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February 15, 2017 Meeting

Presentation *Using Workplace Investigations to Improve Culture & Drive Employee Engagement*

Studies have found that employee disengagement is a result of a lack of trust, fairness and respect in the workplace. Conflict in the workplace is inevitable as people have different thoughts & opinions. To have trust in their employers, employees must know that they can report conflict, have it investigated and have appropriate action take place for resolution.

Workplace investigations don't have to be scary and chaotic or costly and time consuming. An investigation should be a business process used to determine the facts of a conflict situation used towards a productive resolution, resulting in better understanding of others, improved solution to problems & challenges and major innovation. We will:

- Hear your input on what you fear most about conducting investigation, and
- Break-out in group discussions on ideas of how to begin resetting the mindset of employees and managers on the investigation process.

Speaker *Dana Barbato, SPHR, SCP*

Dana Barbato has spent over 25 years working to tame the chaos in the human side of human resources. With a strong belief in respectful employee relations, strong leadership and consistent practices, she has proven in her HR roles that accountability=trust=engagement. These beliefs caused Dana to step out of her HR career and create InvestiPro, the first fully-automated workplace investigation platform that ensures a respectful, compliant and consistent process.

Dana's diverse HR background includes Generalist through Director roles in industries that span from a ski resort, to a public entity, a medical device manufacturer and an HR consulting company. But her most important role has been to train and mentor HR professionals, helping them build the strong leadership skills required for HR to become a primary, impactful part of their organizations.

Sponsor *Sponsorship Opportunity is available for this session*

When: Wednesday, February 15, 2017 7:30 a.m. Networking/Continental Breakfast
8:00 to 9:00 a.m. Presentation

NEW LOCATION: **Partners in Care** 2075 NE Wyatt Court, Bend
North on 27th Street (past Neff Rd.); left on Courtney Drive; then left on Wyatt Court

Registration: <http://www.hrcentraloregon.org/calendarevents.aspx#rsvpform>

HRCI & SHRM Credits are pending