



September 22-23, 2016
AMC | 125 Charles Avenue | St. Paul, Minnesota

Thursday, September 22

1:00 p.m.

Welcome and Introductions*

Ann Stehn, FUTURES Co-Chair (Commissioner Gaalswyk is traveling in Europe and will not be with the group.)

Introduction of Heather Bandeen, AMC's new education director (start date 8/29/16). Toni Smith is retiring on December 31, 2016, so there will be an opportunity for Toni and Heather to create a quality transition with educational programming.

**Homework to complete for group introductions. Talk to 1-2 people who have moved to your community in the past five years and ask them: What are the top three reasons why you made the move, and why did you choose our community?*

2:00 p.m.

"Rewriting the Rural Narrative" - Ben Winchester, University of Minnesota Extension



It seems the rural story has already been told. Small towns keep getting smaller. Churches, schools, clinics, businesses, and now post offices, have closed their doors as the lucky few migrate out to the big cities. This deficit framework dominates how we discuss and envision our rural communities. However, the story of rural America since 1970 is rich and diverse, with positive trends occurring under the radar. Learn how these important positive changes have been occurring across the rural landscape that require us to rewrite the narrative of rural community change.

3:15 p.m.

BREAK

3:30 p.m.

"Applying What We Have Learned"

Facilitated group discussion that focuses on the information that Mr. Winchester presented and the following questions. How do you see leadership in your community expressing the narrative of their community? What is the nature of the relationship between your economic development sector and the rest of the community (like housing, for example)?

4:00 p.m.

"Drama Free Communication" - Jody Janati, University of Minnesota



Jody currently teaches in the Communication Studies Department at the University of Minnesota. Her primary interest area pertains to interpersonal conflict resolution strategies and public speaking. She offers a variety of public and professional workshops on conflict reduction tactics and effective presentation skills throughout the year. During her academic career she has held a number of administrative positions in higher education and has taught at a number of colleges in the metro area.

5:15 p.m.

DINNER

5:45 p.m.

Minnesota Leader Segment: D.J. Tice, Star Tribune Opinion Columnist, Commentary Editor and a Member of the Editorial Board



Mr. Tice has been a writer, editor and publisher in Twin Cities journalism for more than 35 years. He was an editor at Corporate Report Minnesota and Twin Cities magazines, editor and publisher at the Twin Cities Reader, and an editorial writer and columnist for the St. Paul Pioneer Press. Prior to becoming Commentary Editor, he was the Star Tribune's state political editor, directing coverage of the Legislature, state government, the Minnesota congressional delegation, and elections. He is the author of two books of popular history. His collection of ordinary Minnesotans' memories, Minnesota's Twentieth Century, published by the University of Minnesota Press, was awarded the Minnesota Book Award for history in 2000.

7:00 p.m.

Adjourn

Friday, September 23

8:00 a.m.

Continental Breakfast

8:15 a.m.

Debrief

8:30 a.m.

"Gray Area Thinking: Interacting with Transgender and Other Diverse Humans" - Ellie Krug - Attorney, Author, Trainer



Ellen "Ellie" Krug transitioned from male to female in 2009, making her the first attorney in Iowa to transition genders. Within three months of transitioning genders, Ellie tried a jury case (and won!), making her one of the few lawyers in the country to try lawsuits in separate genders. With this presentation, Ellie shares some of her personal story and what it means to be transgender. She also offers a toolset, "Gray Area Thinking", on how to successfully interact with persons who are "different", whether that might be because of gender or sexual identity, or race, religion, and country of origin or disability status.

10:15 a.m.

BREAK

10:30 a.m.

County Innovation: "How Well Is Your County Doing With Performance Evaluations?"



Jamie Haefner
Nicollet County
Human Resources Director



Carolyn McDonald
Lyon County
Human Resources Director



Tami Laska
Crow Wing County
Human Resources Director

This panel features perspectives from several county HR Directors that currently have a Pay for Performance model in place throughout their county government structure. They will touch on how it is designed, what it took to get it in place, and how union and non-union challenges are addressed. Each of these counties has a different twist on what they are doing, and will present on how commissioners, department heads, and supervisors can help make this a success. No matter whether you are doing no performance reviews or you are working to improve your current system you are bound to learn something you can use in your county.

11:45 a.m.

"Hot Topics at AMC" - Julie Ring, AMC Executive Director

12:00 p.m.

Adjourn