

Human Resource Services presents - Managing in Cougar Country

Be Efficient. Be Effective

HRS invites you to participate in the fourth annual Managing in Cougar Country conference. Workshops will focus on gaining and enhancing efficiency and effectiveness as a manager at WSU. Our special guest, President Elson S. Floyd will offer opening remarks.

Morning Sessions:

“The Building of Community” Presented by Vice President John Fraire

In this presentation, Mr. Fraire will review some of the “unorthodox” approaches he has used in his work as an enrollment professional to improve recruitment.

“I’ve Never Met Him, but He’s a Jerk: Assumptions and Errors in Inferring What Other People Are Like” Presented by WSU Professor Dr. Craig Parks

We make inferences that often lead to errors in the conclusions that we draw about what other people are like. This can be especially problematic in settings like the workplace. In this workshop, Dr. Parks will talk about the most common inference processes we use when trying to understand other people; look at the errors that can result from these processes; and discuss techniques for overcoming potential erroneous conclusions.

Afternoon Sessions:

Part 1

“Mapping for Success: Supporting and Documenting Training Plans” Presented by WSU Assistant Vice President Dr. Melynda Huskey

This workshop focuses on how to translate WSU’s core values of discovery, innovation, and creativity into concrete goals and outcomes for your area by implementing a training plan. Dr. Huskey will help you to identify key learning competencies for your area, professional development goals for employees, resources and evaluation practices which support learning.

“A Word from the Trenches: Supporting Your Administrative Services Team” Presented by Personnel Coordinator Bonny Boyan and Directors Mike Cook and Mary Hoffman

This workshop takes a look at the relationship between area administrative staff and department leadership with a focus on improvements that can positively impact students, staff and faculty; and what individual supervisors and managers can do to ensure better service, and effectively coordinate resources and responsibilities.

Part 2

“Control or No Control: Responses to Budget Challenges – an Auditor’s Perspective” Presented by WSU Director Heather Lopez

Heather Lopez gives insight to what additional risks are encountered when people and organizations feel strained. This workshop provides a practical perspective on the effects of

crisis conditions from an audit perspective and takes a look at what has helped, and hindered, the recovery and strengthening process in organizations.

“Publishing a University: Soft Marketing through Telling True Stories” Presented by Washington State Magazine Editor Tim Steury

Presenting the University’s story well requires artful design, dynamic photography, great reporting and story-telling, a lot of middle-of-the-night deliberation, and the avoidance of institutional ennui. Tim Steury will give insight to best practices for effective promoting through media.

“Best Practices for Desktop/Computer Management at WSU” Presented by ITS Distributed Services Specialist Jeff Kure

This workshop focuses on many of the technical issues facing the modern manager, including computer security, data management, culture, current state of technology at WSU and efficiency. It will include tips on how to make the best use of the most powerful tool at your fingertips.

For more information on this year’s MCC conference, and to enroll in any of these workshops, go to <http://www.hrs.wsu.edu/Conference%20Schedule>

If you have questions, or need assistance with registration, please contact HRS at 335-4521, or email at hrstraining@wsu.edu