

**November 7, 2023**  
**Workforce Solutions**

## **AGENDA**

- 7:30am Registration**
- 8:00 Keynote | Generations in the Workplace and the Changing View on Work**  
Ali Payne | President | ethos  
Michelle Weil | Employee Experience Consultants | ethos
- 9:00 Construction Training Reimagined**  
Amy Powell | Owner | Well Works
- 10:00 Humanizing Your Workforce**  
Audrey Sevalt | Senior HR Consultant/DU Professor | BBSI
- 11:00 Workforce Solutions Panel Discussion**  
**FACILITATOR**  
Nicholas Williams | Director of Operations | Absolute Caulking & Waterproofing, Inc.
- PANELISTS**  
Ali Payne | President | ethos  
Michelle Weil | Employee Experience Consultants | ethos  
Amy Powell | Owner | Well Works  
Audrey Sevalt, HR Consultant/Professor | BBSI/DU  
Kristin Davenport, Career Coach | BuildStrong Academy of Colorado
- 12:00pm Conference concludes**

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# 2023 SUBSTRONG

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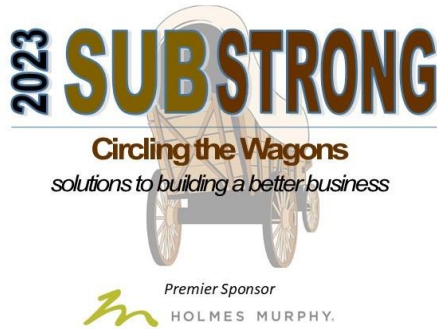
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## **ABOUT THE SPEAKERS**

### **Keynote | Generations in the Workplace and the Changing View on Work**

**Ali Payne | President | ethos | [APayne@yourethos.com](mailto:APayne@yourethos.com)**

As the President of ethos, Ali Payne leads a team of engagement and wellbeing experts who work with clients to not only develop a strategy to drive employee engagement, but also to help them focus on the right employee experience and resources for all the demographics in their workplace.

Ali has a wealth of knowledge and expertise in the organizational wellbeing, culture, and employee experience industry. Prior to joining Holmes Murphy, Ali spent 15 years with Gallagher Benefit Services as Divisional Vice President, Practice Leader,

Ali is also an organizational engagement / culture expert and an award-winning thought leader. Recognized for her work in the industry, Ali was named the Employee Benefit Adviser's Wellness Adviser of the Year in 2018. Ali received her undergraduate degree in Exercise Physiology from the University of Iowa and her Master of Science Degree in Health Promotion and Human Resource Management from Nebraska Methodist College. She also holds a certificate in Leadership from Harvard Business School.

**Michelle Weil | Employee Experience Consultants | ethos | [MWeil@yourethos.com](mailto:MWeil@yourethos.com)**

Michelle Weil makes the perfect Consultant because she is constantly educating herself. With the rise of the "Social" aspect within ESG, Michelle has broadened her focus to assist companies in better understanding how an ESG strategy can enhance their culture and employee experience.

Along with ESG, Michelle focuses on the career development side of wellbeing – connecting people to their purpose and helping employees determine what impact and value they bring to an organization. Her main goal is to create a culture where people can show up as themselves and bring value through their talents.

Prior to joining ethos, Michelle worked for Holmes Murphy as a Learning and Development Consultant for 7 years. She also spent several years as a social worker specializing in adult mental illness.

Michelle attended Iowa State University, where she earned degrees in Psychology and Sociology. In addition to her education, Michelle is certified in Gallup Strengths and has her Thriving Workplace Culture Certification.

**KEYNOTE DESCRIPTION** – There are five generations in the workforce, each contributing to how work gets done. Each generation brings their own needs and challenges. The keynote will educate attendees on the five generations, how each best contributes, and the importance of connection in recruitment and retention of your workforce.

## **Construction Training Reimagined**

**Amy Powell | Owner | Well Works | [apowell@livingwellworks.org](mailto:apowell@livingwellworks.org)**

Amy is a design-build contractor, except now, instead of buildings, she designs and builds training programs for builders.

Well Works tagline is: Invest in the People to Improve the Process. When Amy was in project management, she recognized the importance of building the resiliency of our project teams to best overcome the challenges we inevitably encounter on our projects. Surprisingly, when she switched her focus to the people, she recognized improvements in the process, the project's success, and the well-being of the project team. She has lived and breathed this, failed as well as succeeded. So she left a job she loved to start a company she is passionate about to help those within our industry thrive.

DESCRIPTION - Construction training can be expensive and time-consuming, but it doesn't have to be. You will be happy to know that construction training has come a long way. There are minor yet effective ways to implement training in daily processes while still being effective and empowering to your employees.

Amy will offer solutions to the how and what of employee training. Options are available to employers to ensure their employees receive and retain content. She will spend time helping us understand how adults learn, how to recognize employees who are ready for advancement, and how to provide the training they need to succeed. What about those employees that are successful in what they provide to the company and want to continue in their role? How do you support them in your training and education efforts? This one is an eye-opener, and you will leave with a new understanding of what training can be (and doesn't have to be) to provide and the best options within our companies and industry.

## **Humanizing Your Workforce**

**Audrey Sevalt | Senior HR Consultant/DU Professor | BBSI | [Audrey.Sevalt@bbsi.com](mailto:Audrey.Sevalt@bbsi.com)**

Audrey Sevalt (MSS in Applied Communication, University of Denver) has been an adjunct professor at University of Denver's University College for 22 years, reviewing over 200 Capstone papers. She graduated from the University of Denver with an MSS in Applied Communication and received a Certificate in Alternative Dispute Resolution. Additionally, Audrey has 38 years of experience in human resources in a variety of industries and continues as an HR Consultant for small business owners in Colorado.

DESCRIPTION - Workplaces that endure and thrive understand that their employees are their greatest asset. Trouble hiring and retaining employees? Solution, treat your employees as individuals with intrinsic value and word gets around.

We live in a post COVID World and like it or not COVID changed your business and the way you do business. Have you responded to the shift? Do your policies carry the message of solidarity? Do business owners, key individuals and managers genuinely care for others? How do you accomplish these objectives?

Join Audrey Sevalt as she sheds a spotlight on how to humanize your workforce by discussing practical, meaningful and no cost solutions to the challenge of recruiting and retaining your employees.

## **Workforce Solutions Panel Discussion**

**Nicholas Williams | Director of Operations | Absolute Caulking & Waterproofing, Inc. | [nicholas@absolute-caulking.com](mailto:nicholas@absolute-caulking.com)**

Nicholas started his construction career with Absolute Caulking & Waterproofing in 2009. He has Bachelor's degrees in Philosophy and English from CU Boulder as well as a certificate in Business and Project Management from World of Concrete. Nicholas is a former Board President of American Subcontractor's Association of Colorado (ASAC) and chaired the ASAC Health and Safety Committee for 7 consecutive years. He has recently become chair of the Associated General Contractor Metal Health Working Group. When Nicholas isn't working or donating his time to industry associations, he loves spending time with his family traveling the world.

**Kristin Davenport | Career Coach | BuildStrong Academy of Colorado |  
KDavenport@ColoradoBuildStrongAcademy.org**

Kristin Davenport is a native Coloradan and graduated from the Art Institute of Colorado with a Culinary Arts degree. Kristin has spent much of her career working in Corporate America as a recruiter for several Fortune 100 Companies (IBM, Comcast, UnitedHealthcare). Kristin previously worked for the City and County of Denver on the WIOA (Workforce Innovation and Opportunity Act) Grant where she worked with employers all over the Denver Metro area to find the youth of Denver sustainable employment. Kristin has been a recruiter in the construction field for the last several years and looks forward to assisting BuildStrong Academy students/graduates with networking, resume building, interviewing skills and making introductions to employers in the BuildStrong Academy network. In her spare time, Kristin enjoys going camping, fishing and attending rock concerts with her husband, she is also known to throw dinner parties from time to time.