

# COMPETENCY GUIDE

NRECA is committed to assisting Cooperative employees address content and skills practice that are relevant and transferrable to your workplace. Learn from inspiring keynote speakers, participate in interactive break-out sessions and share best practices.

While the entire conference meets core and role-specific competencies, this guide is to assist you in mapping out your conference experience. We encourage you to immerse yourself in day-long, learning experiences to enrich your skills in leadership development and fundamentals of Human Resource and Benefits.

Speaker Name	Session Type	Session Name	HUMAN RESOURCES AND BENEFITS COMPETENCIES					CORE COMPETENCIES			
			Compliance and Risk	Strategic HR Management	Employee Relations	Talent Management	Compensation & Benefit Administration	Business Acumen	Personal Effectiveness	Interactions with Others	Problem-Solving
M. Kim Vance	Keynote	Tips, Tools, and Legal Rules — Powering Up For Employment Law Compliance	X		X			X			X
Peter Baxter and Stephen Sanker	Keynote	NRECA Employee Benefits Report	X				X	X			X
Peter Baxter, Jim Klein, and Chris Stephen	Keynote	Legacy of Employer-Sponsored Benefits & Current Legislative Priorities		X			X	X	X		
Jodi Fuller	Keynote	Future Group Benefit Initiatives	X				X	X		X	
Krista Britton	Keynote	Telling Your Story: Value of Benefits			X		X		X	X	
Darryl Keeton	Keynote	Welcome from Homestead Funds			X	X			X	X	
Marty Ahrens	Benefits Track Breakout	Group Benefits: What's Next?	X				X	X			X
Laura Schumann	Benefits Track Breakout	401(k) Plan For Life	X		X		X				X
M. Kim Vance	Human Resources Track Breakout	Empower Your HR and Management Teams To Handle Difficult Documentation, Discipline and Discharge Situations	X		X			X			X
Joe Rotella	Human Resources Track Breakout	Technology Meets HR: Selecting and Justifying the Right Solution		X		X		X			X
Carl Smith	Human Resources Track Breakout	Building Better Relationships: New Techniques for the Results-Oriented Professional			X	X			X		X
Jodi Fuller, Roger Wilson, Cathy Windfield-Jones	Benefits Track Breakout	Supersession: Benefits in Retirement: What You Need to Know as Your Participants Plan for the Future	X		X		X	X			X
Morgan White	Benefits Track Breakout	Stress-Less			X		X	X			
Cindy Irving	Benefits Track Breakout	Should My Co-op Establish a Deferred Compensation Plan?	X			X	X	X			X
Adam Schwartz	Breakout	Onboarding-The Cooperative Way		X	X			X		X	X
John Gray	Human Resources Track Breakout	Supersession: Scenario Based Strategic Workforce Planning		X		X		X			X
John Nullmeyer, Amy Tedja, Susan Payne	Benefits Track Breakout	Updates to the NRECA Employee Benefits Website & Telling Your Story on the Value of Benefits	X				X		X		X
Dr. Mike Perko	Benefits Track Breakout	Evolving to a Culture of Well-Being					X				
Carol Barnes and Jeff Blaszkowski	Benefits Track Breakout	Creating Success for Your Co-op's Nondiscrimination Testing Process	X					X			X
Jeanette Will	Human Resources Track Breakout	Building Your Co-op's Competency Model – Let's Get Started!			X	X				X	X
Cynthia Hsu	Human Resources Track Breakout	Moving from Cybersecurity Hype to Practical Actions	X	X				X			X
Amanda Haddaway	Human Resources Track Breakout	The Small, but Strategic HR Department: Act Like a CHRO to Improve Your Organization		X		X		X			X
Carl Smith	Keynote	Cultivating the Right Culture That Increases Performance & Productivity			X	X			X	X	
Amanda Gore	Keynote	Powering a Healthy and Engaged YOU			X	X			X		X