

**2025 NNAHRA Annual Conference Session Schedule**

	Legal	Best Practices	Leadership	HR Solutions & Technology	Benefits/Compensation	NDN Soup for the HR Soul	Next-Level Leadership
Location	Grand Ballroom Main	Summit B	Summit A	Grand Ballroom East	Elderberry	Grand Ballroom West	Cottonwood
<b>9/29/2025</b>							
12:45 pm-1:45 pm <b>Session 1</b>	AI IN HR: Managing Legal Risks & Adapting Jon Haney & Anna Cole	Activating Tribal Values in People Practices & Development Programs Luke Freeman	Culturally Rooted Leadership - Leading from Identity: Reclaiming Leadership through Native Values Paula Allen	Beyond the Algorithm: Igniting Passion, People, and Possibilities with AI Charles Walters	Compensation Clarity: Breaking Down Pay Compression Rachel Overmier	Carefully Cultivating a People-First Culture Niki Ramirez	Tribal Leadership Strategic Change and Intervention Terilynne Kisto & Monica Atone
2:00 pm- 3:00 pm <b>Session 2</b>	Why Tribal HR Is Different: A Guide for Newcomers Corey Hinton	LGBTQ Best Practices Solicia Aguilar, Marcus DeMaria Arana, Kodak Alcantra-Rodriguez & Juan Angel Reynoso	Quiet Quitting: How to identify it, and create a culture that engages employees Jerrod Murr	How AI is Revolutionizing HR: Efficiency, Empowerment & the Future of Work in Indigenous Country Ruth Tidmore	Let's Put a PEP In Your Step - A PEP Talk for Tribal HR Brahm Rossiter, Marcus Sasaki, & Jake Taylor	From Burnout to Balance: Mental Health Strategies That Actually Work Jake Aguas	Leading with Heart: Executive Leadership that Transforms Tribal Nations Christopher Orozco
3:15 pm- 4:15 pm <b>Session 3</b>	Investigative Interviews: Getting All the Facts and Being Able to Make Conclusions with Confidence Anna Cole	Navigating the New Normal: Employee Benefits Under the 2025 Administration Liliana Salazar	Internships: Developing Programs to Uplift and Inspire Cheyenne Sanders, Krista Saenz & Anna Hohag	Leveraging AI and Predictive Analytics to Mitigate Employee Risks and Overcome Challenges: Empowering HR Teams for Success Jeff Yates & Jared Smith	Planning for Tomorrow: Executive-Level Succession in Tribal Organizations Kenneth Pearson	Level Up Your Life: Conquering the Work-Life Balance Battle Cindy Rowe	Building Bridges: Enhancing Communication and EQ Diane Ristau & Carrie Beaudette
<b>9/30/2025</b>							
10:15 am- 11:15 am <b>Session 4</b>	Navigating the River: Assessing and Understanding the Strategic and Fundamental Legal Issues in your Handbook Corey Hinton & Kathleen Wade	Effective HR Departments – A CEOs Perspective Tonya Leasureaux, Frank Tecumseh & Mike Bean	ReNEW Your Success: Lead with the Power of ReNewal In Indigenous Country Haydee Antezana	The Creative HR Revolution: Tech Tools That Are Changing the Game Pete Rodriguez	AI Is Reshaping HR. Here's How to Lead, Not Lag. Donald DeSantis	Self-Induced Attitude Adjustments – Executive Coaching for HR Practitioners to Maintain Sanity in Insane Situations Cristin Heyns-Bousliman & Sam Bolen	The Three Responsibilities of a Leader: How to Use the SBI Coaching Model to Create Conversations for Today's Workforce Deanna Scott
12:45 pm- 1:45 pm <b>Session 5</b>	11 Best Practices From NNAHRA Members Richard Mcgee	Leading Through Change Bethany Rios	Culture is the Foundation of Workplace Culture Janine Sam	Data First Aid: HR's Role in Treating Organizational Pain Points Armida Vargas & Ernest Vargas	Strategies to maximize Employee retirement benefits while minimizing Employer costs Debbie Pucciarelli	More Empathy! Wait, More Sympathy. No, More Empathy! Paul Figueroa	Magnetic Branding: Executive Insights on Attracting and Retaining Tribal Talent Alicia Finley
2:00 pm-3:00 pm <b>Session 6</b>	Employee Medical Accommodations and Requests for Leave: A Practical Overview Kathleen Wade & Dan Rose	Delivering Best Practices Through Human Resources Brendan McKenna & Morgan Matz	Navigating a Six-Generation Workforce Karla Bylund	Go Beyond Bullet Points by Leveraging PowerPoint as a Visual Storytelling Tool Ben Scholl & Tammy Harris	Navigating Compensation Challenges: Building a Sustainable, Market-Based Pay System Stacie Jackson	Self-Care and Stress Management Dr. Kimberly Moss	Building a High-Performing Background Investigation Team Michele Justice & Margaret Lynch
3:15 pm - 4:15 pm <b>Session 7</b>	Protected Traits & Characteristics-A Better Approach to Discrimination & Harassment Richard Mcgee	Five Must-Dos for High-Performance Recruitment Chris Province & Megan Carpenter	Lead Like It Matters: Why Your Leadership Program Can't Wait Kacey Peloso & Kamie Best	Building a Powerful Employer Brand in the Digital Age: Approach to Social Media for Talent Engagement Wende Smith	From Risk to Resilience: Transforming Heart Health in Native Nations Stephanie Campbell & Roselyn Tso	From Burnout to Balance: Mental Health Strategies That Actually Work Charles Carlson & Dr. Darryl Tonemah	Tribal Leadership Council: Cultivating the Next Generation of Indigenous Leaders Justin Barrett & Mauricia Chavaria
<b>10/1/2025</b>							
10:45 am- 11:45 am <b>Session 8</b>	Preference & TERO Intersect Richard Mcgee	Better Together: Streamlining HR Investigations through Collaboration Mariella Platner, Maria Ferris & Cattleya Rice	Emergency Preparedness and the Opioid Epidemic: Fentanyl Awareness and Narcan Resources (Narcan Training Certificate) Eddie Ilko & Kelly McKay	Using Culturally-Grounded Learning Communities for Employee Growth Basla Andolsun & Patrick Anderson	What's Truly Driving Costs: Unraveling the Myths and Misconceptions about Employer Health Plans Dave Ross	Setting Boundaries to Preserve Your HR Sanity Duncan Granger	Unlocking Potential: Positive Psychology Training for HR Professionals Alonzo Nez
1:45 pm- 2:45 pm <b>Session 9</b>	What is The Landscape of ICE and Immigration Enforcement Efforts? Christina Simpson	Interviewing Best Practices Holly Waisanen	Resilient Leadership, Change Your Mindset, Change Your Outcome Nathaniel George	Leading with innovation: How cloud technology and AI are Evolving HR and Finance Chris Cameron	Work Comp – Covered or Not Covered (scenarios given to decide on whether a claim should be accepted or denied) Mike Melchior	The Magic of Resilient Leadership: Overcoming Challenges to Inspire Growth Brian Yazzie	The Confident Leader's Edge: Recruitment Strategies That Resonate Clint Rosser
<b>*Please note schedule, topics or speakers may be subject to change.</b>							