

## Upcoming Events

If you are interested in attending any of the following seminars, please send an email to Katie Heitz at [Kheitz@baileyandco.com](mailto:Kheitz@baileyandco.com). Your email should include which seminar you wish to attend including location and date, your first and last name, your company's name, and your job title. Space is limited!

Each 90 minute seminar is certified for 1.5 hours of HRCI and SHRM credit

### ERGONOMICS & ECONOMICS

Sitting has been linked to worksite disability claims for neck and lower back issues including herniated discs; repetitive stress injuries like carpal tunnel and tendinitis; and debilitating conditions like diabetes and cardiovascular disease. So how can our least strenuous activity be one of our most hazardous? In a word: Ergonomics. Ergonomic management programs that assess risk and address solutions are having positive impacts for employers. This event will show you what to look for in a good management program, how to measure success, and the cost/benefits of a safer, healthier workplace.

**Course Instructor: Robert Rasmussen, MA, CRC, CEAS**

Dayton: **March 15 11:30 —1:00 PM**

Cincinnati: **March 15 8:30—10:00 AM**

Columbus: **March 16 8:30—10:00 AM**

\*find addresses at the bottom of the page\*

### ACA: AFTER THE DUST SETTLES

Under the new administration in Washington there are many potential and anticipated changes to the Affordable Care Act. The first executive order that President Trump signed encouraged Congress to act quickly to repeal the act. In the interim period before repeal, he added that it is imperative for the executive branch to take actions to minimize the unwarranted economic and regulatory burdens of the ACA.

What does this all mean? Our upcoming Learning Center called "After the Dust Settles" is designed to provide the latest information on the sweeping changes expected in the health care law. Attendees will walk away from the session having an understanding of the changes that will impact them and their employees. How will the individual and employer shared responsibility be impacted? What is the future of the excise tax on high-cost employer-sponsored health coverage (Cadillac tax)? Will the ACA reporting requirements be changed or eliminated? Will there be any added administrative or financial burden? The session will address these topics and possibly more as we navigate through what promises to be a dynamic period in health care legislation.

**Course Instructor: Grant Reed, Director of Financial and Analytic Services at McGohan Brabender & Paul Roth, ERISA Attorney, CPA**

Dayton: **April 26 8:30—10:00 AM**

Cincinnati: **April 25 8:30—10:00 AM**

Columbus: **April 27 8:30—10:00 AM**

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### IMPROVING INTERPERSONAL COMMUNICATION WITH IMPROV

The business world is salivating for better communicators. Leaders with a mastery of the various facets of communication are becoming increasingly rare. Acquiring these skills can be overwhelming, and can leave some thinking they may just not have what it takes.

This course will use the proven methods of improvisation training to identify weaknesses and create new habits and behaviors. Those taking this course should expect a fundamental change in the way they communicate in all areas of their life.

This Learning Center Class will be like no other you will attend this year. We will be capping the number of attendees to maximize engagement. The only thing we can promise is that you will want to incorporate the lessons learned from this session into your everyday business practices.

Please note this course has not been certified for HRCI

**Course Instructor: Justin Howard, owner, Black Box Improv**

Dayton: **May 18 8:30—10:00 AM**

\*find addresses at the bottom of the page\*

### GROOMING MILLENNIALS FOR LEADERSHIP

Millennials (born between 1980 and 2001) are now the largest generation in the workforce. While the oldest Millennials may have gained management experience, very few have been prepared for future leadership responsibilities. And time is running out. Whether as business leaders or simply role models to younger generations and others, Millennials (AND their older "siblings", Generation X) have some important lessons to learn about leadership...and in less time than previous generations to learn them. In this session, we will outline what to look for in potential future leaders as well as ways to accelerate their development – regardless of organizational size.

**Course Instructor: Kristi Dinsmore, partner with Carter Fraser, a Dayton-based management consultant firm.**

Dayton: **June 8 8:30—10:00 AM**

Cincinnati: **June 8 11:30—1:00 PM**

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### FMLA/ADA—ABSENCE MINDED

Participants will learn to understand the drivers and cost of absence along with strategies for addressing FMLA and ADA compliance risks before they happen. Best practices will be shared to help reduce overall compliance concerns, reduce absence and increase productivity through proactive means. We'll also explore the ever-changing regulatory landscape, importance of coordination of programs, as well as the emerging topic of paid family leave.

**Course Instructor: Kim Rudeen, Cigna**

Dayton: **July 12 11:30—1:00 PM**

Cincinnati: **July 12 8:30—10:00 AM**

Columbus: **July 13 8:30—10:00 AM**

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### ARE YOU OVER-THINKING YOUR HEALTH MANAGEMENT STRATEGY?

If you have worked with McGohan Brabender for any length of time, you hear us talking about the 13 cent / 87 cent portions of the health care dollar. But do you know "the story behind the story?" When you hear health management, everyone wants to immediately discuss biometrics, clinical programs, and smoking cessation. But there are other approaches that don't address the clinical side of your medical plan, but can have as great a financial impact. It's not a magic bullet, but it can certainly help the 13 cents / 87 cents co-exist in harmony.

**Course Instructor: Mike Suttman, President, McGohan Brabender & Tiffany Reid, Health Management and Engagement Specialist, McGohan Brabender**

Dayton: **August 23 8:30—10:00 AM**

Cincinnati: **August 23 11:30—1:00 PM**

Columbus: **August 24 11:30—1:00 PM**

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### THE FIVE SENSE OF CULTURE

Culture is defined as the beliefs, behaviors, and attitudes shared by employees within an organization. A culture that values its employees can enhance the performance of the business, improve stability, and promote employee retention. Attendees will leave this class with an understanding of their current culture and how their leadership style and organizational structure impact the employee experience. They also will learn how to recognize the signs of a toxic culture. And they will be armed with the tools to cultivate a company culture that puts people over profits, which ultimately is good for the bottom line.

**Course Instructor: Scott McGohan, CEO McGohan Brabender**

Dayton: **October 5 11:30—1:00 PM**

Cincinnati: **October 5 8:30—10:00 AM**

Columbus: **October 4 8:30—10:00 AM**

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### SEMINAR LOCATIONS:

Cincinnati Office:	Dayton Office:	Columbus Office:
100 E Business Way Suite 300 Cincinnati, Ohio 45241 (513) 489-2700	3931 S. Dixie Drive Dayton, Ohio 45439 (937) 293-1600	655 Metro Place South Suite 750 Dublin, Ohio 43017 (614) 210-1124

