

## Summary Report

The 2019 Human Resources (HR) Professional Development Workshop was held at Kapiolani Community College on Wednesday, August 7, 2019 from 8:00 am to 3:00 pm. The program included presentations from various speakers from the University of Hawaii (UH) and offered us an opportunity to network with other HR professionals from the other UH campuses.

Our keynote speaker was Laura Beeman, UH Women's Head Basketball Coach. She talked about the importance of open and honest communication and being open to change and growth. Two key concepts were that expectations should be clearly identified and communicated and that people have to be uncomfortable before they can become comfortable.

Jan Gouveia, the Vice President for Administration for the UH System, showed the Office of Human Resources' new website and its features. The updated website offers a digital platform of information for UH employees, especially HR professionals. We are now able to view current announcements and view updated personnel forms and relevant information on labor relations and employee benefits.

Mitchell Okamura, Honolulu Community College's Speech Instructor, wowed the audience with his presentation and activities on group communication and management. We learned that groups meet instrumental, interpersonal, and identity needs. We also learned about the five styles of interpersonal conflict management, which are competing, avoiding, accommodating, compromising, and collaborating.

Jennifer Rose, Director of the Office of Institutional Equity, completed a short presentation on Title IX updates. The Office of Institutional Equity is responsible for policy review and implementation and ensuring consistency between all campuses. Understanding the importance of Title IX helps to prevent sex discrimination or harassment at UH and to protect faculty, staff, and students.

Lexer Chou, Leeward Community College's Student Service Coordinator, did a brief presentation on LGBTQ+ equality. As HR professionals, we should promote a safe and inclusive environment for all.

Our last speaker was Maya Soetoro-Ng the Director of the Spark M. Matsunaga Institute for Peace with the University of Hawaii at Manoa. She did a presentation about leadership, peace building, and self-care. We discussed the four leadership styles, five conflict management styles, importance of active listening, and problem solving with restorative justice.

Overall, this was the best HR Professional Development Workshop I attended. Although our department does not deal directly with students on a daily basis, we work with UH Maui College's Faculty and Staff. The knowledge I gained from this workshop directly impacts my ability to create a culture of equality, acceptance and respect throughout the UH System.

I returned to work on August 8, 2019 and verbally shared the information and highlights of the workshop with my colleagues in the HR Department. We also reviewed the new website and discussed its changes/updates.