

There will not be printed copies of the agenda at the conference. If you desire a printed agenda, please print at your own convenience and bring with you.



ND SHRM 26

2026

ND SHRM

STATE

CONFERENCE

WHAT TO EXPECT:

Thought-provoking sessions, collaboration and networking with other forward-thinking HR professionals, and obtaining knowledge and tools to conquer your journey ahead.



September 23 - 25, 2026



Alerus Center



1200 S 42nd St, Grand Forks, ND

14.5 Credits

Attendees will earn 14.5
SHRM PDCs



Jenn Graham

Founder of Inclusivv



Steve Fredlund

Award-winning Speaker, Two-Time TEDx Presenter & Bestselling Author



Nan Gesche

Educator & Corporate Speaker



Bruce Christopher

Psychologist & Humorist



Val Grubb

Executive Coach & Leadership Strategist

PRESENTED BY

SHRM® North Dakota

WEDNESDAY preview

- Professional - Expanding expertise & Influence
- Executive - Leading strategy & driving impact
- Emerging Professional - Building core skills & confidence

10:50AM CONCURRENT SESSIONS

Steve Fredlund

- GET THE RIGHT PEEPS IN THE JEEP: How Great Teams Work Better Together

Jenn Graham

- Level Up Your Conversations: Tools for Everyday Civility

Michael Puck

- Everything I know about Solving Today's HR Challenges - I learned From My Dog

Denise McClennen

- The Elephant in the Boardroom: When Leaders are Barriers to Psychological Safety

1:00PM CONCURRENT SESSIONS

Geoffrey Klein

- Unlock Next Level HR

Kyle Ternes

- Generational Differences

Brian Hillard

- How to Overachieve w/o Over Committing

Sarah Tetlow

- Frazzled to Focused

2:15PM CONCURRENT SESSIONS

Jocelyn Schneider

- Helping Your Employees Be Smart With Their Money

John Mederios

- Recent Updates in Employment-Based Immigration

Geoffrey Klein

- 5 Supercharged HR AI Use Cases

Sarah Tetlow

- Scattered to Structured

AGENDA

7:30 AM Registration

8:55 AM Goal Setting

9:00 AM Opening:
Patrick Kirby

9:15 AM Mainstage:
Jenn Graham

10:30 AM Break

10:50 AM Concurrent
Sessions

11:50 AM Lunch

12:35 PM Chapter Spotlights

1:00 PM Concurrent
Sessions

2:00 PM Break

2:15 PM Concurrent
Sessions

3:15 PM Break

3:30PM Mainstage:
Steve Fredlund

MAIN STAGE SPEAKERS



Jenn Graham

Level Up How You
Show Up: The Everyday
Work of Civility



Steve Fredlund

ALL-IN: How Top Poker
Players Make High-
Pressure Decisions with
Limited Information

- Professional - Expanding expertise & Influence
- Executive - Leading strategy & driving impact
- Emerging Professional - Building core skills & confidence

THURSDAY preview

AGENDA

7:30 AM Breakfast

8:15 AM Opening Announcements

8:30 AM Mainstage: Vogel Law

9:45 AM Break/Exhibitor Showcases

10:45 AM Concurrent Sessions

11:45 AM Lunch/Exhibitors

1:00 PM Concurrent Sessions

2:00 PM Break

2:10 PM The HR Exchange Lab

3:00 PM Break

3:15 PM Mainstage: Nan Gesche

4:30 PM Social w/ Exhibitors
Prize Giveaways
50/50 Raffle

10:45AM CONCURRENT SESSIONS

Cory Jorbin

- Navigating Compliance and Employee Benefits in 2026: Strategies for Building Resilient Organizations

Patrick Metzger

- Accountability is a Myth: How to Build a System That Actually Drives Ownership

Megan Nail

- From Paychecks to Purpose: Making Compensation Meaningful

John Mederios

- Navigating DHS Site Visits at the Workplace

1:00PM CONCURRENT SESSIONS

Patrick Metzger

- Accountability is a Myth: How to Build a System That Actually Drives Ownership

Megan Nail

- Paying it Forward: The Past, Present & Future of Compensation

Raquel Nachatilo & Scott Wirth

- Overview of Workforce Development efforts in North Dakota

Nan Gesche

- Constructive Conflict - Turning Tension into Meaningful Dialogue

MAIN STAGE SPEAKERS



Nan Gesche

Elevate Your Team:
Empowering Your
Team to Reach
Their Full Potential



Vogel Law Firm

Employment & Labor Law
Updates and Trends 2026

FRIDAY preview

- Professional - Expanding expertise & Influence
- Executive - Leading strategy & driving impact
- Emerging Professional - Building core skills & confidence

AGENDA

7:30 AM	Breakfast
8:00 AM	ND SHRM Awards Ceremony
8:20 AM	Mainstage: Bruce Christopher
9:35 AM	Break
9:45 AM	Concurrent Sessions
10:45 AM	Break
10:55AM	Closing Announcements
11:00 AM	Mainstage: Val Grubb

9:45AM CONCURRENT SESSIONS

Bruce Christopher

- The Power of Perception: How What You See is What You Get

Travis McCracken

- Ethics In HR - The Fun Side of Integrity

Valerie Grubb

- Beyond HR Metrics: Using Financial Fluency to Level Up Your Executive Influence

MAIN STAGE SPEAKERS



Bruce Christopher

Bambi vs. Godzilla:
Dealing with Difficult
People



Val Grubb

Responsibility Without
Authority: How HR
Leaders Level Up Their
Influence and
Negotiation Power

**All Keynote Speakers will fall under the Professional Track*

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