**EMERGING CHRO SCHEDULE**

**Session One Location: Zoom Date: December 3, 2020 1:30 – 4:00pm**

Zoom 101/Class Ground Rules (Abe Ali, Clint Dougherty) 1:30 – 1:45

Course Overview (Abe Ali, Clint Dougherty) 1:45 – 2:00

Class Introductions 2:00 – 2:30

Break/Networking 2:30 – 2:45

HR Handbook/Resources (Erikson, Abe Ali) 2:45 – 3:45

Wrap-up 3:45 – 4:00

**Session Two Location: Zoom Date: January 28, 2020 1:30 – 4:00pm**

Role of the CHRO (Abe Ali, Wyman Fong) 1:30 – 2:00

Strategic HR Planning (Abe Ali, Wyman Fong) 2:00 – 2:30

Break/Networking 2:30 – 2:45

Interacting with Participatory Governance (Abe Ali, Wyman Fong) 2:45 – 3:15

Open discussion 3:15 – 3:45

Wrap-up 3:45 – 4:00

**Session Three Location: Zoom Date: March 5, 2021 1:30 – 4:00pm**

Employee and Labor Relations (LCW) 1:30 – 2:00

Dealing with marginal performers and difficult employees (LCW) 2:00 – 2:30

Break/Networking 2:30 – 2:45

Strategies to changing culture and behavior (LCW) 2:45 – 3:15

Open discussion 3:15 – 3:45

Wrap-up 3:45 – 4:00

**Session Four Location: Zoom Date: April 15, 2021 1:30 – 4:00pm**

Introduction to negotiations (AALRR) 1:30 – 2:15

Negotiations Strategies (AALRR) 2:15 – 2:45

Case Studies / Breakout groups 2:45 – 3:30

Class group report out 3:30 – 3:45

Wrap-up 3:45 – 4:00

**Session Five Location: Zoom Date: May 20, 2021 1:30 – 4:00pm**

How to address misinformation during negotiations (AALRR) 1:30 – 2:00

Negotiating in an adversarial environment (AALRR) 2:00 – 2:30

Break/Networking 2:30 – 2:45

Effective negotiation strategies with Chancellor/Superintendent/Board (AALRR) 2:45 – 3:15

Negotiations wrap-up/discussion with Lead Negotiators (AALRR) 3:15 – 4:00

**Session Six Location: Zoom Date: June 24, 2021 1:30 – 4:00pm**

EEO & Diversity (Greg Smith, Irma Ramos) 1:00 – 2:30

Break/Networking 2:30 – 2:45

EEO Plan and Recruitment Strategies (Greg Smith, Irma Ramos) 2:45 – 4:00

Wrap-up 4:00 – 4:30

**Session Seven Location: Zoom Date: July 29, 2021 1:30 – 4:00pm**

Title IX (LCW) 1:30 – 2:00

Title IX case studies 2:00 – 2:45

Break/Networking 2:45 – 3:00

Discrimination Complaints (LCW) 3:00 – 3:45

Wrap-up 3:45 – 4:00

**Session Eight Location: Zoom Date: September 9, 2021 1:30 – 4:00pm**

Grievances (LCW) 1:30 – 2:00

Case Studies 2:00 – 2:45

Break/Networking 2:45 – 3:00

Group discussion 3:00 – 3:45

Wrap-up 3:45 – 4:00

**Session Nine Location: Zoom Date: September 30 1:00 – 4:30pm**

Brown Act/Public Record Requests/Other Legal Issues (Erikson) 1:00 – 2:00

Ethics (Erikson) 2:00 – 2:30

Break/Networking 2:30 – 2:45

CHRO Panel (TBD) 2:45 – 3:30

Class wrap-up and Evaluation 3:30 – 4:15

**Graduation** 4:15 – 4:30