



San Diego CFMA Meeting Notice
October 12, 2016
11:30 am registration; 12:00-1:30 pm presentation
Doubletree by Hilton Hotel- 14455 Penasquitos Drive San Diego, CA 92129

The Inspired Workforce

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Presented by:
Don Phin

How much are your HR practices costing you? How much time do you waste with unnecessary employee dramas? How do you get employees working together to grow the bottom line?

The number one asset of today's workplace is its people. CEOs all agree that the greatest difficulty they have is in hiring and retaining a quality workforce. To meet this challenge, Don Phin, an attorney, consultant and author, presents the strategies and tools necessary to grow and retain a quality workforce, while avoiding employment claims in the process. Workshop topics to be covered include:



- Demonstrate how to build a trustworthy organization through employee skills and character.
- Identify the five reasons employers make poor hiring decisions.
- Determine how to motivate employees towards a defined purpose through the use of vision, mission, values and goals.
- Identify the most powerful form of communication, to enhance your employee relations.
- Recognize how to tap into the creativity of your entire workforce.
- Develop performance improvement and compensation systems that work.
- Identify today's workforce commitments – compliance, life balance and playing team.

Earn 1.5 CPE Credits in the Field of Specialized Knowledge and Applications (SKA). This is a group-live program at the Basic level. No prerequisites or advanced preparation required.

Who should attend? Anyone is welcome to attend CFMA San Diego meetings, whether a member of CFMA or not. We encourage HR Managers, Department Managers and Principals to attend this particular meeting.



The Construction Financial Management Association (CFMA) is registered with the National Association of State Boards of Accountancy (NASBA) as a sponsor of continuing professional education on the National Registry of CPE Sponsors. State boards of accountancy have final authority on the acceptance of individual courses for CPE credit. Complaints regarding registered sponsors may be submitted to the National Registry of CPE Sponsors through its website: www.learningmarket.org.

Cost:
 \$40 members; \$45 non-member guests.

Registration:
 Online registration is required. Please register **by Thursday, October 6, 2016**
<http://cafe.cfma.org/sandiegoca/events/recentcommunityeventsdashboard>.

Payment Options:
 The CFMA online registration page will allow you to generate an invoice or process a credit card payment via PayPal. Note: A PayPal account is not required for online payments, you may check-out as a guest.

Refunds and cancellations:
 Request for refunds must be received by October 6, 2016 and no refunds will be granted after this date. For information regarding refunds, complaints, or program cancellation policies, contact Lynn Hanson- 760-598-7614 or lhanson@gnrgc.com



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Don Phin

Don Phin has been a California employment practices attorney since 1983. He litigated cases for 17 years, figured out how ridiculous it all was, so he decided to help employees and companies avoid destructive scenarios.

Since then he built and sold HRThatWorks to ThinkHR, a comprehensive HR program used by thousands of companies. He has written 6 books on the workplace <http://www.amazon.com/Don-Phin/e/B00UKITUTY> and presented to hundreds of CEO, HR, and insurance groups. He is a Vistage Chair and does workplace investigations.

Don is the co-editor of the prestigious [EPLiC Journal](#) published by IRMI.

His mission is to improve human wellbeingness, grow careers and enhance the bottom line.

To learn more go to www.donphin.com