

**Program Grid**

**Thursday, January 26, 2023**

	Boardmanship (IAPD)	Diversity	Facilities	Finance/IT	Governance/Legal	HR/Risk Mgmt Mgmt	Leadership/Mgmt (IPRA)	Marketing/Comms	Parks/Natural Resources	Recreation	Therapeutic Recreation	Forest Preserve and Conversation (FPC)
9:00 AM - 10:00 AM			#601 - Building Together: Partnering Education and Facilities When Planning the Reuse of Structures as Education Centers	#301 - You've Issued Your Bonds - Now What?	#118 - Is There an Interface Between Covid-19 and the ADA?	#113 - Best Practices for Responding to Harassment and Discrimination Complaints	#10 - Becoming a Values Driven Organization  #21 - Cooperative Purchasing: How It Can Help You Save Time and Money	#900 - Sponsorship Basics: From A to Z	#207 - Positioning Your Park Project for Grants and Funding	#406 - Young Cultural Stewards - Youth Arts in the Parks!  #414 - Planning and Community Engagement for Water-Based Recreation	#504 - Self-Care: Creating Balance and Happiness	#1101 - Creating Your Own Nature TV Show
10:30 AM - 11:30 AM	#140 - Land Acquisition for Park and Forest Preserve Districts	#1001 - Champions For Change, Our DEI Journey	#609 - Net Zero Buildings: A Path for Success	#306 - Paycom 101 - You've Got Questions, We've Got Answers!	#315 - Freedom of Information Act	#129 - Is Your Staff Hiring a Walk in the Park or an Obstacle Course?	#12 - Enhanced Wellness for Public Sector Employees: The Importance of Self-Care in the Helping Professions	#905 - Branding Your Agency from the Inside Out	#208 - In the Trenches: A Look at Navigating the Life of a Construction Project	#402 - Youth Sports Compliance – Setting Standards and Enforcing Requirements  #415 - Active Adults 101: New to Experienced Professionals Wanted	#500 - Nature Rx: Strengthening Outdoor Wellness through Partnerships	#1106 - Prescribed Burning within Illinois: The Why, What, and How of This Land Management Technique
12:30 PM - 2:30 PM		#1006 - Creating a Culture of Belonging for All	#600 - Time/ Task Analysis for Maintenance Activities to Identify Resource Needs!	#314 - Bidding 101 and Managing a Successful Construction Project			#17 - Leading Below the Surface: Leadership for the Future  #101 - Master the Power of Change	#909 - Diversity Marketing		#401 - The WHY of Work: Remembering Passion and Purpose During Recovery	#501 - Rebuilding Social Connections: A TR's Role	#1102 - Understanding Emerging Forest Invaders: Jumping Worms and Japanese Stiltgrass
3:00 PM - 5:00 PM		#1000 - Connecting the Dots for Health Equity	#612 - Delivering Exceptional Customer (Patron) Service Every Day Every Time				#18 - Imposter Syndrome and the Insidious Nature of Doubt  #102 - The Magic Force: Building Pride as a Performance Strategy	#904 - Purposeful PR   Essential Agency Communication		#411 - Evaluate Your Services from New Angles	#505 - Racial Understanding: A Mandate for the Profession of Therapeutic Recreation	#1104 - Design, Installation and Maintenance Characteristics of a Green Shield Certified Greenspace

**Program Grid**  
**Friday, January 27, 2023**

TIME	Boardmanship (IAPD)	Diversity	Facilities	Finance/IT	Governance/Legal	HR/Risk Mgmt	Leadership/Mgmt (IPRA)	Marketing/Comms	Parks/Natural Resources	Recreation	Therapeutic Recreation	Forest Preserve and Conversation (FPC)
8:30 AM - 9:30 AM	#128 - Property Acquisition & Sale 101: Understanding Ways to Acquire and Sell Real Property	#125 - Promoting Vendor Diversity	#610 - Creating and Programming the Ryko Park Educational Gardens  #614 - Lifeguards...They're Stressed	#117 - Cyber Security & Video Surveillance Best Practices - How to Protect the Ship	#110 - Legal/Legislative, Part I  #119 - When Does a Modification Become the Norm, Not the Exception?	#304 - How Do We Compete? Finding & Retaining Talent When the Competition & Circumstances are Fierce  #312 - Managing Employee Leave Rights Under the FMLA, ADA, and Illinois Law	#20 - Parks as Community Wellness Hubs: A Public Health Solution  #112 - But What Can I Do? It's As Easy As N.A.I.L.S.  #132 - Play & W.I.N. - 3 Insights for Enjoying Life and Success	#902 - Marketing in the New Normal: 5 Ways to Re-adjust Your Marketing Plans for 2023  #906 - Ten Minutes to Turn Your Charts, Reports, Slides, and Infographics from Blah to Brilliant	#201 - Ponds: When is Dredging Necessary and What are Your Options?  #204 - Trail Mix: Wellness, Mobility and Placemaking as a Community Connector	#103 - Extreme Tweens and Teens Impacting Them to Build the Citizen of Tomorrow  #410 - The Mean Lean League Machine  #421 - Sometimes You Gotta Work a Little to Ball a Lot (Part 1)	#502 - Building Resiliency	#1107 - Outdoor Electric Assisted Devices: Toys and Tools with Opportunity and Opposition
10:00 AM - 11:00 AM	#120 - Board Member to Board Leader	#1004 - Help! My Staff are ALL So Different!  #1005 - Strategic Diversity Planning How to Build, Execute and Measure Your DEI Goals	#602 - Hyper Focused on Facility Services - Top 10 Things to Improve in FM  #607 - Aquatics Management: How to Hire Better and Keep Them Longer	#135 - Have You Saved Enough Towards Retirement? Learn About Your IMRF Benefits	#111 - Legal/Legislative, Part II  #130 - Public Meeting Best Practices in the Age of Engaged, Passionate, and Sometimes Unruly Members of the Public	#305 - Leading Safety/Risk Management- A Facilitated Discussion Focusing on Building Strategy and Working Towards Results  #318 - Navigating a Harassment/Discrimination Free Workplace	#16 - Managing an Older Workforce as a Young Professional  #19 - Courageous Conversations: Improving Dialogue in the Workplace  #108 - Girl Power V	#907 - Better Engage Your Community with Resident Journey Mapping  #910 - Showcasing Sponsorship in Style: The Do's and Don'ts	#205 - Welcome New Parks Supervisors! What Are You Getting Yourself Into?  #210 - GIS, a 360 Degree Camera and Your Park District	#104 - Phase 3 Programming - Meaningful Senior Programming for the Third Phase of Someone's Life  #412 - Trends in Evaluation: What's New, What's Changed  #422 - Sometimes You Gotta Work a Little to Ball a Lot (Part 2)	#506 - The 5 Problem Parents You Meet in Special Recreation and How to Effectively Navigate the Challenges They Create	#1100 - Think Outside: No Box Required!
1:00 PM - 2:00 PM			#611 - Choosing Outdoor Play and Fitness Equipment for Teens and Tweens		#316 - Utilizing Liability Waivers		#14 - Move the Needle: Increase Your Productivity and Optimize Your Time	#915 - Marketing & Communications Roundtable		#407 - Active Adults and Special Recreation Adult Day Programs - The Perfect Partnership	#503 - The Importance of Vulnerability in Leadership	
3:45 PM - 4:45 PM	#138 - Boardmanship, Part I	#1002 - DEI: Small Changes, Big Rewards  #1007 - Supporting Transgender Youth Through Parks & Recreation	#608 - Verified in the First Twelve Months, The Path to Success on Net Zero Energy  #613 - Aquatics Roundtable	#114 - Maximizing Your Cash & Investments in the Current Environment  #309 - Microsoft Teams and Your Phone System - Creating a Smarter Communications System	#121 - Social Media: Facebook? Instagram? What Now?  #127 - Park Finance 101: Levying, Budgeting and Reporting  #131 - Are You Allowed to do That? What Local Government Leadership Must Know About Ethics Requirements	#302 - Employee Crisis: How Employers Can Navigate Personal & Professional Issues in the Post Pandemic Workforce	#11 - Managing the Best: Lessons from Young Supervisors on Managing Gen Z  #105 - Effective Delegation  #106 - State Accreditation: A Blueprint to Excellence	#912 - Don't Sweat the Technique and Forget the Last "P"  #914 - Soar to New Communication Heights Through Message Based Communication	#115 - Swap your Swamp: Negotiating Land Exchanges for the Community's Benefit  #202 - Being Weather - Ready for Outdoor Events	#409 - Group Games Galore  #413 - Reimagining Success in Youth Sports  #416 - How Creating a Brand Can Lead to Increased Enrollment in Programming		#1103 - A Balancing Act: Vector Monitoring and Management in a Forest Preserve System

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10:30 AM - 11:30 AM	#126 - I'm On the Board, Who is Robert and What about His Rules?	#1003 - 'BEE' Kind: A Kindness Ambassador Program	#605 - How to Speak Museum	#133 - Thinking About a Bond Referendum? What to Do and Where to Start  #307 - Money Management in a Volatile Rate Environment	#124 - Not in My Park: (The Interactive) Regulating Controversial Park Activities  #137 - Successful Intergovernmental Cooperation Revisited	#300 - Recruitment and Retention - Today and Tomorrow's Challenge  #303 - Creating An In-House Sexual Harassment Training Program that Complies with Illinois Legal Requirements	#116 - Finding Success Through Conflict Resolution	#903 - Think Like a Disrupter	#203 - Don't Be Scared...it's Just Compost  #209 - The Preserve of Highland Park	#400 - Battle of the Champions: Motivating Staff to Succeed  #405 - Natural Benefits: What Nature Centers Can Do to Boost Your Programming!  #417 - Crushing Your Pickleball Budget	#507 - Sensory Processing and Modulation: Beauty of Understanding Sensory Signals as Communication	
12:30 PM - 1:30 PM	#123 - The Culture Code: Creating a Healthy Relationship Between Executive Directors and the Elected Officials  #139 - Boardmanship, Part II		#603 - Successfully Incorporating Inclusive Restrooms and Locker Rooms Into Your Facility Design		#122 - How I Learned to Stop Worrying, Love Zoning and Trust My Municipal Overlords  #141 - Illinois Open Meetings Act	#308 - Bridging the Gap Between HR and Safety  #313 - Use of Video Surveillance in Parks and Facilities	#13 - Strategic Leadership While Facing the Unknown  #107 - The Academy: Forty Years of Advancing, Influencing and Inspiring the Profession	#911 - Winning the War for Talent by Leveraging Coordinated HR/Marketing Strategies	#200 - Celebrating Your Nature Preserve: Not Just an Ordinary Park  #206 - Design, Installation and Maintenance Characteristics of a Sustainable Greenspace	#404 - Expense Management: Reducing Cost but Not Quality  #408 - Special Event Bootcamp  #419 - Equity in Aquatics - The Future of Community-Oriented Aquatics		#1105 - Crystal Lake Rehabilitation Project: Restoration and Revitalization of Urbana's Oldest Park
2:00 PM - 3:00 PM	#109 - Commissioner Roundtable: Equity and Inclusion		#606 - Forward Thinking Aquatic Planning	#134 - Bonding in an Evolving Market - Finding the right Deal and Staying out of Jail	#136 - Social Media and Electronic Communications for the Candidate and Elected Official  #142 - Developments in Recreational Property Liability	#143 - Festival Security  #317 - Ten Reasons Why Your Agency Could Be Sued Over Employment Issues	#15 - Going Beyond the Typical Scholarship Programs to Provide Access to the Underserved  #22 - The Makings of a Sustainability Project Proposal	#901 - Employee Burnout - The Cause and the Cure	#211 - Designing Fitness-Focused Playgrounds	#403 - Recreation Revenue: Hacking Your Way to Additional Revenue  #418 - Renovate or Replace for Revenue  #420 - Developing Community Grassroots Racquet Sports		
3:30 PM - 4:30 PM			#604 - Savings & Sustainability: Taking the guesswork out of ComEd LED Lighting Grants	#311 - Using Basic Data Analytics to Enhance Reporting and Improve Business Insights		#310 - Conducting Effective Workplace Investigations		#913 - 5-Part System to Market with a Tiny Team	#212 - Playground Trends			