

## 2024 Stronger to Serve

Tuesday, Jul 09

08:30 AM - 11:45 AM

### Head Start/Early Head Start regulations overview (preconference)

Experience – All

FOS - Specialized Knowledge

Position – Board(Gov)

Position – HS Director

Position – HS Staff

Session Level - Overview

Track – Boards

Track – HS/EHS

Updated

Yellowbook

**Katherine Eilers**

Senior Manager, Wipfli LLP

**Tammy Jelinek**

Principal, Wipfli LLP

The Head Start Act identifies pages of guidelines that HS/EHS programs need to follow to stay in compliance. When you are implementing the Head Start Act, there are numerous things to consider, including how decisions impact your program. In this overview, we will explore the Head Start Act and give you time to learn where to find information and dig into the details once you are back at the office. And since the Head Start Act goes hand in hand with the Head Start Program Performance Standards (HSPPS), we will explore the highlights of all of the HSPPS (45 CFR ...

Tuesday, Jul 09

08:30 AM - 11:45 AM

### OMB's Uniform Guidance regulations overview (preconference)

Experience – All

FOS - Accounting (Governmental)

Position – CFO/Finance Dir

Position – Fiscal Staff

Position – HS Director

Position – Other Leadership

Position - Staff

Session Level - Overview

Track – Accounting/Finance

Track – Boards

Track – HS/EHS

Track – Risk

Updated

Yellowbook

**Ciara Leahy**

Senior Manager, Wipfli LLP

**Denes Tobie**

Partner, Wipfli LLP

Join us for this fully packed day of compliance regulations. After an introduction to laws and regulations, there will be a discussion of the general provisions and administrative requirements in 2 CFR Part 200 Uniform Guidance. We'll focus on these key areas: Standards for financial management systems and internal controls Procurement, property and equipment Reporting and record retention requirements The cost principles cover the costs that a grant-funded program can charge to federal grant awards. General principles, allowable costs, unallowable costs and costs that require prior approval will be discussed. We'll also discuss certain selected items of cost. And we will give an overview ...

Tuesday, Jul 09

09:00 AM - 12:00 PM

## Stronger to lead (preconference)

Experience – All

FOS - Specialized Knowledge

New

Position – CEO/ED

Session Level - Basic

Track – CEO

Track – Perf Improvement

**Jennifer Mackin**  
Principal, Wipfli LLP

**Julia Johnson**  
Director, Wipfli

Transform tomorrow's leaders today. Empower your organization with leaders who drive profound change. Join us to explore a highlight of Wipfli's Leadership Essentials program. Together we will take you on a journey to identify how aligning transformational leadership with strategic goals can help ensure you meet your mission. We explore why connecting leadership training to measurable outcomes with validated assessments, action plans and the tangible reinforcement of skill development is the key to success. You already hold the reins of leadership, guiding teams and shaping outcomes. Now, take the next step and solidify your impact. Learning objectives 1. Explore why assessments aide ...

Tuesday, Jul 09

01:30 PM - 05:00 PM

## Head Start/Early Head Start regulations overview (preconference) continued

Experience – All

FOS - Specialized Knowledge

Position – Board(Gov)

Position – HS Director

Position – HS Staff

Session Level - Overview

Track – Boards

Track – HS/EHS

Updated

Yellowbook

**Katherine Eilers**  
Senior Manager, Wipfli LLP

The Head Start/Early Head Start regulations overview afternoon session is a continuation of the morning session. The Head Start Act identifies pages of guidelines that HS/EHS programs need to follow to stay in compliance. When you are implementing the Head Start Act, there are numerous things to consider, including how decisions impact your program. In this overview, we will explore the Head Start Act and give you time to learn where to find information and dig into the details once you are back at the office. And since the Head Start Act goes hand in hand with the Head Start ...

Tuesday, Jul 09

01:30 PM - 05:00 PM

## OMB's Uniform Guidance regulations overview (preconference) continued

Experience – All

FOS - Accounting (Governmental)

Position – Board(Gov)

Position – CFO/Finance Dir

Position – Fiscal Staff

Position – HS Director

Position – Other Leadership

Position - Staff

Session Level - Overview

Track – Accounting/Finance

Track – Boards

Track – HS/EHS

Track – Risk

Updated

Yellowbook

### Ciara Leahy

Senior Manager, Wipfli LLP

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Tuesday, Jul 09

01:30 PM - 04:00 PM

## Stronger to lead (preconference) continued

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FOS - Specialized Knowledge

New

Position – CEO/ED

Session Level - Basic

Track – CEO

Track – Perf Improvement

### Jennifer Mackin

Principal, Wipfli LLP

### Julia Johnson

Director, Wipfli

The Stronger to lead afternoon session is a continuation of the morning session. Transform tomorrow's leaders today. Empower your organization with leaders who drive profound change. Join us to explore a highlight of Wipfli's Leadership Essentials program. Together we will take you on a journey to identify how aligning transformational leadership with strategic goals can help ensure you meet your mission. We explore why connecting leadership training to measurable outcomes with validated assessments, action plans and the tangible reinforcement of skill development is the key to success. You already hold the reins of leadership, guiding teams and shaping outcomes. Now, ...

Wednesday, Jul 10

08:15 AM - 09:50 AM

## Bridge the gap between program and finance

Experience – All

FOS - Specialized Knowledge

New

Position – CFO/Finance Dir

Position – Fiscal Staff

Position – HS Director

Position – HS Staff

Position – Other Leadership

Session Level - Basic

Track – Accounting/Finance

Track – HS/EHS

Track – Perf Improvement

### Kristy Gamble

Manager, Wipfli LLP

Oftentimes, there is a disconnect between program and finance, especially in grant-funded agencies. Let's explore the divide and how to break down the "language" barrier between program and finance. By finding common ground strategies and identifying tools for meaningful working relationships, we'll connect the budget to the outcomes together. Learning objectives 1. Identify language barriers. 2. Connect budget to outcomes. 3. Work together to meet the mission. CPE 1.5

Wednesday, Jul 10

08:15 AM - 09:50 AM

## Build resilient teams

Experience – All

FOS - Specialized Knowledge

New

Position – CEO/ED

Position – CFO/Finance Dir

Position - HR Dir/Staff

Position – HS Director

Position – Other Leadership

Session Level - Basic

Track – Perf Improvement

Track – Risk

Track – Talent

### Daniel Bashore

Consultant II, Wipfli LLP

Discover tools and strategies to foster resilience and adaptability in teams during times of change. From open communication channels to professional development opportunities, this session provides a blueprint for nurturing strong, cohesive teams. Learning objectives 1. Identify the core elements of team resilience and its importance during organizational change. 2. Implement communication and feedback strategies that foster team cohesion and adaptability. 3. Design team-building and professional development initiatives to bolster team resilience. CPE 1.5

Wednesday, Jul 10

08:15 AM - 09:50 AM

## Combat disengagement with high-performance teams

Experience – All

FOS - Personnel/HR

New

Position – CEO/ED

Position – CFO/Finance Dir

Position - HR Dir/Staff

Position – HS Staff

Position – Other Leadership

Session Level - Intermediate

Track – CEO

Track – Perf Improvement

Track – Talent

### Steve Hopkins

Director, Wipfli

Disengagement increases attrition while contributing to poor performance and poor morale. Disengagement often results from misalignment or misunderstanding among leaders, direct reports and teams. Addressing disengagement can radically decrease the chance of losing talented employees. Topics will focus on helping participants create high-performing teams by addressing the causes of disengagement and focusing on specific skills for improvement. Learning objectives 1. Explore the root cause of disengagement. 2. Discover the attributes of a high-functioning team. 3. Build an alignment among you, your team and your leaders. CPE 1.5

Wednesday, Jul 10

08:15 AM - 09:50 AM

## Creating value with sustainability/ESG

Experience – All

FOS - Business Mgmt & Org

New

Position – CEO/ED

Position – CFO/Finance Dir

Session Level - Intermediate

Track – CEO

Track – Perf Improvement

Track – Risk

### Karen Mitchell

Senior Manager, Wipfli LLP

Environmental, social and governance (ESG) principles explore the importance of managing environmental impact, fostering positive social practices and implementing effective governance structures. Assessing and integrating ESG factors into decision-making processes and aligning business strategies with long-term sustainability goals is a strong best practice. This training will address emerging global standards, reporting frameworks and the value of ESG in risk management. Awareness of these risks assists in identifying the full suite of risks that pose a hazard to the achievement of strategic directives and mission outcomes. Learning objectives 1. Identify emerging themes, standards and frameworks. 2. Equip individuals with knowledge and tools to drive ...

Wednesday, Jul 10

08:15 AM - 09:50 AM

## Leaders need to lead – NOW

Experience – All

FOS - Business Mgmt & Org

New

Position – CEO/ED

Position - HR Dir/Staff

Position – HS Director

Position – Other Leadership

Session Level - Intermediate

Track – CEO

Track – Perf Improvement

Track – Talent

### Tony Smith

Senior Manager, Wipfli LLP

Talent is the number one risk to strategy. Currently, only 15% of organizations report they are good at leadership. There are implementable solutions to strong leadership. Leaders need to lead at their level and overcome the fear of delegation. Leaders need to communicate the vision of the organization, including challenges. And leaders need to build a cohesive leadership team, with the right people in the right roles. Leaders: Join us to explore what you can start doing NOW to transform your organizations. Learning objectives 1. Demonstrate the advantages of delegation. 2. Maximize communication in team leadership. 3. Apply best practices to cohesive leadership. CPE ...

Wednesday, Jul 10

08:15 AM - 09:50 AM

## Successful project management

Experience – All

FOS - Business Mgmt & Org

Position – Fiscal Staff

Position – HS Staff

Position - IT Dir/Staff

Position - Staff

Session Level - Basic

Track – Accounting/Finance

Track – Perf Improvement

Track – Tech

Updated

### Jennifer Summers

Manager, Wipfli LLP

Have you been tasked with “doing more with less”? Do you have a project looming, but not sure where to even start? Join this interactive session that will take you through project management best practices and common pitfalls to avoid. We will review operational efficiencies to adopt and “do more with less.” Use this information to begin streamlining processes and alleviate resource constraints. Learning objectives 1. Explore best practices for successful project management. 2. Identify the top five things to consider in building your project team. 3. Review the most common mistakes in managing projects. CPE 1.5

Wednesday, Jul 10

08:15 AM - 09:50 AM

## Telling stories that change lives

Experience – All

FOS - Specialized Knowledge

Position – Board(Gov)

Position – CEO/ED

Position – CFO/Finance Dir

Position – Fiscal Staff

Position - HR Dir/Staff

Position – HS Director

Position – HS Staff

Position - IT Dir/Staff

Position – Other Leadership

Position - Staff

Session Level - Basic

Track – Boards

Track – Perf Improvement

Track – Talent

Updated

### Kate Atkins

Client Development Advisor, Wipfli LLP

An organization cannot afford to be a best kept secret. Telling stories that influence change requires courage, empathy, action, connection to senses, compassion for your clients, concern for the audience and the right words. Come unleash your creative side and practice how telling stories can have an impact on community members who can help your organization move the needle toward the world you all envision. Learning objectives 1. Share the impact that stories have on public relations. 2. Design stories to connect with emotions. 3. Experience the power of stories. CPE 1.5

Wednesday, Jul 10

08:15 AM - 09:50 AM

## Your software Isn't cutting it anymore – now what?

Experience – All

FOS - Business Mgmt & Org

Position – CEO/ED

Position – CFO/Finance Dir

Position - IT Dir/Staff

Session Level - Basic

Track – Perf Improvement

Track – Risk

Track – Tech

Updated

### Jeff Teigen

Manager, Wipfli LLP

Whether it's outdated systems or processes, feeling like it's forcing a square peg into a round hole, concerns about your ability to grow and scale, or maybe you're just worried about how to upgrade your systems – your software is a key vehicle for serving others and advancing your mission. There are so many factors to consider when upgrading systems. Finding cost-effective software that is high quality and suits your organization's needs starts with a needs-based approach that positions you with tips and insights for minimizing risk and choosing the right software for you. Learning objectives 1. Identify the signs of outdated ...

Wednesday, Jul 10

10:30 AM - 12:00 PM

## Opening session (no CPE)

Experience – All Experience – New (1-5 yrs.) Experience – Seasoned 6+ years New Position – Board(Gov)

Position – CEO/ED Position – CFO/Finance Dir Position – Fiscal Staff Position - HR Dir/Staff

Position – HS Director Position – HS Staff Position - IT Dir/Staff Position – Other Leadership

Position - Staff Session Level - Basic Session Level - Intermediate Session Level - Overview

Track – Accounting/Finance Track – Boards Track – CEO Track – HS/EHS Track – Perf Improvement

Track – Risk Track – Talent Track – Tech

**Denes Tobie**  
Partner, Wipfli LLP

**Kathleen DuBois**  
Principal, Wipfli LLP

**Tammy Jelinek**  
Principal, Wipfli LLP

Join us for an exciting welcome event.

Wednesday, Jul 10

01:30 PM - 05:00 PM

## Build a coaching culture

Experience – All FOS - Personnel/HR New Position – CEO/ED Position – CFO/Finance Dir

Position - HR Dir/Staff Position – HS Director Position - IT Dir/Staff Position – Other Leadership

Session Level - Basic Track – CEO Track – Perf Improvement Track – Talent

**Jennifer Porett**  
Senior Consultant, Wipfli LLP

Organizational culture is key. To build a coaching culture, you must foster a continuous learning environment where coaching is valued, supported and integrated into daily practices. We will define what coaching is and isn't, craft a plan to build a coaching culture and even practice a coaching model. Learning objectives 1. Identify valuable ongoing coaching. 2. Build three steps to your version of a coaching culture. 3. Practice a coaching approach. CPE 3.5

Wednesday, Jul 10

01:30 PM - 05:00 PM

## Embrace digital transformation

Experience – All

FOS - Specialized Knowledge

New

Position – CEO/ED

Position – CFO/Finance Dir

Position - HR Dir/Staff

Position – HS Director

Position - IT Dir/Staff

Position – Other Leadership

Session Level - Intermediate

Track – Perf Improvement

Track – Talent

Track – Tech

### Daniel Bashore

Consultant II, Wipfli LLP

Evolving into the world of digital readiness requires a new level of change. Explore how harnessing the power of change readiness can help teams prepare for future growth. This lays the groundwork to embrace evolving technology and helps set the stage for effective use of technology tools like analytics and AI. Learning objectives 1. Identify the potential change required to embrace digital transformation. 2. Identify common concerns regarding change in digital transformation. 3. Discover strategies for digital change readiness. CPE 3.5

Wednesday, Jul 10

01:30 PM - 05:00 PM

## General board governance

Experience – All

FOS - Specialized Knowledge

Position – Board(Gov)

Position – CEO/ED

Session Level - Basic

Track – Boards

Track – CEO

Track – Risk

Updated

### Denes Tobie

Partner, Wipfli LLP

This session is designed for all types of boards. It will cover the following topics: Management's expectations, Conflicts of interest, Rights, Responsibilities, Board and internal controls, Risk management, Board evaluation. It will also include an exercise to explore your level of understanding. Learning objectives 1. Build awareness of overall board roles and responsibilities. 2. Discuss board responsibilities related to risk management. 3. Explore how to create a "tone at the top." CPE 3.5

Wednesday, Jul 10

01:30 PM - 05:00 PM

## Uniform Guidance procurement regulations

Experience – All

FOS - Accounting

Position – CEO/ED

Position – CFO/Finance Dir

Position – Fiscal Staff

Position – HS Director

Position – HS Staff

Position – Other Leadership

Position - Staff

Session Level - Basic

Track – Accounting/Finance

Track – Boards

Track – Perf Improvement

Updated

Yellowbook

### Katherine Eilers

Senior Manager, Wipfli LLP

Your grant-funded organization needs to know the general procurement standards under the Uniform Guidance. Identifying the allowable methods of procurement and ensuring policies and procedures reflect the procurement regulations is a requirement. We will review the Uniform Guidance procurement regulations in 2 CFR Part 200 and discuss additional steps in the procurement process, including internal controls. Learning objectives 1. Examine an overview of federal procurement regulations. 2. Review the methods of procurement in federal grant regulations. 3. Identify procurement internal controls and best practices in the procurement process. CPE 3.5

Wednesday, Jul 10

01:30 PM - 05:00 PM

## What story is (or isn't) your 990 telling?

Adv Prep – Bring a copy of your 990

Experience – All

FOS – Taxes

Position – Board(Gov)

Position – CEO/ED

Position – CFO/Finance Dir

Position – Fiscal Staff

Session Level - Basic

Track – Accounting/Finance

Track – Boards

Track – CEO

Updated

### Samantha Brunson

Senior Manager, Wipfli LLP

The IRS mandated that Form 990 be e-filed to increase your ability to transmit all data to the IRS website for third-party oversight. Because finding an organization's 990 is easier than ever, what story does your 990 say about your organization, and is it the story you want? We will cover the most important parts management should be emphasizing and how they correlate to additional reporting requirements of your organization. Learning objectives 1. Identify the board's and management's roles related to Form 990. 2. Differentiate the storytelling and compliance components of Form 990. 3. Confirm that the right data and program outcomes are communicated ...

Wednesday, Jul 10

01:30 PM - 03:05 PM

## Board governance for Head Starts

Experience – All

FOS - Specialized Knowledge

New

Position – Board(Gov)

Position – HS Director

Session Level - Basic

Track – Boards

Track – CEO

Track – HS/EHS

Yellowbook

### Ciara Leahy

Senior Manager, Wipfli LLP

The Head Start requirements for boards and tribal councils are like no others. Program and board members need to know what their roles are so their agency stays in compliance. More scrutiny has been placed on boards, and many members are not fully aware of their responsibilities. This is a must-attend session for any governance member of an HS/EHS grantee. Learning objectives 1. Outline the required functions a board must fulfill according to the Head Start Act. 2. Review governance regulations. 3. Explore assessments required by OHS. CPE 3.5

Wednesday, Jul 10

01:30 PM - 03:05 PM

## Connecting boards and executive teams to outcomes

Experience – All

FOS - Business Mgmt & Org

New

Position – Board(Gov)

Position – CEO/ED

Position – CFO/Finance Dir

Session Level - Intermediate

Track – CEO

Track – Perf Improvement

Track – Talent

### Tony Smith

Senior Manager, Wipfli LLP

Most strategic plans fail not because they are bad plans – they fail in execution. Execution starts with a cohesive leadership team that creates clarity for the organization and enlists the board to create a compelling message to help ensure all leaders and staff are working toward the same goals. It begins with creating the right conversation between executive leaders and the board. And it concludes with a cohesive vision and clear actions to meet strategic objectives. Learning objectives 1. Identify areas of improvement for board leadership. 2. Create impactful conversations between the board and executive team. 3. Identify direction for the board and ...

Wednesday, Jul 10

01:30 PM - 03:05 PM

## Preparing for your audit

Experience – All

FOS - Accounting

Position – CFO/Finance Dir

Position – Fiscal Staff

Session Level - Basic

Track – Accounting/Finance

Track – Perf Improvement

Track – Risk

Updated

Yellowbook

### Harrison Hale

Senior Accountant, Wipfli LLP

### Jade Beadle

Manager, Wipfli LLP

If you are required to complete a single audit, this is the session for you. Hear the secrets from real-life auditors and become informed about the practices auditors do not usually reveal to their clients while performing an audit. If preparing for the year-end financial statement audit or getting the auditor what they need in a timely manner has been a challenge, we will provide ideas to help you identify areas for improvement. These will include areas for improvement in your audit process and methods for communicating with other staff. Since remote audits are here to stay, we will share ...

Wednesday, Jul 10

03:25 PM - 05:00 PM

## Fundraising is not a bad word

Experience – All

FOS - Specialized Knowledge

New

Position – Board(Gov)

Position – CEO/ED

Position – CFO/Finance Dir

Position – Fiscal Staff

Position – HS Director

Position – Other Leadership

Session Level - Basic

Track – Perf Improvement

Track – Talent

### Kate Atkins

Client Development Advisor, Wipfli LLP

Fundraising is merely a tool for creating a culture of philanthropy. Philanthropy can be defined as “the desire to promote the welfare of others, expressed especially by the generous donation of time, money and advocacy support to good causes.” Having a philanthropic culture can improve your ability to gather and tell your stories, collect in-kind, and increase board engagement and employee retention. Attend this session to discuss how a philanthropic culture can look, even when you don’t have any donors. Learning objectives 1. Define philanthropy in an organization. 2. Build a fundraising culture. 3. Explore tools to help boards begin the fundraising journey. ...

Wednesday, Jul 10

03:25 PM - 05:00 PM

## Grant reporting 101

Experience – All

FOS - Accounting

Position – CEO/ED

Position – CFO/Finance Dir

Position – Fiscal Staff

Position – HS Director

Position – Other Leadership

Session Level - Basic

Track – Accounting/Finance

Track – Perf Improvement

Track – Risk

Updated

Yellowbook

### Kristy Gamble

Manager, Wipfli LLP

Are you new to federal funding? If so, this is the session for you. Identify grant compliance best practices and how to defend decisions with grant regulations. We will walk through grant reporting requirements and how to do SF-425, SF-428 and SF-429 reports as examples. Learning objectives 1. Discuss grant compliance reporting requirements. 2. Familiarize yourself with grant regulations. 3. Explore what grant management systems you need for grant reporting. CPE 1.5

Wednesday, Jul 10

03:25 PM - 05:00 PM

## Why Sage Intacct?

Experience – All

FOS - Specialized Knowledge

New

Position – CFO/Finance Dir

Position – Fiscal Staff

Session Level - Basic

Track – Accounting/Finance

Track – Perf Improvement

Track – Tech

### Derrick Williams

Senior Manager, Wipfli LLP

Explore why so many nonprofits are switching to Sage Intacct as their financial software. Experience and see how Sage Intacct provides greater efficiency and managerial visibility so your organization can drive down costs while fully pursuing your mission. Learning objectives 1. Discover how organizations are using Sage Intacct to automate and reduce reliance on spreadsheets. 2. Gain better visibility into opportunities for efficiencies. 3. Explore the benefits of multidimensional reporting. CPE 1.5

Thursday, Jul 11

08:15 AM - 09:50 AM

## Leaders must execute strategy through a people plan

Experience – All

FOS - Business Mgmt & Org

New

Position – CEO/ED

Position – CFO/Finance Dir

Position - HR Dir/Staff

Position – HS Director

Position - IT Dir/Staff

Position – Other Leadership

Session Level - Intermediate

Track – Boards

Track – CEO

Track – Talent

### Alyson McKinster

Consulting Manager, Organizational Performance, Wipfli LLP

Unlock the key to organizational success as we delve into the dynamic relationship between executive leaders (EDs/CEOs) and the effective execution of strategic plans through a robust people strategy. We will explore how leaders leverage their teams to turn strategic visions into tangible, actionable results. Listen to one of your peer leaders share the strategies and challenges. Success comes from the pivotal role people play in driving organizational success. Learning objectives 1. Ensure critical elements of a strategic plan. 2. Connect people strengths to organizational strategy. 3. Discuss a holistic approach through people, processes and strategy. CPE 1.5

Thursday, Jul 11

08:15 AM - 11:45 AM

## Ins and outs of cost allocation

Experience – All

FOS - Accounting

Position – CFO/Finance Dir

Position – Fiscal Staff

Position – HS Director

Position – HS Staff

Position – Other Leadership

Position - Staff

Session Level - Intermediate

Track – Accounting/Finance

Track – Perf Improvement

Updated

Yellowbook

### Katherine Eilers

Senior Manager, Wipfli LLP

An organization's defined method of allocation should be simple and straightforward and comply with the organization's approved policies and procedures. Using the Uniform Guidance regulations, we will review allowable methods of cost allocation – including direct costing and indirect cost rates (including the de minimis rate) and administrative cost limits – and discuss how your organization can use cost allocation to run more efficiently and effectively. Learning objectives 1. Discuss the importance of a cost allocation plan and the key components it should include. 2. Review allowable methods of cost allocation, including direct allocation and use of an indirect cost rate. 3. Discuss ...

Thursday, Jul 11

08:15 AM - 11:45 AM

## Lead change with transparency

Experience – All

FOS - Specialized Knowledge

New

Position – Board(Gov)

Position – CEO/ED

Position – CFO/Finance Dir

Position - HR Dir/Staff

Position – HS Director

Position - IT Dir/Staff

Position – Other Leadership

Session Level - Intermediate

Track – CEO

Track – Perf Improvement

Track – Talent

### Daniel Bashore

Consultant II, Wipfli LLP

Start with exploring your personal capability for change. Identify the significance of transparent leadership, its impacts and its techniques during organizational shifts. With kindness and compassion, build the capacity to manage resistance to change and the teams you lead. Learning objectives 1. Define the importance of transparent leadership. 2. Identify methods for clear and open communication during change. 3. Address concerns and resistance by fostering an environment of trust. CPE 3.5

Thursday, Jul 11

08:15 AM - 11:45 AM

## The ever-evolving search for in-kind

Experience – All

FOS - Specialized Knowledge

Position – CEO/ED

Position – CFO/Finance Dir

Position – Fiscal Staff

Position – HS Director

Position – HS Staff

Session Level - Basic

Track – Accounting/Finance

Track – Boards

Track – Perf Improvement

Updated

### Tammy Jelinek

Principal, Wipfli LLP

Imagine if you had all the in-kind you needed. Generating in-kind can be a challenge. We will discuss the tools, techniques and regulations of generating, calculating and documenting non-federal match. Make generating in-kind the responsibility of everyone in your program. Learning objectives 1. Explore the requirements around in-kind. 2. Determine what is allowable in-kind. 3. Identify how in-kind affects the budget. CPE 3.5

Thursday, Jul 11

08:15 AM - 11:45 AM

## Using Head Start data to tell your story

Experience – All

FOS - Specialized Knowledge

Position – Fiscal Staff

Position – HS Director

Position – HS Staff

Session Level - Basic

Track – HS/EHS

Track – Perf Improvement

Track – Tech

Updated

### Anirudh Nadkarni

Senior Manager, Analytics, Wipfli LLP

Easier, faster, better. Having the ability to tell your story based on your data is one of the leading challenges within a Head Start program. Data-driven outcomes are required as programs build solutions for the future. Whether addressing enrollment requirements, analyzing student progress or ensuring proper attendance, data is the window into the solution. Power BI is a strong tool to perform simple analysis on an abundance of data. This simple way to gain insights allows employees and leaders to build solutions faster. Learning objectives 1. Explore the Power BI dashboard and relevant Head Start data.2. Identify what data connects to ...

Thursday, Jul 11

08:15 AM - 11:45 AM

## Who did it? Real-life internal control examples

Experience – All

FOS - Accounting (Governmental)

New

Position – Board(Gov)

Position – CEO/ED

Position – CFO/Finance Dir

Position – Fiscal Staff

Session Level - Basic

Track – Accounting/Finance

Track – CEO

Track – Risk

Yellowbook

### Ciara Leahy

Senior Manager, Wipfli LLP

Join this workshop to identify the failures of internal controls that have led to fraud in the news. This interactive session allows attendees to explore some internal control solutions to help identify and prevent fraud. Using examples of strong internal control systems, together we will identify methods to try to prevent fraud in your organization. Learning objectives 1. Explore the COSO framework.2. Explain internal control risks.3. Model internal control examples. CPE 3.5

Thursday, Jul 11

08:15 AM - 09:50 AM

## Create an effective internship program

Experience – All

FOS - Personnel/HR

New

Position - HR Dir/Staff

Session Level - Basic

Track – CEO

Track – Perf Improvement

Track – Talent

### Julia Johnson

Director, Wipfli

Internship programs are a strategic approach for acquiring and nurturing talent in today's competitive labor market. Gain insights into the essential components for creating a successful internship program, including onboarding, mentorship and integration of real work experiences. Leave equipped with the knowledge to help capitalize on internships as opportunities to drive organizational success. Learning objectives 1. Discuss the unique advantages of internship programs as a talent acquisition and development strategy.2. Explore recruitment strategies for attracting early talent.3. Identify key components for a successful internship program. CPE 1.5

Thursday, Jul 11

08:15 AM - 09:50 AM

## Energy credits and other IRS updates

Experience – All

FOS – Taxes

New

Position – CFO/Finance Dir

Position – Fiscal Staff

Session Level - Basic

Track – Accounting/Finance

Track – Risk

**Samantha Brunson**

Senior Manager, Wipfli LLP

The Inflation Reduction Act of 2022 was yet another major change to tax law and funding to the IRS. Energy tax credits, employee retention credits, IRS operational changes, use of crypto and other law changes affecting donors will have significant impacts on organizations in years to come. In a changing environment where there are new opportunities for your nonprofit organization to take advantage of, it is important to know what is out there. Learning objectives 1. Identify possible utilization of clean energy tax credits. 2. Explore current IRS impact on a number of hot topics. 3. Share hot-off-the-press IRS guidance. CPE 1.5

Thursday, Jul 11

10:10 AM - 11:45 AM

## Enhance customer satisfaction

Experience – All

FOS - Business Mgmt & Org

New

Position – HS Director

Position – HS Staff

Position – Other Leadership

Position - Staff

Session Level - Basic

Track – Perf Improvement

Track – Risk

**Courtney Kohler**

Consultant II, Wipfli LLP

Assessing customer satisfaction across the organization involves more than just collecting surveys. An overall approach and system to customer satisfaction ensures meaning and purpose in the process, as well as follow-through to analyze the data for decision-making and improvement. Build your knowledge around the components of a customer satisfaction system, steps to implement and best practices from leading organizations. Learning objectives 1. Assess customer service organizationwide. 2. Build a systemic approach to customer satisfaction. 3. Analyze customer satisfaction data. CPE 1.5

Thursday, Jul 11

10:10 AM - 11:45 AM

## Increasing process improvement in a decreasing talent environment

Experience – All

FOS - Business Mgmt & Org

New

Position – CFO/Finance Dir

Position – Fiscal Staff

Position - HR Dir/Staff

Position - IT Dir/Staff

Session Level - Basic

Track – Perf Improvement

Track – Tech

**Jeff Teigen**

Manager, Wipfli LLP

The signs of outdated processes can come in a variety of forms. Maybe it's heavy administrative processes featuring lots of hand keying, overwhelmed staff, having to wait days or weeks for updated reports, missing documents or deadlines, diminished communication or collaboration, institutional knowledge driven day-to-day, or even inhibited process performance and ability to serve others. Whatever your "why," this workshop will walk you through real-world examples that provide a structural overview of how to perform outcome-driven business process improvement. Learning objectives 1. Recognize the signs and challenges to position yourself for process improvement success. 2. Investigate non-value activities and the barriers. 3. Share ...

Thursday, Jul 11

10:10 AM - 11:45 AM

## Is your strategic recipe missing the people?

Experience – All

FOS - Specialized Knowledge

New

Position – CEO/ED

Position - HR Dir/Staff

Position – HS Director

Position - IT Dir/Staff

Position – Other Leadership

Session Level - Basic

Track – CEO

Track – Perf Improvement

Track – Talent

### Steve Hopkins

Director, Wipfli

Leadership takes visionary planning, a strategic outlook and an innovative mindset, all while building for future generations and not losing oneself solely to the immediate issue at hand. The best plans often fail because team members don't properly understand the expectations of their roles or how their roles fit into the larger strategy. This interactive session will accelerate this alignment between your strategic objectives and people objectives, helping to ensure your leaders are capable of connecting with and engaging their teams to support business success. Learning objectives 1. Explore the connection between people and strategy. 2. Create the basis of a people ...

Thursday, Jul 11

01:30 PM - 05:00 PM

## Change management toolset

Experience – All

FOS - Specialized Knowledge

New

Position – Board(Gov)

Position – CEO/ED

Position – CFO/Finance Dir

Position – Fiscal Staff

Position - HR Dir/Staff

Position – HS Director

Position – HS Staff

Position - IT Dir/Staff

Position – Other Leadership

Position - Staff

Session Level - Basic

Track – Perf Improvement

Track – Talent

Track – Tech

### Daniel Bashore

Consultant II, Wipfli LLP

In this hands-on session, we equip leaders with a set of tools, methodologies and best practices specifically designed for change management in nonprofit settings. This is a tool-centric session where participants develop their own practical, applicable set of tools. Learning objectives 1. Participate with various tools and methodologies in change management. 2. Review the applicability of each tool in different change scenarios. 3. Customize tools in line with organizational needs. CPE 3.5

Thursday, Jul 11

01:30 PM - 05:00 PM

## Cybersecurity in the digital age

Experience – All

FOS - Info Tech

New

Position – CFO/Finance Dir

Position – Fiscal Staff

Position - HR Dir/Staff

Position - IT Dir/Staff

Position – Other Leadership

Session Level - Intermediate

Track – Perf Improvement

Track – Risk

Track – Tech

### Ryan Peasley

Principal, Wipfli LLP

Cybersecurity threats are real, and they are negatively impacting our agencies daily. Enhance your understanding of cybersecurity in this session by outlining modern cybersecurity threats, assessing your organization's cyber resiliency and creating an action plan to improve your cybersecurity posture. Learning objectives 1. Identify modern cybersecurity threats. 2. Discover measures to protect your organization. 3. Assess cybersecurity readiness and identify areas for immediate attention. CPE 3.5

Thursday, Jul 11

01:30 PM - 05:00 PM

## Financial analysis

Experience – New (1-5 yrs.)

FOS - Accounting

Position – Board(Gov)

Position – CEO/ED

Position – CFO/Finance Dir

Prerequisite - Nonprofit fiscal background

Session Level - Basic

Track – Accounting/Finance

Track – Perf Improvement

Track – Risk

Updated

### Denes Tobie

Partner, Wipfli LLP

Fun fact: Financial analysis was the first session Denes Tobie presented 25 years ago. Some topics never go out of style. This updated session will discuss various ways to analyze the data you currently have but may not be using effectively. We will discuss ways to assist you when trying to relate financial information to non-financially savvy individuals. We will cover: • Providing effective financial analysis throughout the year. • Creation and use of trend analysis. • Budget preparation and use. • Board reports and narration. • Analytical procedures and how they can help you. • The use of projecting as ...

Thursday, Jul 11

01:30 PM - 05:00 PM

## Financial reports and dashboards in Sage Intacct

Adv Prep – Bring your laptop

Experience – All

FOS - Specialized Knowledge

New

Position – CFO/Finance Dir

Position – Fiscal Staff

Session Level - Basic

Track – Accounting/Finance

Track – Perf Improvement

Track – Tech

### Derrick Williams

Senior Manager, Wipfli LLP

### Rebecca Hurst

Manager, Wipfli LLP

If it's your responsibility to manage or account for the grant funds for a multifunded organization, this is your session. Whether you're an experienced user or just learning about Sage Intacct, this session will show you how to build basic financial statements, dashboards and key performance indicators. Bring your laptop or tablet for an interactive building session. Learning objectives 1. Gain hands-on experience with Sage Intacct accounting software. 2. Review navigation and software efficiencies. 3. Identify best practices for grant-funded accounting. CPE 3.5

Thursday, Jul 11

01:30 PM - 05:00 PM

## HS/EHS eligibility, recruitment, selection, enrollment and attendance (ERSEA)

Experience – All

FOS - Specialized Knowledge

Position – HS Director

Position – HS Staff

Session Level - Basic

Track – HS/EHS

Track – Perf Improvement

Updated

Yellowbook

### Tammy Jelinek

Principal, Wipfli LLP

Head Start/Early Head Start programs have a specific set of requirements to assist program leaders in identifying, recruiting and selecting those children and families with the most need in their communities. We focus on all of the eligibility, recruitment, selection, enrollment and attendance requirements of Regulation 45 CFR Part 1302, Subpart A, best known by the initials ERSEA, including adjusted guidelines in the following areas: Determining community strengths Documentation Definition of family Attendance Fees And more We will share current best practices with your professional peers and explore challenges and solutions regarding the future of ERSEA in your programs. Learning objectives 1. Review requirements for Regulation 45 CFR Part ...

Thursday, Jul 11

01:30 PM - 05:00 PM

## Monitors, auditors, regulators – how to win

Experience – All

FOS - Accounting (Governmental)

New

Position – CEO/ED

Position – CFO/Finance Dir

Position – Fiscal Staff

Position – HS Director

Position – Other Leadership

Session Level - Basic

Track – Accounting/Finance

Track – Perf Improvement

Track – Risk

Yellowbook

### Ciara Leahy

Senior Manager, Wipfli LLP

Every organization is monitored in some capacity, with external auditors reviewing our work, funding sources visiting us and the Office of Inspector General issuing finding reports. Let's discuss their objectives. From a fiscal perspective, we will talk through what can cause site visits. We will share some recent OIG reports and finish by discussing ways to prepare your agency for future visits. Learning objectives 1. Analyzing why monitors, auditors and regulators are required. 2. Determine Uniform Guidance requirements behind their testing. 3. Discuss best practices to prepare for these visits. CPE 3.5

Thursday, Jul 11

01:30 PM - 03:05 PM

## Align organizational structure

Experience – All

FOS - Personnel/HR

New

Position – CEO/ED

Position - HR Dir/Staff

Position – HS Director

Position – Other Leadership

Session Level - Basic

Track – Boards

Track – CEO

Track – Talent

### Julia Johnson

Director, Wipfli

Organizational structure begins with thoughtful consideration of the organization's strategic plan. The proper identification and alignment connects your most critical assets – your people – to strategic priorities. A clear structure of key functional areas identifies lines of authority and accountability, creates awareness in decision-making and communication, and identifies emerging positions. Learning objectives 1. Explain the importance and impact of structure alignment. 2. Determine approaches to address the potential sticking points for a structure shift. 3. Create a practical methodology and approach to design an effective organizational structure. CPE 1.5

Thursday, Jul 11

01:30 PM - 03:05 PM

## Asking for in-kind

Experience – All

FOS - Specialized Knowledge

New

Position – Board(Gov)

Position – CEO/ED

Position – CFO/Finance Dir

Position – Fiscal Staff

Position – HS Director

Position – HS Staff

Session Level - Basic

Track – Accounting/Finance

Track – HS/EHS

### Kate Atkins

Client Development Advisor, Wipfli LLP

Reaching your in-kind goals requires the work of everyone in your agency. Finding and asking for in-kind can be scary and awkward. Anxiety about "making the ask" can find you and your staff moving this task to the bottom of to-do lists. Together, we will evaluate when and how to make asking for in-kind easier and discuss who to ask. With a plan and a few simple techniques, this can be a very enjoyable part of your job and the jobs of everyone in your agency. Learning objectives 1. Evaluate when and how to ask for in-kind. 2. Determine who to ask for ...

Thursday, Jul 11

01:30 PM - 03:05 PM

## Integrating sustainability/ESG within risk management

Experience – All

FOS - Business Mgmt & Org

New

Position – CEO/ED

Position – CFO/Finance Dir

Position – Fiscal Staff

Session Level - Intermediate

Track – CEO

Track – Perf Improvement

Track – Risk

### Karen Mitchell

Senior Manager, Wipfli LLP

The amount of sustainability/ESG (environmental, social and governance) risk is increasing rapidly and has resulted in increasing concerns that an entity must address and manage. Enterprise risk management (ERM) must be broadened to include this growing group of risks. Incorporating ESG into an existing ERM framework will allow a business entity to examine ESG risks from an impact, likelihood and vulnerability perspective. Incorporating ESG into the ERM framework enhances the full lens of risk to your organization and can address growing regulatory requirements emerging in the field of ESG. Learning objectives 1. Identify how important sustainability/ESG is to your full understanding of ...

Thursday, Jul 11

01:30 PM - 03:05 PM

## Next-generation strategic planning

Experience – All

FOS - Business Mgmt & Org

New

Position – Board(Gov)

Position – CEO/ED

Position – CFO/Finance Dir

Position - HR Dir/Staff

Session Level - Basic

Track – Boards

Track – CEO

Track – Perf Improvement

### Courtney Kohler

Consultant II, Wipfli LLP

The most overlooked factor of a strategic plan is preparation. A successful plan includes the people, culture and values of the organization. Prior to implementing your next strategic plan, identify the aspects of preparation that lead to an implementable plan. Without proper preparation, the likelihood of strong strategic planning success decreases. Use curiosity and mission alignment before you begin to help ensure the actions you take make an impact. Learning objectives 1. Identify the importance of strategic planning preparations. 2. Distinguish key values for a successful strategic plan. 3. Develop practical action items to implement the plan. CPE 1.5

Thursday, Jul 11

03:25 PM - 05:00 PM

## Build a culture of mental wellness and engagement

Experience – All

FOS - Business Mgmt & Org

New

Position – CEO/ED

Position - HR Dir/Staff

Session Level - Basic

Track – Boards

Track – CEO

Track – Talent

### Alyson McKinster

Consulting Manager, Organizational Performance, Wipfli LLP

Experience an insightful journey into the transformation of one of the largest community action agencies in the nation. They built a successful culture centered around mental wellness and engagement. Their success story showcases the organization's commitment to fostering a supportive and thriving workplace, emphasizing the crucial link between employee well-being and overall organizational success. Learning objectives 1. Describe what is meant by "the whole person shows up to work." 2. Compare current culture and desired culture. 3. Devise a plan to move toward desired culture through engaged teams. CPE 1.5

Thursday, Jul 11

03:25 PM - 05:00 PM

## Davis-Bacon for Head Start programs

Experience – All

FOS - Specialized Knowledge

New

Position – CFO/Finance Dir

Position – Fiscal Staff

Position – HS Director

Position – HS Staff

Session Level - Overview

Track – Accounting/Finance

Track – HS/EHS

### Katherine Eilers

Senior Manager, Wipfli LLP

Davis-Bacon Act compliance is an often misunderstood requirement for Head Start organizations. What is available can, at times, be difficult to interpret or understand. During this session, we will discuss definitions and examples of projects where Davis-Bacon applies. We will also explore ways organizations may monitor their contractors to help ensure compliance. Learning objectives 1. Identify common Davis-Bacon projects. 2. Discuss methods to monitor contractors. 3. Develop action items to help monitor internal Davis-Bacon projects. CPE 1.5

Thursday, Jul 11

03:25 PM - 05:00 PM

## Pick your project management methodology

Experience – New (1-5 yrs.)

FOS - Business Mgmt & Org

New

Position – Fiscal Staff

Position – HS Staff

Position - IT Dir/Staff

Position - Staff

Session Level - Intermediate

Track – Accounting/Finance

Track – Perf Improvement

Track – Tech

### Jennifer Summers

Manager, Wipfli LLP

Successful project management leads to successful outcomes. Analyze the most common and proven methodologies used in the project management space. Determine the right path for your team by exploring the advantages and disadvantages of each and share best practices and real-world examples. Connect with your peers to hear their project management tips. Learning objectives 1. Explore advantages and disadvantages of project management methodologies. 2. Compare your project management requirements with your peers' requirements. 3. Identify the first steps needed to adopt a methodology for projects. CPE 1.5

Friday, Jul 12

08:15 AM - 09:50 AM

## Head Start/Early Head Start proposed updates

Experience – All

FOS - Specialized Knowledge

New

Position – CEO/ED

Position – CFO/Finance Dir

Position – HS Director

Position – HS Staff

Session Level - Basic

Track – HS/EHS

Track – Perf Improvement

Yellowbook

### Tammy Jelinek

Principal, Wipfli LLP

For the first time since 2016, the Office of Head Start is proposing significant changes to the Head Start Program Performance Standards. These proposed changes could significantly impact budgeting in the areas of wage structures and health and safety. There will be an impact on eligibility around an adjustment to the definition of income and the possibility of altering income based on the housing needs of the families. This session explores each of the update areas and gives an opportunity to identify how to be as prepared as possible when changes become a reality. Learning objectives 1. Discuss proposed updates. 2. Identify areas ...

Friday, Jul 12

08:15 AM - 09:50 AM

## Lead a positive and inclusive culture

Experience – Seasoned 6+ years

FOS - Personnel/HR

New

Position – CEO/ED

Position - HR Dir/Staff

Session Level - Intermediate

Track – Boards

Track – CEO

Track – Talent

### Jennifer Porett

Senior Consultant, Wipfli LLP

As a leader, you can proactively shape and influence how the values and behaviors impact performance within an organization. Let's explore practical strategies for building a positive, productive and inclusive culture, including how to cultivate trust. Learning objectives 1. Identify your values. 2. Draft behaviors connected to your values. 3. Create strategies for the cultivation of your desired culture. CPE 1.5

Friday, Jul 12

08:15 AM - 09:50 AM

## Solutions to compensation's latest trends

Experience – All

FOS - Personnel/HR

New

Position – CEO/ED

Position – CFO/Finance Dir

Position - HR Dir/Staff

Position – HS Director

Position – Other Leadership

Session Level - Basic

Track – Boards

Track – CEO

Track – Talent

### Julia Johnson

Director, Wipfli

To attract and retain talent, employers push their pay levels. While cash compensation in the form of base pay is prominent, there are other internal and external factors to consider. Identify how employers are managing compensation challenges, learn the strategies and pitfalls to avoid, and acknowledge the latest trends. Learning objectives 1. Summarize the internal and external factors at play to help make your compensation program a success. 2. Leverage alternative non-monetary rewards to motivate and engage employees. 3. Develop an effective communication strategy. CPE 1.5

Friday, Jul 12

08:15 AM - 09:50 AM

## Transforming client intake

Experience – All

FOS - Info Tech

New

Position – HS Director

Position – Other Leadership

Session Level - Intermediate

Track – HS/EHS

Track – Perf Improvement

Track – Tech

### Ryan Peasley

Principal, Wipfli LLP

If adopted by the Office of Head Start, discover how new regulations and guidance could affect how your organization's intake and family engagement processes need to be updated. We'll discuss how to revolutionize client intake and service delivery to meet these new guidelines and discuss best practices for implementing innovative processes and technologies to enhance your client experiences and service delivery efforts. Learning objectives 1. Prepare for new regulations and guidance on intake and family engagement. 2. Redefine and reimagine the client intake processes. 3. Discover tech-driven strategies to improve intake, service delivery and client outcomes. CPE 1.5

Friday, Jul 12

10:10 AM - 11:45 AM

## Embrace AI for future impact

Experience – All

FOS - Info Tech

New

Position – Board(Gov)

Position – CEO/ED

Position – CFO/Finance Dir

Position - HR Dir/Staff

Position – HS Director

Position - IT Dir/Staff

Position – Other Leadership

Session Level - Intermediate

Track – CEO

Track – Perf Improvement

Track – Tech

### Anirudh Nadkarni

Senior Manager, Analytics, Wipfli LLP

### Ryan Peasley

Principal, Wipfli LLP

Delve into the world of artificial intelligence and its specific applications in organizations just like yours. How will your organization use these tools for increased productivity and to overcome the challenges of talent shortages? We will showcase current and future AI use cases. Sharing the latest AI trends will help identify your organization's AI readiness and begin building an AI road map. Explore strategies to help your organization prepare for and adopt AI in the digital age. Learning objectives 1. Identify practical use cases of AI. 2. Explore solutions and potential challenges with AI. 3. Assess your AI readiness. CPE 1.5

Friday, Jul 12

10:10 AM - 11:45 AM

## I must have a hard conversation – now what?

Experience – All

FOS - Personnel/HR

New

Position – Board(Gov)

Position – CEO/ED

Position – CFO/Finance Dir

Position – Fiscal Staff

Position - HR Dir/Staff

Position – HS Director

Position – HS Staff

Position - IT Dir/Staff

Position – Other Leadership

Position - Staff

Session Level - Basic

Track – Perf Improvement

Track – Talent

### Jennifer Porett

Senior Consultant, Wipfli LLP

Everyone has hard conversations in their personal and professional life. Professional conversations may range from performance issues to resolving conflicts to sensitive topics. You will learn how to prepare for those conversations and then practice those skills so you'll feel more prepared for the next conversation. Learning objectives 1. Feel better equipped to have hard conversations. 2. Identify benefits to having hard conversations. 3. Explore techniques to make hard discussions easier. CPE 1.5

Friday, Jul 12

10:10 AM - 11:45 AM

## Uniform Guidance updates

Experience – All

FOS - Specialized Knowledge

New

Position – Board(Gov)

Position – CEO/ED

Position – CFO/Finance Dir

Position – Fiscal Staff

Position – HS Director

Position – Other Leadership

Session Level - Basic

Track – Accounting/Finance

Track – Boards

Track – Risk

Yellowbook

### Denes Tobie

Partner, Wipfli LLP

Join Denes Tobie for her last Stronger to Serve conference session! At the end of 2023, the Office of Management and Budget proposed significant changes to 2 CFR Part 200, the Uniform Guidance. These proposed changes could significantly impact cost allocation, procurement and more. This session explores each of the update areas and gives an opportunity to identify how to be as prepared as possible when the changes become a reality. If the changes are finalized by this presentation, we will address the changes and how they could impact an agency moving forward. Learning objectives 1. Discuss proposed updates. 2. Identify areas of ...

Friday, Jul 12

10:10 AM - 11:45 AM

## Unlock the potential of AI in human resources

Experience – All

FOS - Specialized Knowledge

New

Position – CFO/Finance Dir

Position - HR Dir/Staff

Position – Other Leadership

Session Level - Basic

Track – CEO

Track – Talent

Track – Tech

### Julia Johnson

Director, Wipfli

With over 50% of organizations exploring artificial intelligence (AI), it's increasingly being used in various processes related to hiring, retention, policy development, employee engagement, compensation, employee development and much more. Join us and explore AI's transformative possibilities for HR, including how organizations can start using AI in their daily operations. Learning objectives 1. Identify how AI can be leveraged. 2. Explore strategies for integrating AI into existing HR processes. 3. Evaluate the risk and areas of caution when utilizing AI. CPE 1.5



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