earned her certification in developmental disabilities nursing.

- **“Train to Retain – Designing Training to Keep Talent”** presented by Molly Mackey, MBA, CPTD; Chief Learning Officer, LEAdRNship Institute
 - *Session description*
 - In today’s world employers need to do all they can to keep talent. The reasons that employees stay at employers may be surprising - According to LinkedIn’s 2019 Workforce Learning Report, 94 percent of employees say that they would stay at a company longer if it simply invested in helping them learn! This session will cover how to design training to meet employees’ needs. Discover how to make training engaging for the participants and effective for your organization.
 - Objectives:
 1. Learn training strategies to keep participants engaged and employees retained.
 2. Discover different training modalities to fit participants’ needs.
 3. Determine ways to structure training to create a culture of learning and growth.
 - *About the presenter*
 - **Molly J. Mackey** is an author, speaker and trainer of leaders. She believes that by intentionally intersecting the ongoing journeys of leadership and learning we can create better leaders and Better Leaders = Better Lives™
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 - “52 Powerful Reflection Questions for Teams”
- **“How to Transform Bosses into Leaders”** presented by Mack Munro, Founder & CEO, Boss Builders
 - *Session description*
 - Effective managers are the key to any organization succeeding. Strategic leaders are necessary if you are looking to bring a strategic edge to your organization. Transforming successful managers into strategic leaders through training and development is a key component. This presentation will show you how to build the basic skills of your managers and then transform those managers into successful leaders that operate with a strategic, value-added, success based, and personal and professional growth-minded focus. The outcome will be organizational leaders who are more effective and a workforce that is motivated, educated, and turns over infrequently.
 - At the end of this program, you will be able to:
 1. Describe how critical thinking and careful diagnosis are key skills for HR professionals to properly develop and communicate a leadership development strategy.
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 - **“Onboarding for Retention”** presented by Shelly Chapman, SHRM-CP, PASC, WMHA, Director of Human Resources, Vera French Community Mental Health Center
 - *Session description*
 - Faced with a tight labor market and high turnover in entry-level positions, learn how strengthening your onboarding and orientation of new staff may lead to high retention, greater client outcomes, and improved staff satisfaction. Utilizing a cohort method, hear how one organization revamped their processes and took turnover from 75% to 9%! These process changes have resulted in tremendous tangible and intangible results! Longevity of staff has improved, documentation has increased, empathy and cultural awareness has never been greater.
 - Objectives:
 1. Improve retention;
 2. Grow/connect staff to your agency;
 3. Improved client outcomes;
 4. Empowering staff for success; and
 5. Early identification of additional training needs
 - *About the presenter*
 - **Shelly Chapman** holds a Bachelor's Degree from Bellevue University in Human Resource Management. She has been SHRM certified since 2016 and holds additional certifications in People Analytics and Workplace Mental Health.

She has been involved in HR related tasks/field for over 20 years and is proud to be the Director of Human Resources at Vera French Community Mental Health Center in Davenport, Iowa where she has worked since 2015.

Vera French Community Mental Health Center currently employs about 250 staff members, which include an HR team of 5: 2 HR Generalists, a Trainer/Burn-Out Prevention Specialist, and a Credentialing/Retention Specialist.

Shelly has been married for over 36 years to husband Gary. They have two adult married daughters and four grandchildren. In addition to her family, Shelly's passions include identifying strengths of staff and making sure they are in the right place to succeed. She believes attitude matters and faces each day with a positive outlook. She is also a lifelong learner.

- **“Compliance: The Department of No or the Department of Know”** presented by Gary Jones J.D., CHC, CHPC, Founder & President, Midwest Compliance Associates
 - *Session description*
 - This presentation will
 1. illustrate how the compliance program can enhance operations
 2. address the OIG/OCR view on risk assessments
 3. show why the compliance program can be the driver of a positive culture
 - *About the presenter*
 - **Gary Jones** has been an attorney for over 35 years and has spent most of the last 25 years focusing on the needs of facilities and agencies in the human services field. He obtained his bachelor's degree from the University of Missouri in 1982, and his Juris Doctorate from the University of Missouri-Kansas City, School of Law in 1985. Gary holds the CHC and CHPC certifications. In addition to active law practice, he founded MCA to help providers through the maze of compliance regulations that seems to become more complicated every year so they can do what they do best, take care of people. He is the author of “Do The Right Thing – a road map to building an effective compliance program.” Gary approaches the topic of compliance a whole new way. He takes what can be a very dry subject and interjects humor and fun. Employees who become engaged in a compliance program see it as relevant and important rather than something to be endured. Engaged employees enhance the effectiveness of a compliance or integrity program and an effective program can save a provider thousands of dollars.

- **“Food as Medicine, Determinants of Health, and the Impact on People with Special Needs and Human Services Organizations”** presented by Jim Vail, Principal, My25 / Mainstay
 - *Session description*
 - Defining Food as Medicine, emphasizing the whole person orientation, and the broad scope of this population health strategy.
 - Recounting the Outcomes that are accelerating the increased attention and acceptance of this movement for clinical health and social determinants of health reasons,
 - Why everybody, but in particular people with special needs, can benefit from FAM.
 - Statistics indicating how much FAM reduces health care costs
 - The reasons why Food as Medicine is increasingly viable in LTSS and episodic settings.
 - How to implement a holistic integrated Food as Medicine for maximum benefit
 - Target: people supported, staff, provider agencies
 - Food is Medicine is more than improving the health of an individual or two – it is a whole person and community approach for all stakeholders of an entire organization

- *About the presenter*
 - Jim Vail is the President of Mainstay/My25, an organization devoted to Food as Medicine as a means of improving the clinical and social determinants of health of people with special needs. He is the former Executive Director of an I/DD & MH provider in Illinois. He is a graduate of the J. L. Kellogg Graduate School of Business at Northwestern University.

Breakout Sessions, 1:30 pm – 3:00 pm

- **“Emotional Intelligence IMPACT”** presented by Molly Mackey, MBA, CPTD; Chief Learning Officer, LEAdRNship Institute
 - *Session description*
 - Would you rather have a leader that knows more or cares more? Research conducted by Harvard University, the Carnegie Foundation and Stanford Research Center have concluded that 85% of job success comes from having well-developed soft/ people skills, and only 15% of job success comes from technical skills. This session on Emotional Intelligence for leaders will dig deep into the required soft skills to be successful as a leader. Participants will walk away with tools to apply emotional intelligence.
 - Objectives:
 1. Define and understand emotional intelligence (EI) for leaders
 2. Comprehend the five dimensions of EI
 3. Practice ways to implement EI with teams
 - *About the presenter*
 - **Molly J. Mackey** is an author, speaker and trainer of leaders. She believes that by intentionally intersecting the ongoing journeys of leadership and learning we can create better leaders and Better Leaders = Better Lives™
Molly is the founder and chief learning officer of the LEAdRNship Institute. She has a passion for business, strategy, leadership and learning. Molly has over 18 years of business and speaking experience.
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 - “52 Powerful Reflection Questions for Teams”
- **“How to WIN at Performance Management”** presented by Mack Munro, Founder & CEO, Boss Builders
 - *Session description*
 - If you are looking to improve employee and managerial accountability in your workplace it is critical that you start by improving the level of personal responsibility in each of your team members. It is only after your employees, managers, and leaders take full responsibility for the results they achieve that your organization will begin to achieve the results it is truly capable of. The tools and techniques in this workshop will dovetail into any performance management system already in place.
 - At the end of the course, you will be able to:
 1. Define Performance Management, Self-Appraisals, Coaching, Feedback, Mentoring, Diagnosis, Motivation, and Team Dynamics, and how they impact employee performance and development.
 2. Describe how critical thinking and careful diagnosis are key skills for managers to learn and practice.

3. Discuss guidelines for identifying performance gaps and techniques to remedy them.
 4. Discuss how to hold ourselves — and our management team — accountable for results, regardless of the outcome.
- *About the presenter*
 - **Mack Munro** is Founder and CEO of Boss Builders and is an experienced speaker, consultant, and coach who has worked with executive and management teams in companies of all types, sizes, and industries. He is the author of *How to Be a Great Boss*.
He holds a Master of Arts degree in Organizational Leadership from Chapman University and a Bachelor of Science degree in Health Care Management from Southern Illinois University. He is a qualified facilitator of the Myers-Briggs Type Indicator® and has also written and developed a number of personality and behavioral assessments and online tools.
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Mack's clients include Pratt & Whitney, UTC Research, Premier Medical Group, COCC, Legrand, Wayne Homes, numerous Federal agencies, and all 4 branches of the United States Military.
In addition to his latest book on management development, Mack is also the author of: *How to Win at Performance Management* and 11 other business books. He has been featured as a career expert on radio, television, and printed and electronic media, including a monthly column in *Men's Fitness* magazine. Mack hosts a popular podcast: *HR Oxygen* geared towards the overworked, overstressed, overwhelmed, and under-appreciated HR professional.
- **“Late and Mis-Diagnosis of Autism in Women and Minorities: Implications and Treatment Recommendations”** presented by **Suzanne Richards, PhD,**
 - *Session description*
 - Parents wait an average of 3 years between first concerns and their child receiving an Autism diagnosis. The average age of Autism diagnosis remains between 4 and 7 years for males. This delay is greater with children from lower-income, ethnic/racial minority, rural backgrounds, and greater still for women. The prevalence of Autism has been found equal across racial and ethnic groups. However, studies find White children and those of higher socioeconomic status are more likely to be diagnosed with Autism earlier compared with Black, Latinx, Asian, and female children. Therefore, they are less able to capitalize on autism intervention services.
 - Objectives:
 1. Participants will identify many of the commonly misunderstood symptoms that can overlap between Autism and other disorders leading to misdiagnosis.
 2. Participants will better recognize why diagnoses can be different between providers.
 3. Participants will be able to describe the potential harm to patients when diagnoses are missed or delayed.
 4. Participants will better be equipped to understand the gender and

cultural differences and biases in diagnosis.

5. Participants will be able to identify culturally appropriate treatment options for Individuals on the Autism Spectrum.

- *About the presenters*

- **Suzanne K. Richards**, PhD, is a child and adolescent psychologist at Childserve in Johnston, Iowa specializing in the assessment of autism and intervention with individuals with complex medical, psychological, social, and behavioral conditions related to Autism. In her clinical practice, she has a passion for children with learning and social skill challenges. Suzanne has been involved in clinical education and research on multiple topics including trauma, bullying behavior, behavioral challenges, and social skills. She has extensive clinical experience providing mental health therapy services and assessment in a wide range of settings. She has served many children, adolescents, and their families with behavioral and family systems concerns in addition to major mental illness, including psychosis and Autism Spectrum Disorders. She also consults with and advises schools and training programs on appropriate interventions.
- **Ajali Tripathy** biography coming soon

- **“Empowering Care: Enhancing Support for Individuals with Intellectual and Developmental Disabilities and Their Support Circles through Specialized Telemedicine”** presented by Kaylee Graham, RN, Client Engagement Executive, StationMD

- *Session description*

- Learn how specialized telehealth solutions support individuals with intellectual and/or developmental disabilities, caregivers, families, and the organizations that serve them. Leveraging technology to fill critical gaps in medical care for an often-at-risk population, the adoption of telehealth technologies creates a more inclusive and accessible healthcare environment, ultimately leading to better health outcomes and enhanced quality of life for this vulnerable population.
- Objectives:
 1. Understand the value and proven benefits of specialized telemedicine for individuals with IDD.
 2. Discuss improved health outcomes for individuals with IDD from specialized telemedicine
 3. Review practical implementation strategies for caregivers and organizations.

- *About the presenter*

- Kaylee is a dedicated registered nurse with over a decade of valuable healthcare experience. Her versatile background spans various healthcare areas, with a particular focus on serving individuals with intellectual and developmental disabilities (IDD). Kaylee's knowledge extends beyond clinical to include account management, business development, project management, regulatory compliance, client relations, and leadership. Her work is centered around bridging the gap between healthcare services and the specific needs of the IDD population, showcasing a holistic understanding of healthcare practice and strategic business development.

- **“Smart Living”** presented by Mark Dodd, CEO, OneVision; Kelly Hinds, COO, OneVision; Javen Swann, Team Lead, OneVision

- *Session description*

- Smart Living is a technology-enhanced service model that furthers independence, community integration, and opportunity for people with disabilities. Combining remote support devices such as sensors, cameras, smart appliances, smart devices, portable/wearable devices, real-time audio/video chat, with in-person supports, Smart

Living individualizes services for each person to achieve his/her individual service plan goals.

- Objectives
 1. Participants will learn the philosophy behind Smart Living.
 2. Participants will learn how Smart Living is implemented.
 3. Participants will learn what One Vision's experience has been with Smart Living.
 4. Participants will have an opportunity to ask questions of a person served through Smart Living, a guardian/family member, and staff delivering the services

- *About the presenters*

- **Mark Dodd** is the CEO of One Vision, based in Clear Lake, Iowa. One Vision serves approximately 320 individuals in more than 15 communities across north central Iowa – operating intermediate care facilities, daily and hourly supported community living services, employment services, respite services and Host Homes. In addition to these core services, One Vision operates two thrift stores, a textile recycling business, and a 55+ independent living community.

Mark began his career in human services in 1987 and has worked in a variety of roles from entry-level direct care to executive leadership, always with a focus on helping individuals achieve their potential and pursue their best lives. He has served on various boards, committees, and workgroups to promote the advancement of independence, inclusion and wellness over his career.

- **Kelly Hinds** is the Chief Operating Officer for One Vision. Kelly began her career at OV as a Direct Support Professional in the Day Habilitation program in 2009. Throughout the years, Kelly has supported people in their home, in their community, and with employment as a CESP – all with the same goal of providing person-centered support for individuals to live their best life. Kelly is dedicated to a life of service beyond employment, having served (past and present) on a variety of local and state boards, foundations, and commissions that provide the tools and resources professionals need to support early childhood education, human rights, and advancing Employment 1st initiatives. “The non-profit world pulls you in with what it represents: compassion, generosity, purpose, and the eternal optimism nonprofits possess and demonstrate – that solutions exist.”

- **Javen Swann** is a dedicated professional serving as a Team Lead at One Vision, where he passionately focuses on advancing independence and inclusion through the strategic application of technology. With a diverse background and a wealth of experience, Javen has made significant contributions throughout various fields while challenging traditional support needs across multiple populations. His commitment to harnessing the strength of technology to empower individuals showcases his innovative approach to enhancing quality of life. Javen's leadership at One Vision reflects his dedication to creating positive impacts and fostering a culture of independence and inclusion through cutting-edge technological solutions.

- **“Hot Topics in Employee Benefits, Recruitment & Retention, & AI”** presented by Nataliya Boychenko-Stone, Holmes Murphy

- *Session description*

- This presentation will focus on trends and hot topics in Employee Benefits and HR. We will review what employers are considering for 2025 benefit changes. We will also focus on important topics such as weight loss drugs, mental wellbeing, preferred provider networks, direct primary care and many others. This session will also focus on variety of ways employers can tap into AI solutions. We will discuss how employers are using AI in these areas:
 1. Individual/Professional (with examples);
 2. Business solutions;
 3. Employee engagement.

4. We will also discuss legal limitations or things employers need to be aware of as they engage with AI technology.
- *About the presenter*
 - **Nataliya Boychenko Stone, MBA, CEBS**, serves as the Senior Vice President of Employee Benefits at Holmes Murphy & Associates, where she joined in 2006. A Ukraine native, fluent in three languages, she excels in implementing diverse employer-sponsored benefit programs. An active speaker on health care topics, Nataliya is also an adjunct professor at Drake University, teaching employee benefits to graduate students. Nataliya has a strong passion for lifelong learning, is a current Ph.D. candidate, and constantly explores cutting-edge solutions for her clients. Nataliya is a recognized leader, having received accolades such as the 2020 Emerging Woman of Influence, Business Record's Forty under 40, Community Vision Award and others.

Breakout Sessions, 3:30 pm – 5:00 pm

- **“How to Influence Without Authority” presented by Mack Munro, Founder & CEO, Boss Builders**
 - *Session description*
 - We are all evaluated by the value we add to our organization. Sometimes you have to rely on others for your own success, even when they have more power or a higher position than you. What can you do if your success depends on the cooperation of others who outrank you? Fortunately, it's possible! By learning the skills of influence, negotiation, and navigating organizational politics, you can achieve the success your career depends upon. In this one-day, interactive program, you'll learn to:
 1. Identify your sources of power and influence.
 2. Leverage your communication style to connect with others.
 3. Build stronger rapport and political capital.
 4. Negotiate more effectively to achieve a win-win.
 5. Navigate relationships and be a trusted and respected employee.
 6. Add significant value to your department and organization.
 - *About the presenter*
 - Mack Munro is Founder and CEO of Boss Builders and is an experienced speaker, consultant, and coach who has worked with executive and management teams in companies of all types, sizes, and industries. He is the author of *How to Be a Great Boss*. He holds a Master of Arts degree in Organizational Leadership from Chapman University and a Bachelor of Science degree in Health Care Management from Southern Illinois University. He is a qualified facilitator of the Myers-Briggs Type Indicator® and has also written and developed a number of personality and behavioral assessments and online tools. Mack's background is primarily in Healthcare, Manufacturing, Consulting, Information Technology, Entrepreneurship, Leadership & Management, and Marketing. His typical clients come from these areas. Prior to starting his company, Mack created training and professional development programs at U.T. Medical Group, Inc. in Memphis, TN, Holy Cross Hospital in Silver Spring, MD, and Contract Services Association of America in Arlington, VA. Mack has been an adjunct Professor of Business and Management at Vincennes University in Bremen, IN and Crichton College in Memphis, TN. He is a retired United States Navy dental technician who served tours in Australia, Guam, Long Beach, California, and Bremerton, Washington. Mack's clients include Pratt & Whitney, UTC Research, Premier Medical Group, COCC, Legrand, Wayne Homes, numerous Federal agencies, and all 4 branches of

the United States Military.

In addition to his latest book on management development, Mack is also the author of: *How to Win at Performance Management* and 11 other business books. He has been featured as a career expert on radio, television, and printed and electronic media, including a monthly column in *Men's Fitness* magazine. Mack hosts a popular podcast: *HR Oxygen* geared towards the overworked, overstressed, overwhelmed, and under-appreciated HR professional.

- **“Taking Charge of My Healthcare, for Self-Advocates and Direct Service Providers”** presented by Tammie Amsbaugh, Dayrin Lovan, Edward Esbeck, Pamela Quintero Rodriguez of Iowa's University Center for Excellence in Developmental Disabilities (UCEDD)

- *Session description*

- This session will include a summary of ON TRAC (Our Network of Transition Recourses to Adult Care) project designed to improve health and health outcomes for individuals with intellectual and developmental disabilities (IDD). We will conduct participate in a short sampling of the Taking Charge of My Healthcare training, led by self-advocates. We will include resources to support individuals with IDD to advocate for themselves in health care settings and situations.
- Objectives:
 1. Attendees will participate in a sampling of the Taking Charge of My Healthcare Self Advocacy training.
 2. Attendees will learn how to support clients to take charge of their Healthcare.
 3. Attendees will learn how to access the Taking Charge of My Healthcare trainings for their organization.

- *About the presenters*

- **Tammie Amsbaugh** joined the University of Iowa's Center for Disabilities and Development (UCEDD) in 2005 as a Program Coordinator, working on employment, financial literacy, and asset building for youth and young adults with disabilities. In 2010 Shea advanced to Program Manager in State and Community Projects for the UCEDD. Tammie has worked on several projects with the Iowa Department of Human Services, including the Medicaid Infrastructure Grant, Pre-Admission Screening and Resident Review (PASRR) procurement, a collaboration with DHS and the Iowa Department of Corrections on a recidivism reduction and offender reentry, (Community Corrections Supporting Reentry or CCSR), the Community Living Ambassadors program, and on several projects, focused on improving community-based employment services and outcomes. Tammie is currently the Principal Investigator for the ON TRAC project, she also works with Iowa's Center of Excellence in Behavioral Health (CEBH) supporting Individual Placement and Support (IPS) implementation, and the Iowa Blueprint for Change focused on Competitive Integrated Employment (CIE) for individuals with disabilities.
- **Dayrin Lovan** biography coming soon.
- **Edward Esbeck** biography coming soon.
- **Pamela Quintero Rodriguez** biography coming soon.

- **“Avoiding Pitfalls in Your Diversity and Inclusion Initiatives”** presented by Fran Haas, Attorney-Shareholder, Nyemaster Goode, PC

- *Session description*

- This program will include information about how an organization's well-intentioned DEI programming or initiatives may give rise to legal liability or reputational issues if not managed correctly. The current sociocultural environment requires that DEI

- measures enhance an organization--not detract from its mission.
 - Objectives:
 1. Weighing the value of DEI programs against legal risk
 2. Properly managing DEI programs to avoid legal risk and add value to organization
 3. Practical tips and real-world advice on hidden traps in well-meant DEI initiatives
 - *About the presenter*
 - Fran routinely handles complex issues for employers regarding to disability discrimination, the accommodation process, harassment, discrimination, retaliation, Family and Medical Leave Act, equal pay, and wrongful termination. She negotiates collective bargaining agreements on behalf of management, as well as other labor disputes. She also takes on higher education cases in matters involving Title IX, Title VII, the Violence Against Women Act, and the Iowa Civil Rights Act. These cases often involve difficult facts relating to sexual misconduct or assault by employees or students—facts that she understands make people uncomfortable. “There are certain ways to handle cases that have delicate issues, and it often requires a soft touch and a lot of nuance,” she says.
While Fran enjoys litigating, she prefers to help her clients avoid litigation by working through the often complicated maze of employment laws with her clients prior to the development of a claim. For this reason, she emphasizes consulting as soon as an employer identifies the potential for a claim. Whether she consults through a phone call, conducts in-person training, or reviews policies or anticipated employee terminations, she’s with the client from start to finish. “It’s not just about pointing out the problem but getting them to the finish line so they don’t have to worry about it at all.”
In addition, Fran leads webinars and speaks frequently on employment and higher education issues, with an emphasis on mental health and substance abuse issues in the workplace. She also develops robust in-house training for her clients so that all team members are prepared to issue-spot as tricky issues arise.
- **“IVRS Iowa Blueprint for Change”** presented by Ashley Banes, Counselor Specialist, Iowa Vocational Rehabilitation Services; **Darcey Sebolt**, Iowa IPS Fidelity Reviewer, UCEDD; **Judy Warth**, UCEDD Program Manager; **Brandy Mcomber**, Division Deputy Administrator IVRS; **Tyler Hansen**, Employment Specialist, Money Follows the Person
 - *Session description*
 - The IVRS Blueprint for Change is proud to present on Individual Placement and Services (IPS). We at IVRS understand that mental illness should not be a limiting factor in one's ability to work and contribute to society. The Individual Placement and Support (IPS) program is backed by extensive research and results as an evidenced based program. Through a person-centered approach, IPS provides comprehensive services tailored to each individual's unique needs and goals. With IPS, IVRS and partners offer assistance with job searching, vocational training, resume building, interview preparation, and workplace accommodations. Our goal is to ensure that individuals with serious mental illness have the necessary tools and support to thrive in their chosen career paths. Together, we can create a society that values the potential of every individual, regardless of their mental health status. IBC has also opened an opportunity within the State of Iowa to expand IPS providers to assist with start-up costs, training supports and expanding available IPS fidelity reviewers through the State.
Our team will also present a local success story regarding IPS in the competitive integrated employment setting.

- *About the presenters*
 - **Ashley Banes** has worked for Iowa Vocational Rehabilitation Services as a Counselor since 2021. She has been instrumental in ensuring the Individual Placement and Support (IPS) program has been successful in her area office, and she is often asked to share her knowledge with others who are learning IPS. Simultaneously, she serves as an Adjunct Psychology Instructor at Southeastern Community College. Ashley has experience working within the Department of Corrections in various roles, including as a Parole Officer, Community Treatment Coordinator, Drug Court Officer, and Residential Officer.
 - **Darcey Sebolt**, Iowa IPS Fidelity Reviewer, UCEDD - Darcey Sebolt, Iowa IPS State Trainer and Fidelity Reviewer, is a native of the Quad Cities area in East-Central Iowa. For over 20 years, she has worked in the behavioral health field including substance abuse, mental health residential and case management, with the last 8 years of her clinical career dedicated to IPS employment services. She has worked with diverse and underserved populations such as transitioned aged youth, Department of Children and Family Services (DCFS) involved parents and children, First Episode Psychosis (FEP) program participants and Mental Health Court and Drug Court participants. Mrs. Sebolt has received training from the nationally recognized IPS Employment Center and since 2022 has provided implementation, training, technical assistance and fidelity monitoring to support Iowa's Individual Placement and Support providers.
 - **Judy Warth**, UCEDD Program Manager. - Judy Warth, BBA, CESP is a Program Manager and Employment Training Specialist at Iowa's University Center for Excellence in Developmental Disabilities (UCEDD) at the University of Iowa. Coming to the University in 1994, Warth combines over 30 years of supporting people with disabilities to meet labor needs of Colorado, Illinois, and Iowa businesses. Some areas of emphasis include transition from school to work, job coaching and job coach development, person-centered services, employer relationship building & job development, self-advocacy training, and staff development and technical assistance to community rehabilitation & transition programs. Current projects include working as part of the Iowa Blueprint for Change Project with the Iowa Division of Vocational Rehabilitation Services, providing 4+ programming and work experience support to the Iowa City Community School District, staffing the CDD Transition Clinic and providing training on employment related topics to community rehabilitation programs.
 - **Brandy McOmber**, Division Deputy Administrator IVRS - Brandy McOmber is the Deputy Administrator at Iowa Vocational Rehabilitation Services (IVRS). She also serves as the Project Director for the Iowa Blueprint for Change (DIF-SWTCIE) project. Her role includes working closely with the VR Administrator in the operations of IVRS; providing leadership to the Division in the areas of Federal and State regulations, policy, and internal controls; serving as a liaison for the State Rehabilitation Council; representing IVRS on the WIOA Core Partner team which provides guidance in WIOA Federally mandated activities; and overseeing the administration of the DIF-SWTCIE grant. She has worked in the Rehabilitation Counseling field for over 16 years.
 - **Amanda Hatten**, Iowa IPS Fidelity Reviewer, UCEDD - Mandy Hatten is one of Iowa's two IPS Trainer and Reviewer, and Certified Work Incentive Practitioner (CWIP). Mandy obtained her Masters of Science degree in Psychology in 2014 with a specialization in Child and Adolescent Development, and has been working in the field of disability services for 12 years, in various roles as DSP, Program Assistant, Employment Specialist (CESP), and Associate Director of Employment Services. Mandy is a passionate advocate for people with disabilities and for the Employment First initiative. Outside of work, Mandy enjoys traveling with her husband and 2 children, and attending community events.
 - **Tyler Hansen**, Employment Specialist, Money Follows the Person - Tyler went to Grand View University and studied Psychology and Sociology graduating with his

Bachelors. Tyler started his career at Easterseals of Iowa as a Job Developer then transitioning into the Vocational Team Leader. After 5 years at Easterseals of Iowa Tyler started his job as the Money Follows the Person Employment Specialist at Iowa's University Center for Excellence in Disabilities and Development. Covering the entire state of Iowa ensuring individuals transitioning from Woodward and Glenwood State Resource Centers, Intermittent Care Facilities, Hospitals, Psychiatric Medical Institutes for Children, and Nursing Facilities to get connected with employment services and resources in their area of choice.

- **“Embracing Technology for Enhanced Care & Support: Next Generation Human Services”** presented by Mike Strouse, President & CEO, Goodlife Innovations, Inc.
 - *Session description*
 - Welcome to a world where privacy, safety, self-direction, independence, and community inclusion are the core pillars of delivering care. In this presentation, Dr. Michael Strouse (a leading expert from GoodLife Innovations) explores critically important, person-centered considerations for balancing core principles with progress.

This presentation addresses essential considerations in program and technology design. Learn how customized technology solutions ensure timely support, even in remote or rural areas. Understand the legal and ethical aspects of consent, balancing the right to privacy with the need for care. Witness how remote teaching and coaching empower individuals, fostering self-direction and engagement. We invite you to envision a future where advanced technology promotes independence, respects rights, and transforms lives.
 - The presentation addresses essential considerations in program and technology design, emphasizing the significance of relationships, trust, and privacy. Attendees will
 1. Learn how customized technology solutions ensure timely support, even in remote or rural areas.
 2. Understand the legal and ethical aspects of consent, balancing the right to privacy with the need for care
 3. Explore GoodLife's award-winning Neighborhood Network, a pioneering support approach providing 24/7 care within minutes of need.
 4. Understand the crucial role of effective remote and in-home Direct
 5. Support Professionals (DSPs), ensuring consistent and enriching support experiences.
 6. Witness how remote teaching and coaching empower individuals, fostering self-direction and engagement.

Our presentation stands out by illustrating how the intentional integration of technology within new and improved human-service models empowers providers to connect, adapt, and thrive. We emphasize the pivotal role of technology in promoting inclusive, individualized, and affordable care. By sharing the data collected by our programs (that have been using technology in the I/DD industry since 1999), and stories of our own successes (and failures), we contribute essential knowledge that equips attendees to navigate the challenges of the modern care landscape. Our session not only demonstrates our commitment to enhancing the collective power of the ANCOR community but also equips attendees with actionable strategies to embrace and positively impact the future of care in our industry.
 - *About the presenter*
 - For more than 35 years, **Dr. Mike Strouse** has led GoodLife Innovations, Inc. and its subsidiaries, including iLink Technologies. Mike's extensive work encompasses research, development, refinement, and dissemination of evidence-based, nationally-

regarded community service models that consistently produce person-centered care and high quality-of-life outcomes and also improve the capacity of the direct support workforce. Mike earned his Ph.D. in Applied Behavioral Science and holds a courtesy faculty appointment in the Department of Applied Behavioral Science at the University of Kansas. He continues to participate in research, assist with training graduate students, and successfully nurtures this important 50-year partnership with the University.

- **“Navigating the Journey: Understanding Brain Injury as a Chronic Condition – Insights and Strategies for Treatment, Rehabilitation, and Long-Term Support”** presented by Geoffrey Lauer & June Klein Bacon of Brain Injury Alliance of Iowa

- *Session description*

- Dive into the intricate landscape of brain injury as it shifts across disciplines from an event to a long term chronic condition. Uncover emergent strategies to support the enduring challenges individuals face and explore innovative treatment and rehabilitation strategies designed for sustained impact. We’ll navigate the complexities of long-term services and supports, offering practical solutions to enhance lives. Join us on a journey of awareness, advocacy, and policy discussions, shaping a future where individuals with brain injuries find comprehensive care and support. We will bring emergent concepts that are changing the landscape of long-term services and supports to address the enduring impacts of brain injury.

Objectives:

1. Illuminate the persistent nature of brain injury as a chronic condition, providing a comprehensive understanding of its long-term implications for individuals, caregivers, and healthcare professionals.
2. Explore innovative and evidence-based approaches to treatment and rehabilitation tailored to the unique challenges posed by brain injury as a chronic condition, fostering improved outcomes and quality of life.
3. Discuss practical strategies and advocacy efforts aimed at enhancing long-term services and supports for individuals with brain injuries, with a focus on promoting awareness, education, and policy advancements within the community and healthcare systems.

- *About the presenters*

- **Geoff Lauer** has served in the field of brain injury and disability service delivery advocacy and prevention for almost 30 years. Geoff is a national expert on legislative advocacy and public policy in the areas of disability and brain injury. He has directed brain injury programming statewide and nationally. He serves as Chief Executive Officer of the Brain Injury Alliance of Iowa. Geoff holds a Master’s degree in Health Communications from the University of Iowa, is a beekeeper, and lives in Iowa City with his wife Erika, and some of their six children.
- **June Klein-Bacon**, BSW, CBIST, joined the Brain Injury Alliance of Iowa in 2013 with experience in HCBS services, options counseling and case management. She currently serves as the Interim Executive Director. June coordinates grant and contract activities that have included projects with concussion management, case consultation and technical assistance for programs serving under and unserved individuals with multi- occurring conditions including brain injury, mental health conditions, substance use disorders, high-risk populations involved with the criminal justice system and families engaged with the child welfare systems. June supervises a nationally recognized Neuro Resource Facilitation program in Iowa. June is involved at multiple tables for systems and public policy advocacy including the Mental Health Disability Services Commission, County Social Services Board of Directors as a family representative, County Social Services children’s services advisory board and the Iowa Provider Prevention Support Services advisory committee.

Thursday, May 9, 2024

National & State Advocacy, 8:30 am – 10:00 am

- Presented by National Council's Aaron Polacek and leaders from State of Iowa.

Dr. Jodi Tate, 9:45 am – 10:45 am

Keynote & Closing, 11:00 am – 12:30 pm

- **"Lemons to Laughs: Get All the Good the Day Has to Give"** *presented by Tim Gabrielson*
 - Description
 - Are you ready to end your conference journey on an unforgettable note? Look no further than Tim Gabrielson's captivating keynote, "Lemons to Laughs: Get All the Good the Day Has to Give." Here's why you won't want to miss it:
 1. Engagement: Tim knows how to captivate an audience like no other. His keynote isn't just a talk—it's an immersive experience. Prepare to be drawn in from the moment he takes the stage as he weaves together magic, laughter, and profound insights, turning passive listeners into active participants.
 2. Entertainment Value: Get ready for a rollercoaster ride of entertainment! Tim doesn't just deliver information; he serves it up with a side of jaw-dropping magic and belly-aching laughter. You'll be on the edge of your seat, eagerly anticipating what's next while laughing until your cheeks hurt.
 3. Memorable Impact: Whether you're looking for a powerful kick-off, a mid-conference pick-me-up, or a high-energy finale, Tim's keynote delivers. It sets the tone for success, reenergizes weary minds, and leaves a lasting impression that lingers long after the event has ended.
 4. Message Retention: Tim's presentation isn't just about the laughs—it's about leaving a lasting impact. The energy and enthusiasm he brings to the stage create a ripple effect, ensuring that the key messages of the conference stick in attendees' minds long after they've left the venue.
 - In conclusion, Tim Gabrielson's keynote offers a one-of-a-kind opportunity to engage, entertain, and inspire. Don't miss out on the chance to end your conference experience on the highest of highs. Join us for Tim's session and discover how to turn life's lemons into laughter-filled moments of success!
 - *About the presenter*
 - A native of Minnesota, Tim Gabrielson began performing at a local theme park at age 16. His comedic wit and natural timing combined with magical prowess quickly made him a park favorite. He soon became in demand nationally for his riveting show combining clean humor and highly-skilled magic. It didn't take long to gain the attention of agents and producers alike—which landed him fill-in spots for Vegas headliners like Ron Lucas and Mac King—before acquiring his own room at The House of Blues in Mandalay Bay on the Vegas Strip. When Tim realized, however, that his humor was touching lives by allowing people to see beyond their immediate hardships, he began infusing his highly entertaining show with a simple and profound take-away message. His signature message about the power of positive choice and responding rather than reacting blends comedy and breathtaking magic with principles for creating a more

meaningful and enthusiastic life—starting now. Today, Tim is a keynote speaker who blends comedy, magic, and inspirational principles as he presents to corporations and educational groups—equipping them to live with more joy and intentionality.

Tim's journey has been both magical and inspiring. He has entertained hundreds of thousands along the way and come to this realization: It is less about the hour-long entertainment and more about the lifelong influence. He has masterfully crafted his message while sharing tools of the trade for real-life improvements all the while entertaining everyone in attendance.