

# 2021 GRPA ANNUAL CONFERENCE SESSIONS



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## Monday, November 1<sup>st</sup>

**Room Name: Sycamore A**

**Time:** 10:00 am to 11:00 am

### **Escaping the Box: Creating Immersive Small Group Alternatives to Standard Programming**

This presentation will examine small group programming beyond the typical Parks and Recreation space in a potentially post-COVID climate. From escape rooms to haunted houses and more, participants will be challenged to consider alternative options to stereotypical offerings with a focus on limited participation as a new norm.

1. Understand how to utilize small group experiences to deepen connections and visibility within the community.
2. Use the power of storytelling to engage the public.
3. Learn how employing resources agency-wide can develop a much richer program.

**Speaker(s): Libby Geiselmayer,**

Session #: 101

CEU: .1

**Room Name: Sycamore C**

**Time:** 10:00 am to 11:00 am

### **Customer Care: Who Cares?**

The lesson plan for this class will discuss the importance of Customer Care. More specifically, this class will explore the differences between organizational (internal) and customer (external) service. We will illustrate examples of good and bad customer care and its effects on the people that interact within the business as well as the employees that promote the brand and its mission and vision.

1. A learning outcome will be for the audience to learn and articulate what internal and external customer care is, how it is created and maintained and the importance of this process.
2. The participants will explore the benefits and hinderances of quality customer care.
3. The participants will gain best practices techniques for giving and receiving great customer service and will be given “colorful” examples of how good and bad customer care can be viewed.

**Speaker(s): Stanton German**

Session #: 102

CEU: .1

**Room Name: Sycamore D****Time:** 10:00 am to 11:00 am**Accountability: The Cornerstone of Success**

Accountability is probably the most important characteristic that can make or break a professional. Learn the qualities of accountable people and how it impacts their professional reputation and the success of their agency. Identify five accountability profiles and discuss how they each impact the team. Discover ways to transform your agency or team to become accountability-driven. Take the Accountability Quiz to assess your accountability!

1. Learn the definition of accountability and about the four pillars of accountability.
2. Learn nine qualities of accountable people and how accountability goes up and down the table of organization.
3. Learn the negative impact on agencies when someone is not accountable and take the accountability quiz.

**Speaker(s): Jan Hincapie**

Session #: 103

CEU: .1

**Room Name: Sycamore C****Time:** 11:15 am to 12:15 pm**Creative Problem Solving Made Fun and Simple!**

We park and recreation professionals are by and large, a creative bunch. But, not always, and those in our organizations may not be so creative in solving problems. We'll have some fun in this session learning how we can find creative solutions to small and large problems. You will learn some ways to get your not-so-creative colleagues to boost their creativity; to embrace changes and to uncover new opportunities. We all are born with creative instincts. Come and learn how to unleash or re-discover your creative instincts.

1. Be able to identify several typical obstacles that prevent us from creatively solving problems and how to overcome those obstacles.
2. Learn multiple steps and techniques that they can easily and painlessly apply.
3. Get insight on where and why their agency may need to undertake change to solve problems.

**Speaker(s): Arnie Biondo**

Session # 104

CEU: .1

**Room Name: Sycamore A****Time:** 11:15 am to 12:15 pm**The Importance of Signature Customer Service**

The definition of Customer Service; the purpose and objective of Customer Service; what is Signature Customer Service; the impact of Customer Service on your agency.

1. Have a clear definition of Customer Service and the connection to Customer Experience.
2. Have an understanding of the impact of Customer Service on an agency's internal and external image.
3. Be able to identify the benefits and legacy of Customer Service.

**Speaker(s): Nigel Grant**

Session #: 105

CEU: .1

**Room Name: Sycamore D****Time:** 11:15 am to 12:15 pm**Finding Your Community and Helping Others Find Theirs**

What is community? It is a group of people with common characteristics or interests living together within a society. Did you know that 61% of Americans said they were lonely in 2019, even before the pandemic? This is up from 54% in 2018. What can we as parks and recreation professionals do to address this shocking statistic? Learn the importance of finding community, barriers to finding community, why in-person communities are better than online and how you can help others combat loneliness and find 'their people'. You will also hear about some communities that work and how you might establish a call to action to the people you serve.

1. Learn the meaning of community and seven barriers that get in the way of people finding community.
2. Learn 15 benefits of finding community and why face-to-face is better than online.
3. Learn 12 places to create or find community and how "breaking bread" together can sweeten the process.

**Speaker(s): Jan Hincapie**

Session # 106:

CEU: .1

**Room Name: Sycamore C****Time:** 1:30 pm to 2:30 pm**Contract or In-House? Which, When and Why?**

Sometimes it's not easy to know whether to continue with in-house or if you are better off contracting. We'll look at some different angles, cases and considerations so that it will be easier for you to know. The end goal is delivering top notch service while being cost-conscious. Session will include criteria for the objectively analyzing in-house and contracted. We will take a look at some of the common arguments for and against contraction and we will touch upon some common mistakes or pitfalls agencies encounter when contracting services and how to avoid those.

1. Understand 5 or more typical reasons why park and recreation agencies contract for certain services.
2. Be able to explain decisions to continue in-house or when it may be better to out-source.
3. Gain knowledge of what safety-valves need to be written into contracts and why.

**Speaker(s): Arnie Biondo**

Session #: 107

CEU: .1

**Room Name: Sycamore A****Time:** 1:30 pm to 2:30 pm**Bargaining Power – Asking For What You Want & Deserve**

Do you know your worth? How will others know if you don't tell them: Channel your inner tiger to be assertive, learn to ask for what you want and negotiate through effective means. We will identify your strengths, highlight them and see visible and positive outcomes at work and at home.

1. Learn to identify professional and personal strengths and where improvement is needed.
2. Practice effectively communicating these strengths and desires.
3. Managing outcomes of negotiating and bargaining.

**Speaker(s): Cara Prell**

Session #: 108

CEU: .1

**Room Name: Sycamore B****Time:** 1:30 pm to 2:30 pm**Fueling Your Life, Work and Team with Positive Energy**

The session will be based off the book "The Energy Bus" by Jon Gordon that reveals 10 secrets for approaching life and work with the kind of positive, forward thinking that leads to success at work and at home. That will turn negative energy into positive achievement.

1. Creating a positive vision
2. Strategies to stay positive in the face of change and adversity
3. Dealing with Energy Vampires within the organization

**Speaker(s): Desmond Timmons**

Session #: 109

CEU: .1

**Room Name: Sycamore D**

Time: 1:30 pm to 2:30 pm

**Marketing on a Budget to Maximize Attendance at Your Facility**

This session is for any level professional to be introduced to opportunities that are available at low to no cost to be able to increase attendance/participation in programs, open gyms/swims, etc. They will be shown how to access information using different technology. We will also discuss the language used when making posts/blasts/and more.

1. Participants will learn how to use apps/programs to analyze their data for usage and target markets.
2. Participants will learn various types of apps/programs and how they can be used to get attention!
3. Participants will learn how language choices can assist in marketing.

**Speaker(s): Kim Whatley**

Session #: 110

CEU: .1

**Room Name: Sycamore A**

Time: 2:45 pm to 3:45 pm

**Self-Care in Crisis and Beyond**

Self-care is imperative. In order to show up for others (i.e., spouse, family, co-workers), we must show up for ourselves on a daily basis! Join us for this interactive, hands-on workshop, which will explore what self-care truly looks like. Participants will learn Positive Psychology concepts; learn the importance of attitude in relation to wellness; learn techniques for managing stress, especially in a time of crisis; and identify ways to incorporate daily self-care practices for our “new normal”.

1. Learn Positive Psychology concepts
2. Learn techniques for managing stress
3. Identify ways to incorporate daily self-care practices.

**Speaker(s): Mary Kate Chapman**

Session #: 111

CEU: .1

**Room Name: Sycamore C**

Time: 2:45 pm to 3:45 pm

**The Joy of Strategic Planning!**

Strategic Planning gets tossed around like everybody knows what it means and how to do it. However, many of us groan when Strategic Planning gets mentioned. In this session, you will learn that it can be fun; it can be easy and most of all it can be very useful! Really, it should be a joy and not a chore. It all begins with understanding the basics. Then, how do we get everybody involved? Do we need a consultant? If so, to do what? Finally, learn that brevity and simplicity is the secret to good strategic planning.

1. Understand the basic steps in strategic planning process.
2. Know the pitfalls and mistakes to avoid.

**Speaker(s): Arnie Biondo**

Session #: 112

CEU: .1

**Room Name: Sycamore D**

Time: 2:45 pm to 3:45 pm

**Aquanomics – Making Aquatics Cost Recovery**

This session is designed to discuss Cost Recovery in Aquatics and how it is possible to become more cost recovery than traditional aquatics has been. In this session we will discuss the many ways to diversify how an aquatics facility looks at fees, programs and rentals.

1. Learn several ways to diversify your aquatics revenue.
2. Learn cost saving processes that help to reduce expenses and still maintain a facility.
3. Learn of other sources that can help to support your aquatics operations or maintenance needs.

**Speaker(s): Kim Whatley**

Session #: 113

CEU: .1

**Room Name: Sycamore B**

**Time: 2:45 pm to 3:45 pm**

**How to Plan and Respond to an Active Shooter Incident**

Identify Suspicious Behavior. Prepare and respond to Active Assailants. How to respond.

1. Help understand what suspicious behavior may pose a threat and what steps to take to report the behavior to authorities.
2. How to better prepare for and respond to active assailant incidents, including the development of an emergency action plan and training staff to you EAP.
3. Guidance on the actions to take during an incident. Lessons learned for the Nov. 14, 2012 at the University of Houston Campus Recreation and Wellness Center.

**Speaker(s): Natasha Roman**

Session #: 114

CEU: .1

**Tuesday, November 2<sup>nd</sup>**

**Room Name: Sycamore C**

**Time: 9:00 am to 10:00 am**

**Hurt, Lean & Move On**

Since we all get hurt in our professional and personal lives it makes sense to learn how to better deal with the pain. Very simply, this session will allow you to better recognize the issue, figure out what can be learned from it and discover what choices you have in responding to it.

1. Realize that odds are exceptionally high that you will get hurt multiple times in this profession and in your personal life, especially if you are bold enough to do what is right.
2. Improve your ability to “flesh out” what you should learn from the times and actions that hurt you.
3. Learn to make better decisions and take better actions, actually growing as a person when you get hurt.

**Speaker(s): Bobby Simpson**

Session #: 201

CEU: .1

**Room Name: Sycamore B**

**Time: 9:00 am to 10:00 am**

**Hot Topics in Youth Sports**

Youth sports administrators must frequently address thorny issues and manage difficult conversations when it comes to best practices in youth sports. Agencies regularly face challenges negotiation the theories of our work and the realities of program participants. This session is a fully interactive discussion that attempts to tackle hot topics ranging from participation trophies to mandatory playing time.

1. Attendees will identify key issues and nationwide trends in youth sports management.
2. Attendees will learn effective ways to engage their communities on relevant topics in athletics.
3. Attendees will develop strategies for navigating difficult conversations which routinely occur in youth sports programs.

**Speaker(s): Sequellia Logan**

Session #: 202

CEU: .1

**Room Name: Meeting Room 206**

**Time:** 9:00 am to 10:00 am

**Carrollton Greenbelt – Issues & Maintenance**

Issues and maintenance associated with 18 miles of concrete path, boardwalk and spurs weaving through the City of Carrollton Parks and connecting our community with the University of West Georgia Campus, the K-12 camps and commercial venues.

1. Learn about the various aspects of maintaining the trail including cost, scope and frequency.
2. Learn the effects of a trail such as this can have on a community.
3. Issues we have had, issues and maintenance we foresee in the future. Popular use by various fund raising groups.

**Speaker(s): Kent Johnston**

Session #: 203

CEU: .1

**Room Name: Sycamore A**

**Time:** 9:00 am to 10:00 am

**Leadership and Main: Ordinary to Extraordinary Community Leadership**

Community leadership is defined as the ability and willingness to use your influence to better others and the world you live in. Participants will learn how to emerge as and solidify their standing as a leader in their local communities. Content will include characteristics that are consistent among great community leaders and examples of specific characters in history that have lead their communities well. The program is designed for those leaders standing at the intersection of ordinary and extraordinary and need to decide which turn to make.

1. Learn how to emerge and solidify your standing the community as a leader.
2. Learn about consistent characteristics of great community leaders.
3. Receive examples of specific characters who exemplified good community leaders.

**Speaker(s): James Albright**

Session #: 204

CEU: .1

**Room Name: Meeting Room 205**

**Time:** 9:00 am to 10:00 am

**Addressing Underserved Populations: Making Social Equity a Movement, Not a Trend**

With the current unrest in the nation, parks and Recreation agencies question how they can improve social change within the department. In the session, attendees will learn how Douglasville Parks and Recreation developed a plan to address the social needs of our community, program inequities and diversity in the workplace. This session will talk about effective ways to develop a Social Equity Plan by receiving input from employees, constituents and community partners.

1. Looking back how did societal and inequities effect the field of recreation?
2. Participants will learn the need for developing a plan to target communal inequities.
3. How to implement the developed plan within your department and community.

**Speaker(s): Shajra Thrasher and Chris Bass**

Session #: 205

CEU: .1

**Room Name: Sycamore D**

**Time: 9:00 am to 10:00 am**

**Rise Up! Mastering the Art of Leadership Presence**

What is the signal that you send to the world? Can you tell your story (and the importance of the work you do) in a way that is powerful and has meaning to the listener? Organizational progress can be made or broken by the ability of the leadership to convey a message and create a following for an initiative. Having an eloquent, powerful presence in a boardroom, staff meeting, or a public hearing can lead both you and your organization to greatness. This session is packed with specific methods, both verbal and non-verbal, you can use to enhance your communication game and help you to deliver your message in a meaningful and productive way.

1. Attendees leave with a list of new, immediately implementable ways to effectively communicate leadership presence.
2. Participants will be able to identify specific methods of public speaking that can be used to garner support for an idea or cause.
3. Participants will be able to incorporate both verbal and non-verbal strategies into their message for a sharper and more confident delivery.

**Speaker(s): Lisa Paradis**

Session #: 206

CEU: .1

**Room Name: Meeting Room 204**

**Time: 9:00 am to 10:00 am**

**GRPA 101**

This session is for all new GRPA members and first time conference attendees. An orientation on the origination, purpose, composition and mission of the Georgia Recreation and Park Association will be covered. Created in 1945, GRPA has a rich tradition and remains one of the top professional associations for parks and recreation employees in the nation. First time conference attendees will also "get the scoop" on how to maximize their conference experience. Attendees will learn how to maximize their GRPA conference experience.

1. Attendees will learn about GRPA and what it has to offer to its members.
2. Attendees will learn of the different ways to get involved with GRPA.

**Speaker(s): Craig Potter**

Session #: 207

CEU: .1

**BUSINESS MEETING/OPENING SESSION 10:30 AM TO 12:00 PM**

**LUNCH WITH EXHIBITORS 12:00 PM TO 4:00 PM EXHIBIT HALL**

**Room Name: Sycamore C**

**Time: 4:15 pm to 5:15 pm**

**Good Stuff I Learned from Jack Stallings That ALL of Us Can Use**

Jack Stallings was an exceptionally insightful man who spent 24 yrs. Coaching baseball and teaching very popular classes at Georgia Southern. Earlier, he coached 9 yrs. At Wake Forest and 6 yrs. At Florida State. His 1970 Seminole team finished second at the College World Series and he returned there in 1990 with the GSU Eagles. I was blessed to spend 3 amazing years as an assistant with him at FSU.

1. Stretch into a related area and explore principles that transfer from one profession to another and enrich experiences in your professional and personal lives.
2. Improve your skills in communication, leadership, instruction, time management, persuasion and other critical areas of life.
3. Grasp the value of mental and emotional skills and learn how to apply them during the challenges of adversity.

**Speaker(s): Bobby Simpson**

Session #: 208

CEU: .1

**Room Name: Meeting Room 206**

Time: 4:15 pm to 5:15 pm

**Improving Trail Safety Using GIS**

Attendees will learn what ELM's (Emergency Location Markers) are and how an implemented ELM system can reduce emergency response time to injured or lost trail users. The ELM system can also be used by parks management to use as a location system to route maintenance needs to specific locations. Attendees will also learn about the National Grid search and rescue procedures. The presentation will provide examples of current ELM projects and how ELM's are used by public safety and ambulance services to pin point user location. Attendees will also learn how emergency services navigate large and small scale trail systems to locate users.

**Speaker(s): John Purcell and Dave Ablashi**

Session #: 209

CEU: .1

**Room Name: Sycamore A**

Time: 4:15 pm to 5:15 pm

**Post-COVID Parks Design Strategies and Case Studies for a Sustainable Future**

Post-COVID parks design strategies and case studies for a sustainable future.

1. Learn about Post-COVID parks Trends and Case Studies
2. Learn about New Park Design Principles
3. Learn about Innovative Design, Products and Procedures

**Speaker(s): Mack Cain**

Session #: 210

CEU: .1

**Room Name: Meeting Room 205**

Time: 4:15 pm to 5:15 pm

**What is CAPRA?**

1. Be introduced to CAPRA and its process
2. Learn about the benefits for staff, community and agency
3. Learn about the wins and losses that different agencies experienced

**Speaker(s): Kim Whatley, Katie Sears and Becky Glisson, Chris Bass**

Session #: 211

CEU: .1

**Room Name: OFFSITE**

Time: 4:15 pm to 5:15 pm

**On the Trail with Bicycling Education**

Join Decatur Active Living for a bike ride along the Columbus Riverwalk Trail. This session will give examples of how to provide safe environments for biking and will show how the City of Decatur Active Living Division has worked to put community members on bikes. Session will include examples of activities and education that can easily and inexpensively be imitated in other communities.

1. Learn about internal partnerships to make sure your community has safe biking environments
2. Learn how to facilitate a group bike ride and teach bike safety skills to participants.
3. Bring home effective strategies that can be implemented for very little cost and get your community "on their bikes and riding!"

**Speaker(s): Sara Holmes**

Session #: 212

CEU: .1



**Room Name: Sycamore D**

**Time: 4:15 pm to 5:15 pm**

**Whack-A-Mole Is Not a Leadership Strategy**

Whether we've practiced it ourselves or have been a victim of the consequences, we've all been part of the Whack-a Mole approach to managing and leading organizations. In the park and recreation world we often use a "duct tape and bailing wire" tactic to put out the fire of the day and satisfy the immediate and consistent demands of the community we serve. Done on the regular, this approach can create a culture of inequity of resource allocation, uncertainty, and complacency and trust issues. This session will use case studies as a backdrop to provide immediately implementable techniques to transition your organization from being consistently reactive to one that better responds to the needs versus wants of the community by initiating Master and Strategic Planning and using mission, vision and values as beacons for success. Attendees will also be exposed to alternate methods of leadership styles that they can use for problem solving to drive real and important change in their organizations.

1. Discuss the importance of creating a strategic plan for your organization
2. Define techniques to use mission vision and values for effective decision making, without creating organizational inertia.
3. Identify methods of leadership to better steer away from reactive, special interest driven decision making.

**Speaker(s): Lisa Paradis**

Session #: 213

CEU: .1

**Wednesday, November 3<sup>rd</sup>**

**Room Name: Sycamore A**

**Time: 9:00 am to 10:00 am**

**Leadership vs. Management**

In this session, we will discuss the characteristics and differences of leadership and management. While many people associate them as one and the same, they are actually very different. Leadership is essential to creating and growing your team, in addition to retaining your team members. This session we will discuss leadership strategies, as well as tips and tricks for continuing to be a leader for you team, even on the days that you might get lost in the "management" side of things.

1. Participants will learn the characteristics of both leadership and management. They will learn the similarities as well as the differences between the two.
2. Participants will learn about leadership strategies that can make them successful leaders for all types of team members.
3. Participants will learn about strategies they can use to help them remain successful leaders, even on days where it's easier to be a manager, rather than a leader.

**Speaker(s): Amber Clark, Brittany Waller and Ralph Turner**

Session #: 301

CEU: .1

**Room Name: Meeting Room 206**

**Time: 9:00 am to 10:00 am**

**Community Agriculture – Growing Community and Food Together**

The process of launching an urban agriculture program in a Recreation & Parks program.

1. Learn the basic principles of a community based urban agriculture program.
2. Learn the importance of key partners.
3. Learn some common pitfalls to avoid

**Speaker(s): Amanda Musilli**

Session #: 302

CEU: .1

**Room Name: Sycamore C****Time:** 9:00 am to 10:00 am**Esports in Recreation**

Come discover what Esports are and why it is quickly becoming a stable of recreation. In addition, hear about more of what it would take for you to get involved with Esports and how easy it can be!

1. Learn about Esports
2. Why communities should be involved
3. How communities can become involved

**Speaker(s): Erich Bao**

Session #: 303

CEU: .1

**Room Name: Sycamore D****Time:** 9:00 am to 11:15 am**Darkness to Light**

This double session is provided by the Stewards of Children (Darkness to Light Program). You will be taught as an employee/volunteer how to handle situations that could arise in your programs with children and what to look for. This session brings the awareness of child sexual abuse to your department and how we can do our part to aid in stopping the abuse.

1. You will receive your certificate for the completion of the “Darkness to Light” course.
2. Risk Management Situations with children and how to handle them appropriately
3. You will learn the statistics of child sexual abuse and hear from child sexual abuse survivors and how it affects their live, family and community

**Speaker(s): Dottee Morton**

Session #: 304

CEU: .2

**Room Name: Sycamore B****Time:** 9:00 am to 10:00 am**Hands on Nature Programming**

1. How to incorporate easy nature programming without breaking the budget.
2. How to adapt outdoor programs to any facility.
3. Free to low cost resources to increase ideas and knowledge.

**Speaker(s): Chelsea Hoge and Kim Sawyer**

Session #: 305

CEU: .1

**Room Name: Meeting Room 205****Time:** 10:15 am to 11:15 am**Splash Pads – Playgrounds + Water**

We all know how important safety surfacing is for playgrounds to keep kids and families safe, but for too long we’ve neglected splash pad safety. In this presentation participants will learn why safety surfacing is critical for splash pads and what NSFANSI/CAN Standard 50 states regarding certification and how to become certified.

1. Recall the 6 criteria to be certified to NSF/ANSI/CAN 50:26
2. Recall why safety surfacing is critical for splash pads.
3. Learn how to become advocates for the municipalities and mouthpieces for their communities.

**Speaker(s): MaryAnn Eifert**

Session #: 306

CEU: .1

**Room Name: Meeting Room 206**

**Time:** 10:15 am to 11:15 am

**Healthy Habits That Fuel Young Athletes**

Food provides the fuel kids need to perform their best-at sports, school and other activities. In the session, we will review healthy eating and hydration practices that boost athletic performance. We will discuss strategies Parks and Recreation programs can use to sue to support healthy eating practices for athletes, including ideas for concession stands, vending and tips for working with coaches and parents. Participants will learn about free resources and support the can access for their program.

1. Define healthy eating and hydration practices that support athletic performance.
2. Identify strategies to provide a healthy environment for young athletes.
3. Learn about resources to share with families and coaches.

**Speaker(s): Wendy Palmer**

Session #: 307

CEU: .1

**Room Name: Sycamore C**

**Time:** 10:15 am to 11:15 am

**Solving problems...I Got 99 Problems**

Focusing on typical and non-typical problems that professionals face day in and day out. Solutions will focus on lack of resources, outreach to communities, political/special interest groups, and “innovations”. How are these various aspects perceived differently by different people and coming together to make sure the solutions are best suited for the greater good.

**Speaker(s): Chris Nunes**

Session #: 308

**Room Name: Sycamore A**

**Time:** 10:15 am to 11:15 am

**Get Your Community Active with Running and Walking**

2020 proved to us that health and wellness is essential! Join the City of Alpharetta and Decatur Active Living to learn how to incorporate running and walking programs to your agency that will get your community moving.

1. Learn how to manage walking and running programs within the agency and partnerships with local companies.
2. Discuss benefits of walking and running for individuals.
3. Discuss various programs to incorporate in your programs.

**Speaker(s): Sara Holmes and Cara Prell**

Session #: 309

CEU: .1

11:15 am to 1:00 pm

**LUNCH ON YOUR OWN**

**Room Name: Sycamore A**

**Time:** 1:00 pm to 2:00 pm

**Staff Communication: Control, Filters and Perception**

The way you communicate greatly influences the outcome of a conversation. What you say and when and how determines the conversations success or failure. Our communication is continually influenced by individual filters. Those filters are established by many different factors, one of the most prevalent these days is the generational filter developed in the process of socialization and experiences. These filters crucially affect communication and interaction. We will discuss multiple communication models helping you determine what will be the most successful approach for you.

1. Describe leadership styles and the impact on communication success or failure.
2. Define critical conversations and how the filters one is using; generational, societal or experiential, influence how messages are received.
3. Outline multiple communication models that will work best for achieving objectives.

**Speaker(s): Lori Hoffner**

Session #: 310

CEU: .1

**Room Name: Meeting Room 205**

**Time: 1:00 pm to 2:00 pm**

**Knocked Down? How to Get Up and Keep Moving Forward**

Are you where you want to be? Are the situations or circumstances beyond your control?

Next steps and planning ahead

Never stop learning and growing

Giving back when you get there

1. Learn strategies and key concepts for overcoming setbacks
2. Learn ways to grow while waiting
3. Learn how to help others as you move forward

**Speaker(s): Cyndee Bonacci**

Session #: 311

CEU: .1

**Room Name: Sycamore B**

**Time: 1:00 pm to 2:00 pm**

**Sport/Activity Management**

Event Management

Officiation Training and Development

Relationships with Outside Sources

1. All aspects of coordinating event management
2. Recruiting, training, retaining and accountability in sports officiating
3. Using the available resources of outside agencies

**Speaker(s): Ernie Yarbrough**

Session #: 312

CEU: .1

**Room Name: Sycamore C**

**Time: 1:00 pm to 2:00 pm**

**The Game has Changed; Adapt, Innovate, Succeed or Perish!**

COVID-19 has impacted the Parks and Recreation in the way we conduct our programs, services and facilities.

Professionals had to re-imagine how to operate in these challenging times. This session will focus on identifying management techniques that had to be used due to COVID, that may benefit the profession (participation, revenue, equity) in the long run.

**Speaker(s): Chris Nunes**

Session #: 313

CEU: .1

**Room Name: Sycamore D**

**Time: 1:00 pm to 2:00 pm**

**Becoming Passionately Curious About People**

Leadership, in nearly every moment, needs to be purposeful intentional and personal. This presentation discusses conversational and relational strategies to assist you in continuing to develop your communication skills and ultimately create positive impacts on diverse teams and organizations.

1. Gain insights on conversational bridges and barriers based on individuals diverse background.
2. Develop skills to increase your curiosity of others in order to build a stronger leadership image and have positive impacts on others.
3. Know the difference between intent vs. impact to develop more open conversations and build relationships between people.

**Speaker(s): Annie Frisoli**

Session #: 314

CEU: .1

**Room Name: Meeting Room 205**

**Time: 2:15 pm to 3:15 pm**

**We'll Rise Up! (DEI)**

1. Think outside of the box instead of becoming more open-minded about others.
2. Learn not to judge a book by its cover and underestimate the abilities of others.
3. Treat others the way you want to be treated in order to boost employee retention, confidence and engagement.

**Speaker(s): Sequellia Logan, Joann Tarver and Brianna Campbell**

Session #: 315

CEU: .1

**Room Name: Sycamore A**

**Time: 2:15 pm to 3:15 pm**

**The Mission of Your Work and the Power of Your Story**

If you're a non-profit, a government agency or any organization that depends on the support of the community for your success you understand the importance of establishing and maintaining a positive relationship of trust. Gaining that trust comes not only from the work that you do but also from the story you tell about the mission and goal of your organization. The stories about the mission of your work ignites the passion of shareholders and champions of your organization and those champions can encourage and support funding.

1. Define the power of the story. What needs to be shared to engage volunteers and professionals to promote the work and mission of your organization.
2. Using proven models and methods of social media platforms to engage the community, participants will discuss marketing strategies that will result in stronger funding opportunities.
3. Outline tactics for funding mechanisms and sources.

**Speaker(s): Lori Hoffner**

Session #: 316

CEU: .1

**Room Name: Sycamore C**

**Time: 2:15 pm to 3:15 pm**

**Creating and Ensuring Relevant Parks & Recreation Agency**

The challenges of today are multi-faceted and can range from social ills to business models. Do we attempt to solve them all or identify what problems our agency's effectively address? What is most important is to understand how to be relevant, thus making sports and recreation agencies a critical success factor to the success of a community. Along the way identification and development of critical advocates to ensure your success is needed. This session will address how to evaluate where you are, the identification of critical advocates and implement a plan for relevance

**Speaker(s): Chris Nunes**

Session #: 317

CEU: .1

**Room Name: Sycamore B**

**Time: 2:15 pm to 3:15 pm**

**3 P's (Programming, Persistence and Perseverance)**

This session will look at programming and various ways to program when things aren't ideal. This session will give concrete ideas on how to start programs from fliers to partners needed for a successful program. In addition to how to change the program model to fit the current climate.

1. Best Marketing Practices
2. Creative Programming
3. Making programming exciting

**Speaker(s): Shacole Pearman**

Session #: 318

CEU: .1

**Room Name: Sycamore D****Time:** 2:15 pm to 3:15 pm**Embracing Conflict to Reach Innovation**

Address conflict in a more productive way at your organization. Upskill your team's conflict resolution skills so they are willing to step up to conflict.

1. Identify how different values contribute to conflict.
2. Reflect and understand your individual conflict "triggers".
3. Gain insights in both active and passive positive responses to conflict within the workplace.

**Speaker(s): Annie Frisoli**

Session #: 319

CEU: .1

**Room Name: Meeting Room 205****Time:** 3:30 pm to 4:30 pm**On the Go: Mobile Recreation 101**

Participants will learn how to start a mobile recreation program within their community to provide residents living in play desert areas the opportunity to be active. The presentation will go over the perception of play, dive into play deserts, the importance of partnerships and utilizing student interns and volunteers to lead free mobile recreational programming. Learn about how to Be Active Gwinnett, a recreation center on wheels, started and the impact we have made.

1. Participants will be able to identify the difference between Play Deserts vs Play Oasis and promoting healthy habits while advocating for positive youth development and awareness of your community resources.
2. Participants will be able to implement several marketing strategies to promote a mobile recreation program throughout their county.
3. Participants will be able to learn where to play and the resources needed to provide structured and unstructured play for youth.

**Speaker(s): Carion Marcelin**

Session #: 320

CEU: .1

**Room Name: Sycamore B****Time:** 3:30 pm to 4:30 pm**Who Saw the Ant Mound?**

Understanding Our Roles and Fostering Positive Relationships Between Programmers and Park Staff

1. Understanding how programmers have a roll in basic park maintenance.
2. Understanding the roll of park staff in event management.
3. Tips on building working relationships across all divisions.

**Speaker(s): Neely Montiejunas, Ronnie Henley, Jordan Wood**

Session #: 321

CEU: .1

**Room Name: Sycamore A****Time:** 3:30 pm to 4:30 pm**Creating Positive Practices to Reduce Unconscious Bias**

One's age, gender, gender identity, physical abilities, religion, sexual orientation, weight and many other characteristics are subject to bias. Unconscious biases are social stereotypes about certain groups of people that individuals form outside their own conscious awareness. While most people understand what it means to be explicitly biased, implicit biases are often overlooked and can impact your hiring process, your programming and the overall culture of your organization.

1. Define unconscious bias and how it impacts a workplace culture.
2. Outline intentional steps that all staff can engage in to recognize and reduce these biases.
3. Describe examples of commonalities in order to create more robust environment of inclusivity.

**Speaker(s): Lori Hoffner**

Session #: 322

CEU: .1

**Room Name: Sycamore C**

**Time:** 3:30 pm to 4:30 pm

**WFW: Work from Work**

4. Reflect and define workplace values
5. Identify the changes in your department that need to occur to match your ideal workplace
6. Advocating for those wants

**Speaker(s): Crystal Dawson, Sedrick Swan, Frankie Sanders**

Session #: 323

CEU: .1

**Room Name: Sycamore D**

**Time:** 3:30 pm to 4:30 pm

**Creating Organizational Focus with Direction, Alignment & Commitment**

**Speaker(s): Annie Frisoli**

For effective leadership to happen the interactions and exchanges among people have to creation Direction, Alignment and Commitment. These 3 outcomes (the DAC framework) make it possible for individuals to work together willingly and effectively to realize organizational achievements.

1. Gain insights on leadership as a social process.
2. Apply an effective approach to enhance leadership outcomes: Direction, Alignment & Commitment.
3. Identify actions they can take to improve leadership outcomes.

Session #: 324

CEU: .1

**6:30 pm to 9:00 pm**

**ANNUAL AWARDS & INSTALLATION BANQUET**

**Thursday, November 4<sup>th</sup>**

**Room Name: Sycamore D**

**Time:** 9:00 am to 10:00 am

**Being Versatile in Recreation**

This course is to teach and inform others that gaining knowledge in all areas of recreation can help progress further endeavors for the future. We will touch on the different departments under recreation and use examples of how to transit into other job opportunities in the profession.

1. Learning multiple jobs
2. Adapt to change
3. Preparation to market future

**Speaker(s): Jakarri Martin, Jimmy Lovett, Toreion Simon, Tyler Hartzog**

Session #: 401

CEU: .1

**Room Name: Sycamore C**

**Time:** 9:00 am to 11:15 am

**Leadership Games II**

A great interactive, fast-paced workshop filled with leadership concepts philosophies and fun. You survived COVID now let's take that resilience to the next level.

1. Strengthen leadership skills through an array of activities.
2. Improve leadership skills
3. Receive tools for the leadership tool kit to implement

**Speaker(s): Katie Troline**

Session #: 402

CEU: .1

**Room Name: Sycamore A**

Time: 9:00 am to 10:00 am

**10 Steps to Start and Sustain a Community Garden**

Things that will be taught will include 10 Steps to start and sustain a community garden. (1 Organize meeting of interested people, 2. Form Planning Committee, 3. Identify Resources, 4. Secure funding, 5. Site Selection, 6. Prepare and develop site, 7. Organize Garden, 8. Plan for Children, 9. Establish rules/Objectives, 10. Establish programing)

1. Learn how to identify and organize interested persons around community gardening.
2. Learn how to identify local resources needed to start and sustain a community garden
3. Learn how to provide ongoing programing for community gardens

**Speaker(s): Charlie Monroe**

Session #: 403

CEU: .1

**Room Name: Sycamore A**

Time: 10:15 am to 11:15 am

**What Do You Signal to the Room – Public Speaking for the P & R Professional**

1. Tactics to prepare for public speaking and engaging your audience
2. Preparing the P&R professional to speak in front of commissions/councils and the general public
3. Work through practical situations that you can apply to everyday life

**Speaker(s): Kim Watt, Teresa, Shelley Parham**

Session #: 404

CEU: .1

**Room Name: Sycamore D**

Time: 10:15 am to 11:15 am

**Millennial Management – “I’m Old Enough to be Your...”**

A discussion of the general characteristics, value structure and impact of young leaders/management; We will also discuss the value structures and general characteristics of each generation; identifying suitable leadership/management approaches.

1. Identify the general characteristics and value structure of each generation.
2. Gain an understanding of the most appropriate leadership approach, to foster healthy relationships and productivity.
3. Explore various leadership/management theories.

**Speaker(s): Sedrick Swan**

Session #: 405

CEU: .1

**Room Name: Sycamore C**

Time: 10:15 am to 11:15 am

**Modern Leadership Concepts – THE CAPITAL C’s**

Evolve as a leader with new approaches as you leap into modern leading, learning as you soar!

The successful modern leaders will:

1. carry authority through confidence, courage and compassion
2. lead their teams with connecting, clear and a collaborative communication style
3. lead as a culturally adept conflict-comfortable and constant leader

**Speaker(s): Katie Troline**

Session #: 406

CEU: .1