



Northeast South Dakota SHRM Presents



Why Managers Fail and How HR Can Help Turn Things Around

Tuesday, October 13, 2015
11:30 – 1:00pm

2nd Street Station
15 2nd Street SW, Watertown, SD 57201

Course Overview:

Human resource professionals have a unique view of the mistakes managers and supervisors commonly make. We see them in our organizations and we hear about them from our people. HR professionals are also in a unique position to help those managers and supervisors turn things around.

This presentation will discuss common mistakes, and why those mistakes tend to become patterns of repeated behavior rather than stepping stones for improvement. Actions, both positive and negative, have consequences, and as HR professionals, we see the consequences of those mistakes on our people and our organizations. Research confirms what we know instinctively: that the correlation between managers' missteps and employees' disengagement is extremely high.

This session will also highlight three vital leadership competencies that can actually increase employee engagement by nearly 80%! Finally, we will discuss ways that HR professionals can influence and/or coach manager to develop those competencies, and noticeably increase their effectiveness.

About the Speaker:

Dan Oakland is a human resource consultant with 40 years' experience in human resource management, business management and workforce development.

Dan has experience in the restaurant industry, managing restaurants, training managers and helping them hire and develop their people. For the past 25 years, Dan has been the owner of Alternative HRD, LLC, an HR management and consulting firm based in Sioux Falls. Dan describes his company as a 'stand-alone' HR department. The firm provides HR related services to businesses, non-profit organizations and public entities. For many small employers who have no HR professional on staff, Alternative HRD serves as their HR department. For larger employers that have one or more HR professional on staff, the company provides supplementary human resource and training services, as well as interim HR support.

Dan is a native of Canton, SD, a graduate of Morningside College in Sioux City, is certified as a Senior Professional in Human Resources by the HRCI, and as a Senior Certified Professional by the Society for Human Resource Management.

Please use the Chapter website to RSVP.
<http://nesd.shrm.org>

(Under the "Events & Education" tab)
RSVP before October 9th

COST:

FREE - NESD SHRM PLUS MEMBERS
\$10.00 - NESD SHRM BASIC MEMBERS
\$20.00 - Non-Members