

# GUEST SPEAKERS

**DR. MATT MANNINO**

KEYNOTE SPEAKER



Neuroscience safety expert Dr. Matt Mannino speaks to companies and associations, executives, entrepreneurs, and students who are poised and hungry for growth. He uses his 25 years of combined experience with the Neurosciences, Quantum Physics and proven principles of success to transform personal and team safety protocols, advancing company-wide transformation to help facilitate fewer onsite accidents in the workplace. As an industry leader in personal development and an expert and innovator in the neurosciences, Dr. Mannino has taken his unparalleled system of personal transformation into corporations, associations, small businesses, and nonprofit organizations worldwide, facilitating all levels of personal and professional growth. His seminars, keynotes, products and services are designed to maximize learning and bridge the gap between intangible theories of creating lasting change and proven down to earth “how to” scientific applications.

**KATIE NERMOWE**

CORPORATE WELLNESS DIRECTOR,  
SANFORD HEALTH PLAN



Kathryn (Katie) Nermoe is the Corporate Wellness Director at Sanford Health Plan and is also an employee engagement author. Over her 20-year career, Nermoe has held leadership positions in health care, marketing and local government administration. Nermoe believes organizational health is the number-one driver of organizational wealth. She contends a business's engagement and wellness strategies are one and the same, and uses the six dimensions of wellbeing as foundational cornerstones for transforming organizational culture. Nermoe holds a bachelor's in public administration and public relations from Minnesota State University, Mankato; a master's in public administration from Hamline University, St. Paul; and a mini-MBA in health care administration from St. Thomas University, Minneapolis. Her favorite wellness activities include going for runs with her German Shorthair, snorkeling and wakeboarding. She is married with two step daughters and considers Bemidji, MN, the Apostle Islands, WI and North Caicos, BWI all home.

**JAY SKARPHOL**

NORTH DAKOTA SAFETY COUNCIL



Jay Skarphol is a former Senior Environmental Health and Safety Specialist with a wide range of experience in general industry, construction, and oil and gas safety. In his former positions responsibilities included: safety management system reviews including; incident investigations; safety training; and on-site inspections, audits and evaluations. Jay also has background in HAZWOPER, Level 5 Hazardous Materials Incident Command as was a TapRoot Advanced Investigations Team Leader. In retirement, Jay is continuing his passion for safety as a contracted safety trainer for the North Dakota Safety Council.

# PROGRAM DESCRIPTION

## DR. MATT MANNINO

*Cognitive Dissonance: The Neuroscience of Workplace Safety*

"Beliefs can easily cause us to become blind to the obvious. Recent research on 'inattentive blindness' has shown that even minor tweaks to one's expectations can cause a form of blindness." - Dean Radin

Cognitive bias has been defined as a pattern of deviation in judgment, whereby inferences about other people and situations may be drawn in an illogical fashion; an area in which a person lacks impartiality.

As human beings, we all deal with this neurological condition at some level in many areas of life including relationships, finances and the workplace. The problem is that most people are unaware of their biases and that they predispose us to an even more insidious condition known as cognitive dissonance. This is when a person experiences emotional discomfort from two opposing beliefs. This unpleasantness causes the person to defend and justify their actions even in the face of gross misconduct and neglect.

In order to ensure understanding and compliance of even the most minor details, procedures and safety protocols, one must become aware of and overcome their own conscious and unconscious bias of the very protocols they are agreeing to in the workplace.

In this game-changing keynote, Dr. Matt Mannino will reveal key insights into human behavior and breakthrough techniques to help participants expand their awareness, embrace new perceptions and attitudes and improve critical safety behaviors and habits while working on site.

## KATIE NERMOWE

*Sanford Health Plan – Worksite Wellness Programs*

The landscape of worksite wellness continues to change; however, few organizations have known how to adapt. Worksite wellness is no longer a special program or initiative. It's a new way of organizational living. Although today's workforce is more diverse than ever before, Nermoe will introduce why the six dimensions of wellbeing should be used as common foundational cornerstones for every organization's culture. Research shows that employees who are excelling in all six dimensions are not only happier, but also have lower medical costs – by more than 40 percent – compared with those who are doing well in two areas or less. In today's increased war for talent and need to manage health care spending, organizations that create leadership and cultural alignment surrounding the six dimensions will hold a competitive advantage.

## JAY SKARPHOL

*North Dakota Safety Council – OSHA Update*

Jay Skarphol, a safety consultant for the North Dakota Safety Council, will be presenting an overview of two regulation changes affecting our construction and industrial based businesses:

1. Changes in the OSHA recordkeeping standard require us to report incidents to OSHA differently than in the past. There are also new requirements to submit certain recordkeeping documents to OSHA electronically. The new requirements of the final rule and due dates will be presented.
2. The newly revised and updated silica standard has changed the employee exposure limits to respirable silica. Both general industry and construction applications are affected and major changes will be highlighted.

There will also be a short Q&A period at the end of this presentation.

# 2016 CONFERENCE AGENDA

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| <b>7:00 - 8:20</b> Check-In<br>Registered attendees can sign in to receive their name tag and conference materials | <b>9:45 - 10:00</b> Break  |
| <b>7:30 - 8:20</b> Breakfast<br>Breakfast will be served in Ballroom 4. Free for registered attendees.             | <b>10:00 - 11:00</b> Worksite Wellness Programs<br>Katie Nermoe, Sanford Health Plan |
| <b>8:20 - 8:30</b> Welcome and introductions<br>NOSHA Board of Directors   | <b>11:00 - 11:15</b> Break   |
| <b>8:30 - 9:45</b> Keynote: Cognitive Dissonance: The Neuroscience of Workplace Safety with Dr. Matt Mannino.      | <b>11:15 - 12:15</b> OSHA Update<br>Jay Skarphol, North Dakota Safety Council        |
|  | <b>12:15 - 12:30</b> Conference Closing<br>NOSHA Board of Directors                  |



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# 2016 NOSHA SAFETY CONFERENCE: SAFETY INSIDE & OUT

