



Breakout Sessions & Speaker Information

Your Employees Are Watching. What Do They See?

Jamie Bierman, Senior HR Advisor, HR Elements, LLC

Jamie Bierman, SHRM-SCP of HR Elements will facilitate discussion around how modeling the way significantly impacts organizations at all levels. An organization's values are the key to guiding appropriate action and behavior at all levels and understanding that top leadership must set the example first. How do leaders effectively bring the organizations values to life in all that they do, in times of stress, conflict and celebration? Understand how to appropriately recognize employees for their demonstration of the values, especially in situations where a marked or notable business impact [positive] is a result or is enhanced by the core values. Examples will be shared through narrative examples, audience participation and role play.

Breakout Session Objectives:

- Understand why it is critical for leaders to model the way first (top-down cascading), and why so many organizations spin their wheels.
- Understand the long-term benefits of modeling the way, including positive impacts to culture, higher organizational performance, increased engagement and higher retention.
- Understand what you can start doing TODAY to make a difference in how you and your organization's leadership models the way.

About the Speaker:

Jamie Bierman

Senior HR Advisor, HR Elements, LLC



Jamie is passionate about partnering as an advisor to her clients. From managing large- scale training and performance management programs to providing onsite HR support for clients, her goal is to provide the client with the tools and strategies needed to effectively create a culture where employees and the business thrive. Jamie is a high-energy human resources leader with over 14 years of strategic human resource experience. Jamie has worked for businesses in the retail, manufacturing and commercial space. Through these experiences she understands the value of an HR partnership within the organization.

Practice What You Preach: Equity in Your Workplace

Arlene Koth, President & Founder, OPC Consulting Services

In the world of nonprofit and social service agencies, there is a focus on social good and improving the human condition. Sometimes (or if we're really, really honest, oftentimes), the leadership forgets to review AND challenge internal practices at both the board level and the employee level to ensure they are modeling the behavior they espouse in their mission, and that they are creating diverse, inclusive, and equitable environments. Eighty percent of boards surveyed nationwide admit they should focus on increasing the diversity of their boards, yet less than 30% actually make it a priority. Many times there may be diversity at the staff level, but the disbursement of the diverse employees throughout the organization leaves a lot of room for improvement. This session will not only help you understand why this is important for the continued success of your organization, but also practical steps the leadership can take to create and maintain equity at the board level and the staff level. By practicing what you preach: you model the way, inspire the vision, and enable others to act!

Breakout Session Objectives:

- How to identify equity gaps at the staff level and board level
- How to discuss equity gaps without using guilt or blame focused language
- How to start the actual work of creating an equitable workplace

About the Speaker:

Arlene Koth

President & Founder, OPC Consulting Services



Arlene Koth, Founder of OPC Consulting, has 20 years of experience in human resource management and organizational planning, as well as many years of nonprofit experience and executive leadership experience. She uses her unique combination of experiences and perspectives to create high impact HR strategies for organizations that want to improve hiring, retention, and engagement. These strategies improve the success of organizations (employers), people (employees) and the communities where the organizations and people reside.

Arlene was the vice president of HR at a fast growing construction company as well as the executive vice president and COO at a prominent nonprofit organization. She has held leadership roles in other nonprofits and in the healthcare industry.

Koth received her B.A. in communications from the Union Institute and University and is certified as a senior professional in human resources (SPHR, SHRM-SCP). She has received several awards and recognition for her professional and community achievements, and serves in leadership roles on a variety of nonprofit boards.

For a full bio and more information about OPC Consulting, please visit opchr.com.

Co-Creating Fundraising Success

Scott Provancher, President & CEO, Ignite Philanthropy

Building on approaches deployed by creative industries and start-up companies to fuel innovation, a new wave of non-profits are deploying design-thinking methodology to engage donors and stakeholders in the co-creation of their vision and plans—unlocking unprecedented levels of support and loyalty from long-time and new donors alike. In this session, Scott Provancher will share new principles of cultivation and engagement being applied by organizations in our region and provide real-life examples of their fundraising success through co-creation.

Breakout Session Objectives:

- Gain an understanding of the shift away from traditional donor cultivation and stewardship toward a mutually beneficial organization/donor relationship
- Learn actionable ways to implement co-creation philosophy to boost your organization's fundraising approach and success
- Develop ways to inspire and enable your most dedicated donors to not only give monetarily, but to act to advance your mission

About the Speaker:

Scott Provancher

President & CEO, Ignite Philanthropy



Scott Provancher is the founder and CEO of Ignite Philanthropy, a national philanthropic consulting firm based in Cincinnati, OH. Aspiring to maximize the power of giving, Ignite Philanthropy works with private donors and non-profit organizations to leverage their resources and ideas to achieve greater impact in the communities they serve.

A recipient of The Association of Fundraising Professionals' highest international fundraising honor, the Campbell & Company Award for Excellence in Fundraising, Scott has helped to raise over \$500 million for organizations and community initiatives throughout his career.

Rethink Your Board Meetings to Increase Your Impact

Beth Yoke, Chief Strategy Officer, Public Library of Cincinnati and Hamilton County

Board meetings are a rare time that leaders are all together in one place focusing on the same topics. Make sure you're maximizing this valuable time and getting the most out of the collective passion and expertise in the room. At this session we'll explore strategies for planning and executing a meeting that facilitates strategic discussions and informed decision making. Practical tools such as consent agendas will be shared, as well as proven strategies for facilitating productive discussions and taming troublesome board members. Attendees will review and discuss case studies with one another to identify common meeting pitfalls and tactics that can be proactively deployed to avoid them. With over 14 years' experience in supporting nonprofit boards, the presenter will share her successes and failures so you can take your board to the next level.

Breakout Session Objectives:

- Build knowledge of board meeting best practices
- Increase awareness of tools to support effective meetings
- Identify common pitfalls and how to avoid them

About the Speaker:

Beth Yoke

Chief Strategy Officer, Public Library of Cincinnati and Hamilton County



Beth Yoke has served as the Chief Strategy Officer for the Public Library of Cincinnati and Hamilton County since 2018. Prior to that she was Executive Director of the Young Adult Library Services Association (YALSA), where she worked with and supported a 16 member Board of Directors. Prior to working at YALSA, Yoke worked as a librarian and educator at various institutions. She did her undergraduate work at Gettysburg College and holds a Masters in Library and Information Science from Louisiana State University.

You can follow her on Twitter via [@bethayoke](https://twitter.com/bethayoke) or find her on LinkedIn at www.linkedin.com/pub/beth-yoke/3/a08/269
