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## Schedule

8:00 AM | **Welcome**

8:15 AM

**Putting the  
Soul in HR**

**01**



9:00 AM

**Break**

9:15 AM

**Gamification  
in HR**

**02**



10:00 AM

**Break**

10:15 AM

**Is It The Law  
or Nah?**

**03**



11:00 AM

**Wrap-Up**





## Putting the Soul in HR

01

Speakers – Faith Geiger, Collective Growth Designs and Maryann Means-Dufrene, Collective Growth Designs

### Learning Objectives

You will walk away with:

- A deeper understanding about human potential

- Methods to unlock human potential in the workplace

- A tool to assess yourself and your current workplace environment

  - Assessment domains: mental, physical, emotional, spiritual, financial - Personal and Workspace



### Description

Please stop for a moment. Take a deep breath in and release it. Think about why you got into the profession of HR.

Are you doing the work that inspired and drove your desire to be an HR practitioner? If you got into HR because you love humans and live to support their growth and development in the workplace, you might find that you spend more time than you would like on problems instead of possibilities. If so, please join Faith and MaryAnn of Collective Growth to learn more about what human potential means and how you can shift your focus to helping team members move toward the highest and best version of themselves, personally and professionally. We will discuss how to infuse heart and soul in your work, and how to take care of yourself so you can be a catalyst for unlocking the human potential in your organization.





## Gamification in HR

02

Speaker – Dr. Jonathan Peters, Sententia Gamification

### Learning Objectives

In this session, you will:

- Learn about the four “levels” of Gamification implementation

Be inspired by real-world examples of gamified onboarding and training

Understand the need for measurable outcomes

Map a practical method for approaching gamification in your organization



### Description

**Problem:** Gamification is an important and powerful strategy for influencing and motivating people. Unfortunately, many people think that gamification means adding a simple activity, creating a computer or a video game, or just adding points, badges, and a leaderboard to their onboarding or learning program. Because of this confusion, combined with a lack of real-life case studies of successfully gamified programs, most HR professionals do not understand how to deconstruct popular games like Minecraft, Fortnite, or even Monopoly to effectively drive the learning and behavior they want or need.

**Solution:** Using case studies from real-life programs ranging from top-tier university, to Fortune 100 companies, government agencies, and not for profits, you’ll learn how and why gamification works, in what context it is most effective, and its possible limits for employee engagement in training and talent development. You will experience the good, the bad, and the ugly of implementing gamification in your organization.



## Is It The Law or Nah?

03

Moderator/Game Show Host – Dustin Paschal, Simon | Paschal PLLC

### Learning Objectives

Attendees will learn:

The differences between HR best practices and legal requirements in several key areas of employment law

How some HR best practices have been misconstrued into legal requirements and how to fix those misconceptions

How to be legally compliant without being overly rigid.



### Description

Human Resources professionals can find a wealth of information on the internet but how reliable are the sources? How accurate is the information? And is it simply a best practice or is it a legal requirement?

In this interactive game show presentation, you will learn about the truth of employment law and how that truth relates to HR best practices in the workplace. In the areas of wage and hour, discrimination, leaves of absence, personnel policies and handbooks, discipline and termination, and more, attendees will learn what is myth and what is reality and what they truly need to do to be legally compliant.

## Bios

### **Faith Geiger - Founder + Human Potentialist**

I believe people have undefined, and oftentimes undiscovered, potential, and my life's work is to facilitate the development and unlocking of human potential. I practice this work through the lens of a social worker by using the workplace as a platform for human development. Before launching Collective Growth Designs, I worked for Satori Capital, where I co-designed employee engagement initiatives that nurtured a conscious and healthy culture. Prior to Satori, I spent over ten years in retail management working for major brands such as Neiman Marcus and lululemon athletica.

### **MaryAnn Means-Dufrene - Partner + Human Potentialist**

I use a whole-person approach to help leaders and their teams identify and thoughtfully pursue their optimal performance and highest purpose. Using the entire spectrum of engagement including one-on-one coaching, team dialogue, and collective growth learning experiences, I help people identify and maximize their natural strengths, uncovering new possibilities for individual and collective performance. I have an undergraduate degree in psychology from Texas A&M University and earned my Master of Public Administration and Master of Strategic Human Resource Management degrees from the University of Texas at Arlington.



### **Jonathan Peters, PhD - Chief Motivation Officer at Sententia Gamification**

Jonathan Peters, PhD, is the Chief Motivation Officer at Sententia. He has spent over a decade studying the science and art of motivation and persuasion. As a speaker, he has helped audiences from Melbourne, Australia to Augusta, Maine more effectively communicate with their customers and team-members. With Sententia, he applies his knowledge and experience to make learning more enticing, engaging, and encouraging through gamification.



Jonathan is the co-author of *Deliberate Fun: A Purposeful Application of Game Mechanics to Learning Experiences*, and is also an adjunct professor at the University of Nevada, Las Vegas, though he calls Austin, Texas home.

### **Dustin A. Paschal, JD, Partner, Simon | Paschal PLLC**

As a founding member of Simon | Paschal PLLC, a boutique employment law firm in Dallas, Texas, Dustin maintains an active employment law practice. His practice includes advice and counsel in nearly all areas of employment law. If it's an HR issue, Dustin likely handles it for his clients, especially the issues they don't want to handle. Dustin also advocates on behalf of his clients in hearings, injunction proceedings, trials and before state and federal agencies. Dustin is a former President of DallasHR and is currently serving a three year term as a Trustee on DallasHR's overall governing body. Dustin also serves as a Legal & Legislative Director for Texas SHRM. Dustin has received numerous awards but doesn't like to brag so you'll have to ask or look them up on his website bio! Dustin likes HR so much, he married an HR professional! Dustin, his wife, and his son live in Frisco, Texas with their two dogs, either of which he is willing to give away if there are any takers!



# Thank You!



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