

2025 ISAC Annual Conference
Wednesday, August 20
ISAC Educational Seminars

All educational seminars can be attended by any conference attendee at any time.

Personality Assessment Track
12:00 pm – 3:00 pm
Meeting Room 307-310

12:00 pm – 3:00 pm – Workplace Culture is Our Lighthouse: Knowing Our Team's Personalities Makes It Shine!
Dr. Bill Withers

Dr. Bill Withers will work with attendees to help them assess and leverage their strengths and personalities toward improved performance and engagement to improve county office and department workplace culture.

Two key outcomes of this session for county officers and professionals include:

- Raising your team's self-awareness of who they are relative to their role so that they can better engage with each other and county stakeholders
- Heighten your team's sense of purpose: what they do; why they do it; and how to better serve each other and their many constituents and stakeholders.

Bill will also share an assessment tool or two that are available for county offices to use at no cost. Attendees will leave the workshop with both ideas and resources to perform similar exercises in your county.

Human Resources Track
12:00 pm – 4:30 pm
Meeting Room 302-305

12:00 pm – 1:15 pm – Investigatory Interview Process

This presentation will do a deep dive into the investigatory interview process. The seminar will share the basic roadmap for conducting investigations but focus will primarily on practical strategies for getting the most out of your interviews. The goal of the discussion will be to help employers build interview skills to: develop rapport and build trust as an investigator; identify witness baseline responses; and tactfully explore inconsistencies, perspectives, and motives. The presenter will then show how these skills can assist attendees to make objective credibility decisions to make reliable and accurate fact findings.

1:30 pm – 2:45 pm – Conflict in the Workplace and Beyond

The subsequent portion of the Track will evaluate general points of conflict that exist in a public employment context, including how to manage and respond to general employee conflict, how to

address conflict within boards and councils, and how to handle conflict within the community and the media that may impact the public employer.

3:00 pm – 4:15 pm – Evaluations, Discipline, and Performance Reviews: Best Practices for Managing Iowa Public Employees

This presentation will focus on the proper procedures and considerations for public employers to take when evaluating, disciplining, and reviewing the performance of current employees in the state of Iowa. Participants will learn relevant information and laws affecting the management of public employees and how to implement those through workplace practices. Discussion during the presentation will focus on when and how to perform the evaluations, reviews, and potential discipline actions as well as what issues to focus on and avoid.