

2025 ISAC Annual Conference CEU Requirements

TITLE: 2025 ISAC Annual Conference

DATE, DAY, AND TIME:

- Wednesday, August 20, 2025, 10:00 am – 11:00 am, 12:00 pm – 4:30 pm

PLACE: Veterans Memorial Community Choice Credit Union Convention Center, Des Moines

PURPOSE: The ISAC Annual Conference is an educational event hosted each year by the Iowa State Association of Counties (ISAC).

TARGET AUDIENCE: ISAC members

OBJECTIVES: Upon completion of this program, the participant should be able to:

August 20, 2025 (4.75 total contact hours possible)

- **10:00 am – 11:00 am – Laughter is Medicine**

“Laughter is Medicine” presentation will leave you filled with laughter! This interactive session highlights the transformative power of laughter, emphasizing how it boosts productivity, relieves stress, and enhances mental and physical well-being. We all tend to carry stress in our jobs and personal lives, and it is good to be reminded to take a break and laugh!

CEUs: 1 hour

FACULTY: Danny Adams, Keynote Speaker

Personality Assessment Track

- **12:00 pm – 3:00 pm – Workplace Culture is Our Lighthouse: Knowing Our Team’s Personalities Makes It Shine!**

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 officials 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.

Dr. Withers 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.

CEUs: 3 hours

FACULTY: Dr. Bill Withers

Human Resources Track

- **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 the focus will primarily be 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.

CEUs: 1.25 hours

FACULTY: Ann Smisek, Ahler & Cooney, P.C.

- **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.

CEUs: 1.25 hours

FACULTY: Ann Smisek, Ahler & Cooney, P.C.

- **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 on what issues to focus on and to avoid.

CEUs: 1.25 hours

FACULTY: Brent Hinders, Hopkins & Huebner, P.C.

FEE: A \$260 advance registration fee and a \$290 at the door registration fee for the ISAC Annual Conference covers all CEUs. Please see ISAC's cancellation and refund policy for further instruction.