

CONTAGIOUS LEADERSHIP

8:30 - 10:30

8:30 AM
—Monica Wofford

Monica Wofford founded her training career and company on the premise that a leader does not have to be born, but can be developed. Since that time she has expanded leadership to include working with employees, customers and even the voices in your head.



Monica has led talented employees and teams for more than 19 years and now serves as President of Monica Wofford International, Incorporated and CEO of Contagious Conferences.

The author of Contagious Leadership, as well as numerous other books and learning tools, Monica has been called “The best trainer ever seen!” Monica’s strategies, techniques, and powerful insights into effective leadership, masterfully transform managers and employees into people who lead better, stay longer, complain less and produce more.

Though she began her speaking career part time in 1989 with her first key note to 8600 fellow students, Monica has had a role in coaching and leadership since 1990. She was recently nominated as a Woman of Distinction by the Girl Scouts Citrus Council and even Vice President Dick Cheney has complimented Monica on Contagious Leadership. With an MBA, numerous training certifications, and CORE Coach Certification, Monica’s greatest joy comes from helping others catch their own sense of Contagious Confidence.

Outside of the office, Monica serves as an adjunct instructor with The University of Phoenix, President of the board of Freedom Ride, President Elect of the Central Florida NSA Chapter, an amateur polo player, and a dynamic coach for those who struggle with their job, their lives, or the voices in their heads.



ADA COMPLIANCE

10:45—11:45

Julia Vasquez, J.D.



The Fair Labor Standards Act has a significant impact on nearly every employer in the U.S. Its best known requirements are the minimum wage (currently \$7.25 per hour) and the obligation to pay time-and-a-half for overtime work by non-exempt employees. The economic impact of FLSA violations is also significant. In the last five years, employers have paid more than \$1 billion in back wages and penalties for FLSA violations. The FLSA actually encourages employees to enforce their rights by requiring employers to pay the attorneys’ fees of employees who prevail in an FLSA lawsuit. The FLSA has undergone significant changes recently with the introduction of several new bills in congress including the “Employee Misclassification Prevention Act.” The bill would require organizations to keep accurate records of non-employees, such as independent contractors. Employers would also face new penalties for misclassifying employees.

Julia Vasquez is the First Assistant City Attorney for the City of Wichita Falls. Julia began her legal career as an Assistant Staff Judge Advocate in the United States Air Force, assigned to the Military Justice section at Dyess Air Force Base in Abilene, Texas. As a judge Advocate, Julia represented the Air Force in several special and general courts-martial. After leaving the military, Julia worked at Lockheed Martin in Fort Worth as a Labor Relations Specialist representing the company in union grievances and arbitration under the various collective bargaining agreements. Prior to joining the city, Julia was an associate in the Labor and Employment Section of Haynes and Boone in Fort Worth and later a partner in the firm Karger, Key, Barnes and Springer. While in private practice, Julia represented primarily municipal clients in a wide variety of employment and labor matters.



ALTERNATIVE DISPUTE RESOLUTION TOOLS

1:15:15 P.M.—2:45 P.M.

Gene Roberts, J.D.



Conflict is inevitable. In fact, many great ideas and innovations have been a result of conflict. So why do we avoid it? Is it because we lack the tools to deal with it and that makes us fearful?

Gene Roberts has spent many hours studying, teaching, and litigating resolutions to conflicts. He has become a well-recognized authority on the type of tools which can be applied to various conflicts. Gene advocates that most conflicts can be resolved without further harm by using mediation, in the classroom, the Church, the office, and the courts.

Gene is an independent lawyer located in Dallas. He is president of the Dallas Alternative Dispute Resolution Council and is currently running for Judge.

EEOC LEGISLATIVE UPDATE

3:00 p.m. – 4:00 p.m.



Michael Fetzer has served as district director for the U.S. Equal Employment Opportunity Commission (EEOC) Dallas District Office since January, 2004, serving concurrently as acting Houston District Office director for a two-year period ending in 2005.

Michael will present an informative information session on updates in the laws that support Sexual Harassment and Retaliation charges and lawsuits. Michael will review the elements of a Sexual Harassment Claim, Conduct of a Sexual Nature, Unwelcome Conduct, Off Site/On Site and Severe vs Pervasive activity. He will also inform us on the Elements of a Retaliation Claim.

This session promises to give all of the kinds of information which can help us insure our workplaces are free of both sexual harassment and retaliation activity.