



Cascade Employers Association

Building better workplaces
through compliance, culture, connection

Training Catalog

grow

We work with employers to train, develop and grow their people

confidence

Our team's strategic, yet practical, approach inspires your team's confidence and credibility

answers

Down to earth knowledge and insight in human resource management and leadership development

complete

A complete range of services for employers – from hiring well, to training for excellence to meeting your compliance obligations

September - December, 2024



Cascade Employers Association

About This Catalog

Consider this your "go-to resource" for the best of HR management and leadership skills. Inside you'll find descriptions of upcoming training sessions, including dates, times, locations and pricing. We are always adapting and responding to the latest research, so be sure to browse classes online and look for special programs not listed in this publication.

For questions or feedback, contact us at info@cascadeemployers.com or call 503.585.4320.



■ Registration –

It's easy. Go to <https://www.cascadeemployers.com/events>. Or, simply give us a call at 503.585.4320 and we'll complete the registration for you. Once you register, you will receive confirmation emails and other details to access your Learning Hub.

■ Pricing –

Cascade members receive **preferred pricing**. Both member and standard prices are listed below each session (for example, \$99 / \$149).

■ HR Academy Designations –

Many classes say "HR Academy" directly under the title. Although these classes are electives within our popular HR Academy certification program, they are also offered as standalone training.

■ PHR/SPHR/GPHR/aPHR Recertification and SHRM Credits –

Many of these classes qualify as credit toward recertification. Qualified programs are indicated online within the program description. (The use of the HRCI seal is not an endorsement by the HR Certification Institute of the quality of the activity. It means that the activity has met the HR Certification Institute's criteria to be pre-approved for recertification credits. Cascade is recognized by SHRM to offer Professional Development Credits [PDCs] for the SHRM-CP® or SHRM-SCP®.)

■ Cancellation Policy –

Cancellations received up to five business days prior to a live training program are fully refundable. Cancellations received less than five business days prior to a program, or no-shows, are non-refundable. Once purchased, on-demand courses may not be cancelled or refunded.

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Access Trainings Through Your Learning Hub

What is Cascade's Learning Hub?

- Direct and easy access to your Cascade training participation links, materials and other important information all in one place
- Quick and easy access to your training sessions and your training history
- Track your training credits and the certificates you have achieved

How do I use the Learning Hub?

It's easy! Register for your courses through Cascade's website. Once registered, you will gain automatic access to your own personal Learning Hub.

To access session materials and participation links, just log in to your Learning Hub, through the Cascade website or via links included in session reminders.

2025 Compliance Updates

2025 Compliance Update: Oregon

Our most popular session of the year for employers with employees in Oregon, Cascade's annual Compliance Update, will ensure that you are prepared for 2025. We'll break it all down into something that is easy to understand and practically apply to make sure you have the knowledge and tools you need to help meet your employment compliance obligations. Participants will also get a compliance checklist and other helpful resources.

Cascade's 2025 Compliance Update will cover many important topics:

- Paid Leave Oregon Changes
- Changes to the Oregon Family Leave Act
- Exempt Employee Salary Thresholds
- New Rules on Responding to Harassment
- Oregon Sick Leave
- Workers' Compensation – No Rehire Provisions
- Use of AI in the Workplace
- Pregnant Workers Fairness Act
- Non-Compete Requirements
- Independent Contractor Requirements
- New Poster Requirements
- Important Court Cases

And much more, including trends and what to expect in 2025.

Dec 3 (Online), 8:30-10:30
Dec 10 (Online), 8:30-10:30
\$99 / \$149

2025 Compliance Update: Washington

If you have employees in Washington, this annual Compliance Update will ensure that you are prepared for 2025. We'll break it all down into something that is easy to understand and practically apply to make sure you have the knowledge and tools you need to help meet your employment compliance obligations. Participants will also get a compliance checklist and other helpful resources.

Cascade's 2025 Compliance Update will cover many important topics:

- Paid Sick Leave
- Paid Family and Medical Leave
- Mandatory Meeting Exceptions
- Off-Duty Conduct Law
- Mandatory Retirement Plans
- Minimum Wage and Exempt Employee Thresholds
- Important Court Cases

And much more, including trends and what to expect in 2025.

Dec 11 (Online), 12:00-1:00

\$99 / \$149

Attend these must-have Annual Update sessions to help you navigate the maze of changes ahead.



Cascade Employers Association

Building better workplaces through
compliance, culture, connection

The ADA: Basic Employer Obligations

HR Academy #109

The Americans with Disabilities Act (ADA) is essential for creating a fair and inclusive workplace, but navigating its intricacies can feel overwhelming. This informative session will be your guide. Join us and gain clarity on who is considered disabled under the ADA; what are your responsibilities and those of your employees; spotting accommodation requests; the interactive process; making reasonable accommodations; and, understanding the undue hardship exception.

Sept 11 (Online), 1:00-3:00

\$99 / \$149

Administering Family and Medical Leave

HR Academy #104

Family leave is an area that is highly regulated with a strict administrative process. On top of the strict administrative process, many of the forms and processes have recently changed. This class will familiarize you with the steps you need to follow to properly administer Oregon's Family Leave Act (OFLA) and the Federal Medical Leave Act (FMLA) in your organization. We will also discuss your obligations surrounding Paid Leave Oregon (PLO).

Sept 25 (Online), 8:30-9:30

\$99 / \$149

Applying the ADA in the Workplace

HR Academy #110

This interactive session dives deep into applying the Americans with Disabilities Act (ADA) throughout the entire employment process. We'll navigate real-world scenarios you might encounter, from crafting inclusive job postings to managing accommodation requests and terminations. Gain the confidence to address ADA concerns effectively and create a more welcoming workplace for all.

Nov 6 (Online), 1:00-3:00

\$99 / \$149

Corrective Action:

Reduce Stress and Get Results

HR Academy #112

Disciplining employees isn't enjoyable, but with the right approach, it can be a positive step toward improvement. This course equips participants with the tools and confidence to navigate corrective action effectively. Learn to simplify the process, communicate with confidence, reduce stress and anxiety, and promote positive outcomes.

Sept 26 (Online), 8:30-10:30

\$99 / \$149

Crafting Powerful Interview Questions: Go Beyond "Tell Me About Yourself"

HR Academy #119

Frustrated with generic interviews that leave you unsure of your candidates' true potential? This workshop teaches skills to write insightful interview questions that truly reveal a candidate's fit for the role. Through hands-on exercises, real-world examples, and personalized feedback, you'll learn to write questions that assess specific skills and competencies, understand when to use situational and behavioral questions, and recognize unlawful interview questions and how to mitigate risk.

Oct 8 (Online), 8:30-10:30

\$99 / \$149

Demystify the Interview Process:

Hire with Confidence from Start to Finish

HR Academy #120

Feeling overwhelmed by the interview process? This workshop will give you the hands-on tools to conduct unbiased interviews that lead to hiring the people you need. Learn to recognize and mitigate the impact of interviewer unconscious bias; define selection criteria for the role; understand when to use different questioning techniques; and, create a positive and professional experience for all candidates.

Dec 12 (Online), 8:30-10:30

\$99 / \$149

Documentation: Write it Right

HR Academy #113

Effective documentation is the cornerstone of HR success. It's your ally in making sound decisions and your defense against potential legal challenges. In this session, we'll explore how to harness the power of documentation to protect your organization and its employees. We'll delve into practical strategies for creating clear, concise, and legally defensible records. By the end of this session, you'll have the tools and knowledge to transform documentation from a dreaded task into a strategic advantage.

Oct 10 (Online), 8:30-10:00

\$99 / \$149

Employee Engagement: Beyond Satisfaction

HR Academy #118

In today's dynamic workplace, engaged employees are the key to unlocking an organization's full potential. This session dives into the science of employee engagement, revealing the undeniable link between a happy, motivated workforce and superior business results. We'll explore the ever-evolving drivers of employee engagement, going beyond static concepts to address the unique challenges and opportunities presented by today's work environment.

Oct 29 (Online), 1:00-4:00

\$135 / \$205

Family and Medical Leave: Basic Compliance Obligations

HR Academy #103

Oregon is complicated when it comes to employee leave laws. If you have at least 25 or more employees in Oregon and have little experience administering family and medical leave or if you are unfamiliar with the recent leave changes, this class is for you. We will discuss Paid Leave Oregon, Oregon's Family Leave Act (OFLA), and the Federal Medical Leave Act (FMLA) to ensure you are able to comply with these complicated laws.

Sept 12 (Online), 8:30-10:30 **\$99 / \$149**

Family and Medical Leave: Advanced Family Leave Scenarios

HR Academy #106

If you've taken a basics of family leave class, this is your next step. Scenario based, this session delves into the more complicated issues and problems that come up when administering family and medical leave. You'll learn about how PLO, OFLA, and FMLA interact with one another; handling situations related to leave extensions; process when an employee exhausts their leave; addressing paperwork problems; limits on an employee's right to reinstatement, and more.

Oct 22 (Online), 8:30-10:30 **\$99 / \$149**

Find the Best: Strategies for Recruiting Quality Talent

HR Academy #117

With increasing competition for attracting and keeping top talent, making great hiring decisions is no easy task. In this interactive session, you will learn to craft compelling job advertisements, source like a pro, and build a magnetic employer brand that attracts the best. Find out what applicants are looking for, which job boards to post on, and common mistakes to avoid.

Sept 24 (Online), 8:30-10:30 **\$99 / \$149**

Harassment Awareness Training

This interactive course equips employees at all levels to foster a positive work environment free from harassment. New to the team? Refreshing your knowledge? Understand what constitutes harassment and how everyday behavior can impact colleagues, and learn your rights and responsibilities regarding respectful conduct and reporting procedures. Supervisors will gain additional insights on their role in preventing and addressing harassment, responding effectively to employee complaints, and knowing when and how to involve Human Resources.

Sept 24 (Online), Basic: 1:00-3:00 **\$99 / \$149**
Supervisors: 1:00-4:00 **\$135 / \$205**

HR and Employment Law Risk Management for Supervisors

This interactive workshop equips your supervisors with the HR and employment law knowledge to navigate everyday challenges with confidence. Through real-life scenarios, interactive activities, and engaging discussions, they will identify the most common HR and employment law issues they'll encounter; develop a step-by-step approach for responding, ensuring fair and legal outcomes; practice clear communication and conflict resolution techniques to foster positive employee relations; and gain clarity on when to involve HR, ensuring a smooth and efficient process for everyone.

Nov 13 (Online), 1:00-4:30 **\$180 / \$270**

Mitigating Risk With Employee Terminations

HR Academy #114

Every employee termination carries inherent risk. This session equips participants with the knowledge and skills to navigate the termination process effectively, minimizing potential liabilities. Key learning objectives include learning the red flags that signal increased risk, including poor documentation, supervisor missteps and timing traps, and understanding the most common post-employment claims arising from terminations and how to employ sound practices.

Oct 17 (Online), 1:00-3:00 **\$99 / \$149**

Navigating Politics in the Workplace

With the U.S. Presidential Election in full swing, employers face some unique challenges relating to the expression of politics in the workplace. This training will help employers navigate how to address employee political and religious expression while staying in compliance with state and federal laws.

Sept 10 (Online), 12:00-1:00 **\$99 / \$149**

Oregon Employment Law: The Basics

HR Academy #101

In today's dynamic workplace, staying compliant with employment law is crucial for any organization. This course equips you with the essential understanding of key legal issues for Oregon employers and best practices to minimize risk and foster a positive work environment. By the end of this course, you will be able to understand the federal and Oregon employment laws for your workplace; implement proactive measures to foster a culture of compliance and respect; make informed decisions regarding employee matters, minimizing legal risks; and stay updated on evolving legal trends in the workplace.

Sept 4 (Online), 1:00-4:00 **\$135 / \$205**

Paid Leave Oregon: Basics of Compliance and Administration for Small Employers

HR Academy #105

Paid Leave Oregon (PLO) is a new leave law that applies to ALL Oregon employers. If you are an Oregon employer with fewer than 25 employees and want to learn more about the fundamentals of PLO, this class is for you. Topics covered include employer coverage; employee eligibility; reasons for leave; applying leave from different work locations; calculating and tracking leave; employee rights and protections; PLO's interaction with short-term disability plans; reporting requirements; employee notices and application process; employer notices; processing overpayments; and, appeal process.

Sept 26 (Online), 1:00-3:00

\$99 / \$149

Performance Management in the Modern Workplace

HR Academy #123

Most workplaces are stuck with outdated performance management systems. This session equips leaders to break free and build a system that truly motivates and develops employees. You'll walk away with actionable strategies to assess your current system and identify improvement areas; practical tools to make performance management effective, efficient, and employee-centric; and, insights into cutting-edge trends, including the shift from formal reviews to ongoing feedback and the power of people analytics.

Sept 5 (Online), 1:00-3:30

\$135 / \$205



HABLA
ESPAÑOL?

Spanish Training and Translation Services

Need Spanish training or translation support?
We can help.

- Harassment awareness training for employees and supervisors
- Customized on-site training (in-person or virtual)
- Translation services for employee handbooks, policies, training materials, etc.

For more information, contact info@cascadeemployers.com or call us at 503.585.4320.

Reasonable Suspicion Training

This course is designed to equip supervisors and managers with the knowledge and skills necessary to identify potential substance impairment in employees and to respond effectively. By the end of this training, supervisors and managers will be confident in their ability to maintain a safe and productive work environment while adhering to legal and ethical guidelines.

Oct 2 (Online), 1:00-3:00

\$99 / \$149

Respect and Civility in the Workplace

With the rate in uncivil and disrespectful behavior in the workplace increasing, cultivating a positive work environment is essential to employee morale, retention and productivity. In this interactive session, learn how seemingly minor disrespectful behaviors can have a major impact; develop self-awareness to build stronger relationships; understand and appreciate the value of diversity in the workplace; gain practical tools to effectively respond to disrespectful behavior and minimize bullying; equip yourself with skills to resolve conflicts constructively; and, more.

Oct 1 (Online), 1:00-3:00

\$99 / \$149

Wage and Hour Laws:

Paying Your Employees Properly

HR Academy #107

Wage and hour laws are complex, and even minor missteps can lead to expensive lawsuits. This course equips you with the knowledge to confidently navigate these regulations and ensure your employees are paid correctly. Learn to identify key federal and state wage and hour regulations; classify employees as exempt or non-exempt; calculate minimum wage and overtime pay accurately; understand meal break and rest period requirements; and, maintain compliant records.

Oct 31 (Online), 8:30-11:00

\$135 / \$205

Washington Employment Law: The Basics

HR Academy #102

For HR professionals with employees in Washington, this comprehensive training provides a strong foundation in the key legal areas impacting your workplace. By the end of this course, you will be able to understand the federal and Washington employment laws for your workplace; implement proactive measures to foster a culture of compliance and respect; make informed decisions regarding employee matters, minimizing legal risks; and, stay updated on evolving legal trends in the workplace.

Oct 29 (Online), 8:30-10:30

\$99 / \$149

Workshop: The ADA Interactive Process

In this hands-on course, we will focus on the interactive process, from responding to a request for accommodation, requesting documentation of a disability, talking with your employee about what they need to perform the essential functions of their position, documenting the process and determining reasonable accommodations. This highly interactive scenario-based session walks step-by-step through the ADA process so you feel more confident and comfortable navigating the ADA in your workplace.

Nov 21 (Online), 1:00-3:00

\$99 / \$149

Writing Job Descriptions That Get Results

HR Academy #111

Tired of unqualified applicants or employee confusion about their roles? Accurate and well-written job descriptions are the secret weapon for any HR professional. This course equips you to create descriptions that not only attract top talent, but also ensure a smooth onboarding process and clear expectations throughout employment. You'll gain expertise in crafting compelling content, writing for clarity, staying compliant, and maximizing HR efficiency.

Nov 7 (Online), 1:00-3:00

\$99 / \$149

HR CONNECT A Member Benefit

FREE to Cascade Members, HR Connect sessions are one-hour live online sessions by our own subject matter experts, and focus on trending HR topics and best practices around compliance, culture and connection.

Basics of Unemployment

Dealing with unemployment claims can be confusing and frustrating. This session is designed to equip participants with the essential knowledge and skills to effectively navigate the complex world of unemployment claims.

Sept 25 (Online), 12:00-1:00

FREE / \$50

2024 Compensation Trends and the Year Ahead

Compensation is consistently listed as one of the top workplace concerns by employers. Join us to discuss the trends we saw in 2024 and the compensation related predictions for the new year to set your organization up for success.

Nov 20 (Online), 12:00-1:00

FREE / \$50

Top Employment Lawsuits of 2024 and How to Avoid Them

This session will review recent employment-related lawsuits of 2024 and how, as an employer, you can avoid them. We will examine federal and state litigation statistics, as well as recent lawsuits to help you understand where your risk lies.

Oct 23 (Online), 12:00-1:00

FREE / \$50

Setting SMART Goals for Development

Are you looking to build new skills and advance in your career? Setting SMART goals can be an important step in mapping out your journey to career success. Well-constructed goals can be instrumental in setting you on your desired path as they provide clarity, focus, and motivation toward your career aspirations.

Dec 18 (Online), 12:00-1:00

FREE / \$50

HR Academy

A Certificate Program for Human Resource Professionals

This series is designed to provide you with the HR knowledge, tools and resources you need to manage and lead in the core functions of HR as well as more specialized areas.

Each session integrates core HR and leadership principles with real life scenarios, trends and the practical tools and guidance you need to take your HR skills to the next level.

Choose Your Certificate Series

HR Fundamentals: Perfect for those newer to HR, or those seeking to expand their general HR knowledge. To receive this certificate participants must complete 22 credit hours.

HR Professional: If you're seeking more in-depth or specialized knowledge, this is the series for you. To receive this certificate participants must complete 36 credit hours.



No matter what certificate you seek, choose whatever electives best meet your needs. Take the classes at your own pace. There is no time limit for completing the series.

Elective Courses

Compliance

- 101:** Oregon Employment Law: The Basics (3 credits)
- 102:** Washington Employment Law: The Basics (2 credits)
- 103:** Family and Medical Leave: Basic Compliance Obligations (2 credits)
- 104:** Administering Family and Medical Leave (1 credit)
- 105:** Paid Leave Oregon: Basics of Compliance and Administration for Small Employers (2 credits)
- 106:** Family and Medical Leave: Advanced Family Leave Scenarios (2 credits)
- 107:** Wage and Hour Laws: Paying Your Employees Properly (2.5 credits)
- 108:** Building a Competitive Compensation Program (1.5 credits)
- 109:** The ADA: Basic Employer Obligations (2 credits)
- 110:** Applying the ADA in the Workplace (2 credits)
- 111:** Writing Job Descriptions That Get Results (2 credits)
- 112:** Corrective Action: Reduce Stress and Get Results (2 credits)
- 113:** Documentation: Write it Right (1.5 credits)
- 114:** Mitigating Risk with Employee Terminations (2 credits)

Diversity, Equity and Inclusion

- 115:** Inclusive Hiring Practices (2 credits)
- 116:** Inclusive Onboarding Practices (2 credits)

Engagement, Hiring and Retention

- 117:** Find the Best: Strategies for Recruiting Quality Talent (2 credits)
- 118:** Employee Engagement: Beyond Satisfaction (3 credits)
- 119:** Crafting Powerful Interview Questions: Go Beyond "Tell Me About Yourself" (2 credits)
- 120:** Demystify the Interview Process: Hire with Confidence from Start to Finish (2 credits)

Performance Management and Achievement

- 121:** Accountability and Delegation (3 credits)
- 122:** Finding Ease in Difficult Conversations (3.5 credits)
- 123:** Performance Management in the Modern Workplace (2.5 credits)

Tuition: Fundamental Certificate – \$ 895 Member Rate / \$1,325 Non-Member Rate
Professional Certificate – \$1,465 Member Rate / \$2,165 Non-Member Rate

Get started toward your certification by registering for the HR Academy Certificate Program at www.cascadeemployers.com/hr-academy today.

Compensation

Building a Competitive Compensation Program HR Academy #108

In today's competitive talent market, focusing on total compensation is essential. This session equips you to design a program that attracts, engages, rewards, and retains top performers. We'll delve into current compensation trends and guide you through developing a simple, competitive, and equitable pay plan. Learn how to create a total rewards package that fuels organizational success.

Nov 26 (Online), 1:00-2:30

\$99 / \$149

Survey Chat: Cascade's Current and Recent Surveys and Findings

Join us in this free webinar where we discuss Cascade's recent survey reports, current active surveys and what's coming up. We will start off with a review of the recently published Quarterly HR Trends Survey report and the National Business Trends Survey report. We will go over how to use the report, tips and tricks for using the report, and overall findings. We'll wrap up by sharing sponsorship opportunities for Cascade's 2025 surveys.

Nov 13 (Online), 12:00-1:00

\$FREE



*Only available to Cascade Members, our monthly **Service Highlights** webinars showcase some of our most popular services, including information about our approach and what to expect, demos of the content or service, answers to the questions you have and an opportunity to meet the team supporting you.*

September Service Highlight: Investigations

Investigations are complex and complicated. Having a neutral third party conduct an investigation on behalf of your organization can help. Meet our investigation experts and learn about our approach to leading thorough and unbiased investigations.

Sept 19 (Online), 12:00-12:30

\$FREE

October Service Highlight: Affirmative Action Plans and Programs

If you're a federal contractor or subcontractor subject to the federal affirmative action regulations, we can help. Come meet our AAP team and learn how our support can help you meet your annual AAP compliance obligations.

Oct 8 (Online), 12:00-12:30

\$FREE

November Service Highlight: Most Popular Private Trainings

Come learn about the most popular training sessions we provide to organizations, why they're our most popular and see what topics might be a match for your organization.

Nov 12 (Online), 12:00-12:30

\$FREE

December Service Highlight: Employee Surveys

Whether it is a comprehensive employee engagement survey, an exit interview or a pulse check, we've got you covered. Come learn about the different types of employee surveys we offer, including our process and approach.

Dec 17 (Online), 12:00-12:30

\$FREE

Diversity, Equity & Inclusion

Diversity, Equity and Inclusion are more than buzz words in today's professional world. Instead it is a process organizations engage in to address historical inequities and empower innovation, belonging, and psychological safety. Cascade offers a variety of options to get your organization started.

Communicating More Effectively in a Diverse Workplace

In today's dynamic workplaces, clear and inclusive communication is key to unlocking success. This session equips you with practical strategies to navigate diverse perspectives and foster a collaborative environment. We'll explore the power of inclusive language, active listening for understanding, and building bridges through effective communication.

Oct 30 (Online), 8:30-10:30 **\$99 / \$149**

Creating LGBTQ+ Inclusive Workplaces: The Foundation

This engaging training is designed to build a foundational understanding of LGBTQ inclusive workplaces. Participants will explore the challenges LGBTQ+ communities face in society and institutions, understand how dominant messages about sexuality, sexual orientation, and gender shape us, and recognize why everyone has a stake in championing inclusive workplaces and communities.

Oct 1 (Online), 8:30-10:30 **\$125 / \$185**

Cultivating Belonging and Inclusion in the Workplace

This interactive training session provides the tools and knowledge to create a workplace where everyone feels valued and empowered. Through engaging discussions and practical exercises, you'll gain a deeper understanding of belonging and its impact on performance, identify common barriers to inclusion, and develop actionable strategies to build a more inclusive team environment.

Dec 17 (Online), 8:30-10:30 **\$99 / \$149**

Inclusive Hiring Practices

HR Academy #115

Unlock the power of a diverse team! Learn how to build a more inclusive recruitment process and attract top talent from all backgrounds. In this interactive session you will learn practical strategies to build more inclusive recruitment and hiring processes that you can begin to use immediately and build a more diverse workforce.

Sept 3 (Online), 8:30-10:30 **\$99 / \$149**

Inclusive Onboarding Practices

HR Academy #116


This interactive training equips HR professionals to create a truly inclusive onboarding strategy that welcomes and supports all new employees, regardless of background or position. Discover how to differentiate onboarding from orientation, effectively onboard remote employees, embrace "pre-boarding," uncover the key elements that make an onboarding program truly inclusive and successful, and empower new employees to succeed and contribute meaningfully to your organization.

Oct 3 (Online), 8:30-10:30 **\$99 / \$149**

Interrupting Oppressive Moments in the Workplace

In this dynamic session, participants will delve into the specific challenges that LGBTQ+ individuals face in the workplace and learn to identify various types of oppressive moments. Participants will learn strategies for bystander engagement and empowered communication. This training equips you with the tools to intervene effectively and foster an inclusive, respectful work environment.

Oct 15 (Online), 8:30-10:30 **\$125 / \$185**



Bring Training Onsite

With group training sessions, the benefits and results are many.

Maximize the benefits of private training.

Bring us to you.

Leading a Multigenerational Workforce

Today's workforce is a tapestry of generations, each with unique strengths and perspectives. This course equips leaders with the essential skills to navigate this dynamic environment. We will go beyond stereotypes and learn to understand the value each generation brings. We'll delve into the motivations, communication styles, and work preferences of different generations.

Sept 17 (Online), 8:30-11:30

\$135 / \$205

Reducing the Impact of Implicit Bias in the Workplace

This interactive workshop delves into the science of implicit bias, exploring how unconscious perceptions can influence our behavior at work. You'll gain practical tools to uncover your own biases, challenge assumptions, and promote fair decision-making. This course goes beyond awareness, equipping you to create a more equitable and inclusive work environment.

Dec 4 (Online), 8:30-10:30

\$99 / \$149

Reducing the Presence of Microaggressions in the Workplace

This interactive session dives into microaggressions in the workplace, focusing on their impact on all employees from marginalized backgrounds. Learn to identify subtle behaviors that perpetuate bias and microaggressions, understand the cumulative toll microaggressions take on individuals, and gain practical tools to interrupt microaggressions effectively and navigate challenging situations. The course emphasizes fostering a culture of inclusion and respect, where everyone feels valued and empowered to contribute their best.

Nov 6 (Online), 8:30-10:30

\$99 / \$149

Spectra Diversity Assessment

Assess Your Organization's Culture

By understanding ourselves and others, we can translate that knowledge into actions and behaviors that have a positive impact on our organizations.



SpectraDIVERSITY
Powering Inclusive Cultures

What the Spectra Assessment Delivers:

- 5 demographic items
- 31 diversity & inclusion statements
- 2 open-ended questions
- Individual reports
- Organization report
- Choice of one plan customization option:
 - Sub-categories of data
 - Consultation support

The Spectra Assessment Asks You To:

1. **Acknowledge** unconscious bias
2. **Be** present and pause
3. **Consider** others' points of view
4. **Determine** what to do differently
5. **Engage** others through dialogue

Contact dei@cascadeemployers.com for more information.

Leadership Development

Accountability and Delegation

HR Academy #121

By understanding the foundational elements of accountability and delegation, learn to overcome common obstacles and implement best practices tools to foster a culture of accountability and effectively delegate responsibilities. This course will focus on empowering team members to take ownership of their work while providing the necessary support and guidance. Through practical exercises and case studies, gain the confidence and knowledge to create a high-performing team characterized by ownership, responsibility, and results.

Sept 11 (Online), 8:30-11:30

\$135 / \$205

Basics of Supervision

Good supervisors are the first line of defense against employee disengagement and turnover. Yet only one third of all supervisors and managers are perceived to be strong leaders. This course will provide both new and seasoned team leads, supervisors, managers, and above the tools they need to be effective.

This comprehensive virtual training program is offered over multiple days spread across consecutive weeks (either as two full days, or split into half days). Each session equips participants with the essential skills to lead and motivate their teams effectively. Through interactive sessions, insightful discussions, and practical exercises, you'll gain the knowledge and confidence to navigate the complexities of supervisory roles.

In Part One, You'll Learn:

- The Role of the Supervisor, Transition into Leadership, and Employee Engagement
- Communication, Collaboration, Building Inclusive Teams, and Recognizing Achievements

In Part Two, You'll Learn:

- Clear Direction, Effective Delegation, SMART Goals, and Leading Through Change
- Coaching, Performance Management, and Ethical HR Practices

Half Days: Sept 5, 12, 19 & 26; Oct 3, 10, 17 & 24
8:00-12:00 (Online)

Full Days: Nov 7 & 14; Dec 5 & 12
8:30-4:30 (Online)

Full Course Pricing: \$595 / \$895
Part One Only: \$350 / \$525

Basics Plus Upgrade*: **\$1120 / \$1680**
**includes three 60-minute coaching sessions*

The Complete Leader: 6-Part Development Series

Master the art of leadership and empower team members in this comprehensive virtual training series. Led by experienced instructors, each course combines insightful instruction with interactive workshops. Gain practical skills, build confidence, and tackle real-world scenarios to become a more effective leader.

The series covers six essential areas:

- **Foundations of Leadership** – Establish a strong foundation for success and build trust on a team.
- **Coaching: Bring Out the Best in Others** – Learn to unlock potential in others through effective coaching techniques. Motivate and inspire team members to achieve their full potential.
- **Essentials of Teamwork: Build a Collaborative Culture** – Cultivate a collaborative environment where everyone thrives.
- **Conquer Fear and Ambiguity During Change** – Navigate change with confidence and guide the team through transitions.
- **Super Skills for Getting Things Done** – Boost productivity and lead team members toward achieving goals.
- **Address Poor Performance with Confidence** – Learn effective strategies for handling performance issues with empathy and clarity.

By the end of this series, you will be able to:

- Implement core leadership principles for a thriving team.
- Coach and develop team members' talents.
- Foster a positive and collaborative work environment.
- Lead with confidence during periods of change.
- Increase efficiency and achieve goals with a team.
- Address performance issues constructively and effectively.

Don't miss this opportunity to invest in your leadership development and empower your team for success!

Oct 22 & 29; Nov 5, 12, 19 & 26
(Online), 7:30-10:00

Series Pricing: \$699 / \$1050
Individual Session Pricing: \$135 / \$205

Conflict, Coaching and Accountability Series

In this three-part series we will explore the keys to building our teams around the language of conflict, the art of coaching, and the fundamentals of accountability. These are the building blocks of effective leadership and successful teams.

In these interactive sessions we will review and practice:

- Building Team Skills Around Positive Disagreement
- Embracing the Radical Candor Model
- Finding Your Coaching Style and Rhythm
- Ensuring Team Accountability Through Clarity of Expectations and Appreciative Support
- How Effective Meetings Drive Accountability and Engagement

Nov 13, 20 & 27 (Online), 8:30-11:30 \$350 / \$525

Ditch the Drama for a Better Workplace

Stop drama in its tracks and create a thriving workplace culture! This interactive training session equips you with the skills to effectively address and minimize unproductive drama at work. Learn to identify and navigate common drama triangles in the workplace; develop strategies to avoid drama traps; workshop real-life scenarios and gain practical solutions; discover communication models to diffuse tension and promote collaboration; and, share best practices to cultivate a happier, more productive work environment.

Dec 11 (Online), 8:30-11:00

\$135 / \$205



Blended Learning is Here!

Navigate the Transition from Peer to Supervisor

Have you been promoted to a supervisor role and are now leading individuals you previously worked with as a peer? Join us for this dynamic blended learning experience that takes place over four weeks and includes self-directed webinars and assignments, as well as three virtual, real-time instructor-led training sessions.

During this experience learners will complete assignments and participate in interactive discussions with leaders from a variety of industries around the following topics:

- Adopt and develop a leadership mindset.
- Develop a plan to have strategic conversations with your new team, supervisors, and peers.
- Learn strategies to help you successfully navigate the transition from peer to supervisor.
- Create an action plan for the implementation of skills and knowledge gained.
- Develop and communicate positive expectations for your team.

This experience begins on September 11, 2024 and ends on October 9, 2024, with instructor-led training sessions held on September 18 from 1:00-4:00; September 25 from 9:00-11:00; and October 9 from 8:30-11:30.

Program pricing: \$595.00 / \$895.00

Finding Ease in Difficult Conversations

HR Academy #122

Having workplace conversations that feel tense or unproductive? This course equips leaders to navigate even the most challenging discussions with clarity, respect, and purpose. We'll explore how to foster a culture of constructive problem-solving, where your team can address issues collaboratively, proactively, and with a sense of empowerment. Discover the art of conversation, learn conflict navigation, and explore conflict resolution approaches.

Dec 5 (Online), 8:30-12:00

\$180 / \$270

From Setback to Success: Master Leadership Recovery After a Mistake

Even the best leaders make mistakes. But it's how you handle those missteps that truly defines your leadership. This interactive, virtual workshop equips supervisors, managers, and aspiring leaders with the tools and strategies to navigate leadership setbacks, rebuild trust, and emerge stronger. Participants will learn to master the art of recovery, rebuild trust and credibility, turn mistakes into opportunities, cultivate a culture of transparency, and apply these new-found skills to workshop real-world scenarios.

Oct 16 (Online), 1:00-3:30

\$135 / \$205

Optimizing Productivity for Leaders

This results-oriented course equips leaders and managers with tools and strategies to supercharge productivity within their teams and organizations. We'll delve into techniques for optimizing workflows, fostering a culture of high performance, and achieving ambitious goals. Through interactive discussions, real-world case studies, and practical exercises, you'll develop actionable skills to streamline processes, motivate and empower your team, drive results, and cultivate a culture of efficiency and innovation.

Sept 10 (Online), 8:30-11:30

\$135 / \$205

Reignite Your Spark: Build Resilience and Conquer Burnout!

Feeling overwhelmed, exhausted, and uninspired? You're not alone. Especially in today's competitive landscape, leaders often face immense pressure and stress in the workplace. This interactive course, designed for leaders like you, equips you with the tools and strategies to combat leadership burnout and build lasting resilience. By the end of this course, you'll feel empowered to recapture your leadership spark, lead with renewed energy, and create a more thriving work environment for yourself and your team.

Nov 21 (Online), 8:30-11:30

\$135 / \$205

The Tactical Side of Performance Management Conversations

This course equips leaders with the tactical edge in performance management. Go beyond theory and gain practical tools to drive results and unlock employee potential. Through interactive exercises, case studies, and role-playing, you'll master techniques to effectively manage, motivate, and improve your team's performance.

Dec 19 (Online), 8:30-11:30

\$135 / \$205



Cascade Employers Association

SERVING THE HR PROFESSION TOGETHER

Many of Cascade's classes qualify as credit toward your aPHR, PHR, SPHR or GPHR recertification.

And, if you're a Cascade member you'll receive the following benefits when obtaining or renewing HRCI certifications:

- Earn up to twelve (12) Recertification Credits per renewal cycle
- \$50 discount off the aPHR, PHR, SPHR or GPHR exam fee

Contact training@cascadeemployers.com to learn more.



On-Demand Trainings

All online, on-demand learning allows learners to access training opportunities when it's convenient for them. No need to show up at a specific time or place. It's an efficient and cost-effective way to develop employees.

Some courses are standalone topics of varied length, while others are micro-learning we've bundled together for you. In bundled courses, each topic within the course is typically 5-10 minutes long. These bite-sized learning opportunities are short and to the point allowing for better retention of the information by the learner. AND more convenient when everyone is pressed for time.

Sample topics:

- Harassment Awareness (including California)
- Transitioning from Peer to Boss
- Leading in a Remote and Hybrid Workplace
- Effective Communication
- Project Management
- Productivity
- Coaching Employees
- Conflict Management
- Delegating Work
- Change Management

Visit our website to check out what's currently available: cascadeemployers.com/on-demand



Dedicated Paid Leave Oregon Resource Center for Employers

Paid Leave Oregon is a paid family and medical leave program administered by the State of Oregon that became effective September 3, 2023. Cascade's goal is to provide information and resources around this program to make sure your workplace is compliant and confident.

- | | |
|--------------|----------------------|
| ■ FAQs | ■ Alerts |
| ■ Factsheets | ■ Webinars |
| ■ Policies | ■ Other Useful Tools |

Mark this website as a favorite and be sure to visit it often to see updates (you need to be logged in to our member-only website to view this resource): cascadeemployers.com/paid-leave

Meet Our Training Team



Jenna Reed,
Senior Vice President and
General Counsel



Lindsay Hill,
Director, Compensation
Services



Plummer Bailor,
Leadership Development
Consultant



Carolyn Culley,
Workplace Learning
Consultant



Daryl Dixon,
Senior DEI Consultant



Caitlin Egeck,
HR and Compliance
Manager



Trudy Hylemon,
Senior HR & Leadership
Consultant



Bethany Sanchez,
Senior HR Consultant



Maria Cenicerros,
Senior HR Consultant



Mackenzie Cowan,
HR Generalist



McKenna Arnold,
Survey and Research
Manager

***Behind every great organization
is a well-trained staff.***



“Cascade has proven to be a **great asset to Tyree Oil for a variety of employment related services. They have been especially helpful during a period of transition within our human resource department. They've always stepped up, beyond the call of duty, when we needed their professional services.”**

—Ron Tyree, President, Tyree Oil, Inc. of Eugene, OR

When you're a member of **Cascade Employers Association**, you don't have to keep up with ever-changing employment laws. That's our job, not yours.

Responsive Service

Plus...

- Assistance with COBRA, HIPAA, and other administrative issues
- Single source billing
- Online enrollment
- ACA compliance

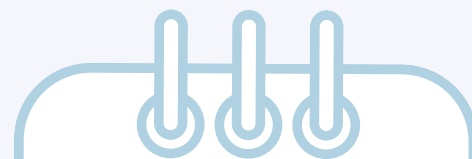


Association Health Plan Benefits

- Health, vision, dental, and life
- Small groups can leverage large group rates
- Extensive provider network
- Choice of plans
- Alternative care

GROUP BENEFITS

Get a quote for the Cascade Employers Association Health Plan.



Schedule a complimentary consultation appointment now!

Email info@csnwinc.com or call Patrick Sullivan at 503-542-4094.



BENEFITS FOR YOUR LIFE & BUSINESS



Cascade Employers Association
Building better workplaces through compliance, culture, connection

Sound HR Advice & Workplace Solutions Whenever You Need It



HR Support

Access to a team of experienced professionals. Quick answers to questions, compensation planning, policy development, on-site HR support, AAP development, performance appraisal tools, and more.



Compliance

Ensure the legal compliance and effectiveness of your entire HR program before a crisis happens: HR assessments, HR audits, and consultation on employee situations.



Training

Behind every organization is a well trained staff. Get proven soft skills and compliance training to achieve performance improvement and personal success for your managers, supervisors, and employees.



Diversity, Equity & Inclusion

Develop your team's willingness to learn from a different point of view so they can better understand, communicate and interact with people across cultures.



Recruitment & Talent Acquisition

Let our Talent Acquisition experts handle the sourcing, screening and selection of top candidates so your staff can focus on what they do best.



Pay & Benefits Surveys

Accurate market pay and benefit data is a must for recruiting and retaining the right people. Local and national data for hundreds of exempt, nonexempt and executive positions.



Employee Benefits

Control employee benefit costs. Group health insurance, retirement plan, benefit program design and evaluation.



Cascade Employers Association