



For Nonprofits, by Nonprofits.

April 19, 2017, Yakima Convention Center, Yakima, WA:

At the Central Washington Conference for the Greater Good, by Washington Nonprofits, NPIP is excited to present three risk management workshop sessions focusing on the basics of risk management, human resources practices, and leadership. Each session will help attendees consider how effective risk management, and similar tools, can help meet operational objectives.

10:30 AM – 11:45 AM: Jen Homer – *You're the Boss – Manage Your Employees!*

The all dreaded difficult employee is holding managers hostage in organizations all over this state. Difficult employees can lower morale, decrease productivity and efficiency, and increase cost. Learn effective strategies for managing these employees and take back your workplace.

Bio - Jennifer Homer is an attorney who mainly practices in the areas of employment, education, municipal, and civil rights law. She received a Bachelor's Degree (Magna Cum Laude) in Criminal Justice from Washington State University and a Juris Doctorate (Summa Cum Laude) from Gonzaga University School of Law. Jen worked for four years as a paralegal and office administrator for attorney Jerry J. Moberg, prior to attending law school. During law school, she worked as a Rule 9 law clerk for Michael McFarland and Evans, Craven & Lackie, P.S. Jen joined Clear Risk Solutions in 2003 as a litigation attorney and also provided legal guidance through the Pre-Litigation Program. She later directed the Pre-Litigation Program from September of 2008 to December of 2016. She continues to provide legal guidance for that program as an independent attorney in her firm Consilium Legal Services, PLLC. Jen has guided hundreds of entities through personnel and other legal and administrative issues.

12:45 PM – 2:00 PM: Lance Hammond – *Risk Management and the Nonprofit*

This workshop examines the importance of considering principles of risk management as you seek to meet your mission objectives. It is intended for those who are not experienced with risk management concepts and may not understand how critical this aspect of your operations is. Our goal in this discussion is to use real world examples to illustrate the thinking, methods, and processes of risk management. What are the risks that we face and how do they impact us? Can effective risk management help reduce our insurance costs and reduce day-to-day interruptions to our work? How can we get started? Participants will leave with lots to ponder as they consider how effective risk management can help them meet their operational objectives.



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Bio - Lance Hammond has been with Clear Risk Solutions since 2005 and became Director of Risk Management in January, 2014. Before joining Risk Management, Lance worked in our Claims Department for nine years as the Assistant Director of Claims, where he supervised liability and litigated issues. He graduated from Brigham Young University more years ago than he cares to admit, spent nine years in the United States Air Force as a pilot and, since coming to work at Clear Risk Solutions, has earned his Associate in Claims (AIC) designation. As a claims adjuster and now working in risk management, Lance has extensive experience with the claims and risk control issues facing our nonprofits.

2:15 PM – 3:30 PM: Terri Patton – *Being an Effective Leader*

This workshop addresses the human attributes of leadership and applies to every member of an organization. We will discuss the power of awareness and intention, along with the importance of clear communication across many applications. Together we will explore tools and practices to become more effective leaders.

Bio - Terri Patton holds a Bachelor of Science degree in Management and Organizational Behavior and a Master of Arts degree in Applied Behavioral Science. She retired following 30 years in public education administration in California and Washington. Terri is the author of *I Am Responsible: The Journey from Doing to Being*. She lives in a remote area overlooking a beautiful wild river where she hikes and swims with Lulu, her yellow Labrador Retriever. In addition to writing, Terri is a life and leadership coach/consultant.