Making the transition from employee to manager is one of the most difficult transitions people will make in their work careers. It requires a different mindset as your area of responsibility transitions from your own work to include the productivity and effectiveness of others.

While every manager brings his or her own style to the art of managing, certain core truths are common to all consistently effective managers. At its most fundamental, managing is about allowing and encouraging people to do their best. To do that, you need to inform employees, you need to recognize their contributions, and you need to help them feel and act empowered. Join us and learn ways to address:

- Holding your friends accountable
- The new rule of communication and the liabilities if not followed
- Dealing with the perception of favoritism
- Preventing the creation of a Hostile Work Environment

- Building teams
- Gaining respect of the workforce
- Goal setting and recognition
- Creating a paper trail for poor performance

**PROFESSIONAL BIOGRAPHY**

Mike Cieri, MSIR, has been in the Human Resource Management field for over 20 years. During this time he has held a variety of management positions, including several years on the executive management team of a large corporation as Vice President of Human Resources and Safety, as well as Vice President of Operations. His areas of expertise include legal compliance, workers’ compensation, leadership development, performance management, coaching, training and development, compensation analysis, strategic planning, and developing best practices. Mike has a Masters degree in Industrial Relations & Human Resources from the University of Oregon, is a Certified Safety Director, and a national speaker. He has a coaching certificate from The Coaches Training Institute, San Rafael, California and Practitioner’s Certificate in Neuro-Linguistic Programming from the NLP Institute of Oregon. Mike also is an adjunct professor at Oregon State University as well as at Northwest Christian University in the college of business.

**Friday, May 19, 2017**

**Umpqua Community College – Educational Skills Building 15**

SHRM and HRCI credits approval pending

**SCHEDULE**

7:30 am - 8:00 am Check-in / Registration Seminar
8:00 am - Noon Seminar

**REGISTRATION**

$75 per person, or
$65 per person (for groups of 4 or more)

*Workbook included with registration

Non Refundable Fee includes continental breakfast and seminar materials.

Register Online:  [https://www.regonline.com/EmployerSeminarsDouglas2016-17](https://www.regonline.com/EmployerSeminarsDouglas2016-17)

Register by Phone:  Call Susan at 541-440-4655