

Research and Innovation Conference

Building and Developing Talent and Teams

PROGRAM		
Moderators	Marty Mahler , <i>Nebraska P-16 Initiative</i> and Terri Wasmoen , <i>Schering-Plough Animal Health Corp.</i>	“The 21st Century Workforce” Challenging demographics, low unemployment and unfilled jobs; are there any solutions? A panel presentation with examples of new and revisited strategies to assist companies in long term employee recruitment; web based tools for finding new employees and a model approach for matching K-18 education and employer needs.
1:30-2:10	Greg Adams, Marty Mahler and Randy Vlasin “Next Generation Innovators”	
2:10-2:50	Roni Reiter-Palmon Moderator: Marty Mahler “The Role of Collaboration Science in Creativity and Innovation”	
Break		SPEAKER BIOS Marty Mahler currently serves as the Executive Director of the Nebraska P-16 Initiative. The P-16 initiative is a coalition of educators, business leaders, and state government officials who seek to improve the educational success of Nebraska students. Specifically, the P-16 initiative seeks to increase the college-going and graduation rates across Nebraska as well as expand and enhance the quality of the state’s existing and future workforce. Previously, Dr. Mahler served as the Dean of Continuing Education and Business Outreach for Pulaski Technical College in Little Rock, Arkansas. In this position, he provided leadership for the PTC Business and Industry Center, which provides customized business and industry training, computer applications courses, and management development seminars. The center offers training and instruction in the areas of mechanical maintenance, industrial electricity, avionics, electronics, aircraft modification, programmable logic controllers, computer applications, management development, and supervision. In 2006, Dr. Mahler worked with a coalition of central Arkansas manufacturers to develop and implement a foundational manufacturing pre-employment training program to meet a demand for high skill, high demand jobs in the manufacturing industry in Central Arkansas. Dr. Mahler received his Ph.D. in Administration, Curriculum and Instruction, M.E. Vocational and Adult Education, and his B.S. in Industrial Technology from the University of Nebraska-Lincoln. Terri Wasmoen is the Senior Director of Biological Research for Intervet/Schering-Plough Animal Health and is located at Elkhorn, Nebraska. She joined Schering-Plough Animal Health in 1995 and assumed increasing responsibilities for worldwide vaccine development, including research groups in the United States, New Zealand, and the United Kingdom. Following the merger with Intervet, she was recently named to head US vaccine research groups in Nebraska and Delaware. Dr. Wasmoen received her Ph.D. in Immunology from the Mayo Graduate School of Medicine. She has over 20 years of industrial research experience focused in the areas of infectious disease research, vaccine development, diagnostics, and antibody therapeutics. Dr. Wasmoen is the inventor on 10 issued patents and an author on over 100 scientific publications. Senator Greg Adams represents Nebraska’s 24th District. He graduated from Wayne State college with a B.A. in education and received his Masters degree a year later. He has served as the Mayor of York, Nebraska, as well as a member of the York City Council, the Nebraska Information and Technology Commission and the executive board of the League of Nebraska Municipalities. A York High School teacher, he is also a member of the Nebraska State Education Association. Elected in 2006, Senator Adams has served on the several committees, including Education; Government, Military and Veterans Affairs; and the Midwestern Higher Education Compact Commission. Randy Vlasin’s professional career includes 24 years as a high school Agricultural Sciences instructor where he focused on bringing real world experience to the classroom by forming
2:50-3:10		
3:10-3:50	Dan Krick and Jeannine Falter Moderator: Terri Wasmoen “Developing Existing Talent”	
3:50-4:30	Steve Frayser, Caleb Pollard and Randy Vlasin Moderator: Terri Wasmoen “The 21st Century Workforce”	
ABSTRACTS		
“Next Generation Innovators” Developing the next generation of talent across Nebraska will be critical to supporting economic and workforce development in the state. Key to making this happen will be innovative collaboration across government, education, and business and industry. This panel will provide participants with information on some of the various strategies that are currently being implemented and how to get involved in developing Nebraska-based talent.		
“The Role of Collaboration Science in Creativity and Innovation” Teams are required for organizational innovation. As a result, it is important to understand not only what contributes to creativity and innovation at the individual level, but also what facilitates creativity and innovation at the team level. Organizations that want to promote innovation must attend to both the creative individual and the creative team. This presentation will provide information about factors that affect innovation at the individual and team level with specific attention to the role collaboration plays in team innovation. Additionally, the role of collaboration science in facilitating team creativity and innovation will be discussed.		
“Developing Existing Talent” Duncan Aviation and Lincoln Industries are well-known companies in their industries with unique company cultures built on being customer-focused, employee-friendly, productive, and innovative. Dan Krick of Lincoln Industries will discuss their programs in employee selection, development, wellness, and recognition that have become “hardwired” into the business. Jeannine Falter of Duncan Aviation will discuss Duncan Aviation’s programs that develop and maintain an expertly skilled workforce, build strong and effective business leaders for the future, sustain and strengthen a family-oriented service culture, positively impact productivity, profitability, future growth and their competitive edge, and serve as a strategic vehicle for the company.		

partnerships with business and industry. Randy also worked as a leadership specialist for the National FFA Organization, including curriculum development and teacher training. For the past 12 years, he has provided consulting on talent development and communication to various organizations and continues that work today. Randy currently serves as Executive Director of Future-Force Nebraska, an organization dedicated to fostering relationships between education and business in order to provide a well educated, highly skilled workforce for Nebraska.

Roni Reiter-Palmon is the Isaacson Professor of Industrial/Organizational (I/O) Psychology and the Director of the I/O Psychology Graduate Program at the University of Nebraska at Omaha (UNO). She also serves as the Director of Research for the Institute of Collaboration Science, an inter-disciplinary program at UNO. She received her Ph.D. in I/O Psychology from George Mason University, Fairfax, Virginia. Her research focuses on the effect of individual differences, specifically personality and cognitive thought processes, on leadership and leader development, creativity and innovation in organizations, and team performance and collaboration, as well as the intersection of leadership, teams and innovation. Her research has been published in *Journal of Applied Psychology*, *Creativity Research Journal*, *Human Resources Management Review*, and *Leadership Quarterly*. Her applied experiences include consulting to and grants from Fortune 500 companies as well as the government and military. She serves on the editorial board of *Journal of Organizational Behavior* and *The Psychology of Creativity, Aesthetics and the Arts*.

Dan Krick is the Vice President of People Resources at Lincoln Industries in Lincoln, Nebraska. Lincoln Industries, a manufacturing and metal finishing company, employs 500 people. Lincoln Industries invests heavily in the selection and development of their people. This approach is paying dividends: They have been on the Great Places To Work Top 25 Medium Sized Companies list for the past 5 years. They have also been received numerous national recognitions for their wellness efforts including the "Partnership for Prevention" award by Dept. of Health and Human Services, "Model Employer" by the Center for Disease Control and U.S. Chamber of Commerce and also a Platinum Wellness company from the Wellness Council Of America (WELCOA). In July of this year, their wellness program was featured in both the Wall Street Journal and a CNN health segment. Prior to joining Lincoln Industries in 2002, Dan held human resources leadership positions with Amoco Corporation, The Iams Company and Procter and Gamble. He holds a bachelor's degree in business administration and human resources management from Hastings College in Hastings, Nebraska and a master's degree in industrial and labor relations from the University of Illinois. In Lincoln, Dan is involved with a variety of boards and frequently talks on the power of culture and wellness.

Jeannine Falter is Vice President of Business Development at Duncan Aviation, the largest privately held business aviation service company in the world and ranked for 4 consecutive years in Fortune magazine's "100 Best Companies to Work For." She serves as adjunct faculty at the University of Nebraska and is principal consultant for J. Falter & Associates, a private consulting firm specializing in executive coaching and leadership development for individuals and organizations. Dr. Falter has over 28 years of experience working with corporate executives and leaders throughout the North America., Europe, China, and Australia.

Steve Frayser became the second president of the University of Nebraska Technology Park and technology business incubator on April 1, 2003. Prior to joining the Park, Steve spent six years with the University of Nebraska's Office of Technology Development, most recently as its Interim Director. Steve has also served

as Director of Economic Development for the City of Lincoln and Deputy Director of the Nebraska Department of Economic Development. He is involved with a variety of civic and professional organizations including BioNebraska, Nebraska Economic Developers Assoc., Lincoln Partnership for Economic Development, and the Association of University Research Parks.