

HR Edge Network Agenda April 4<sup>th</sup>, 2025  
Center for Creativity - 200 Mathews St, Fort Collins, CO 80524  
Theme: Creativity

8:00-8:30 Breakfast

8:30-9:00 Welcome

- Introductions
- Lynn highlights news
- Liz presents department updates
- Flo, Kat, and Shannon present HR program updates

9:00-9:45 Dialogue with the City's Cultural Services Staff - Nick Heimann, the Cultural Services Program Manager, and Cheryl Donaldson, the Fort Collins Museum of Discovery Executive Director, will conduct the morning session focused on the meaning of cultural services to our community.

9:45-10:00 Biobreak

10:00-10:15 Troy Mumford creative activity

10:15-11:45 Kipp Krukowski: Entrepreneurship and Innovation at CSU

Kipp Krukowski will conduct a session on innovation, featuring a brief presentation on entrepreneurship and intrapreneurship opportunities at CSU for both students and community members. As part of this presentation, he will highlight several student-led venture creation projects, showcasing how CSU students learn innovation through hands-on, signature experiences. To inspire creativity for future HR Edge sessions, participants will take part in an engaging group exercise designed to generate solutions to some of the world's greatest challenges. Kipp Krukowski is a Clinical Professor of Entrepreneurship in the Department of Management at Colorado State University. Before entering academia, he founded several businesses and, for over 20 years, has been a trusted advisor, helping entrepreneurs understand and create value within their companies.

11:45-1:00 Lunch with students

1:00-2:00 Sam Conroy: Unlocking Innovation in Employment Practices: Driving Better Job Quality in Organizations

Organizations of every size are recognizing how crucial employee well-being and engagement are to staying competitive. Fostering a healthier work environment pays dividends: lower turnover, smoother collaboration, and more creativity. Prioritizing the quality of worker experiences isn't just a nice-to-have—it's a strategic necessity.

In my most recent research, I studied job quality interventions at Small to Medium-sized Enterprises (SMEs). From conducting in-depth interviews with frontline employees, line managers, and senior leaders in eleven different SMEs, I found three main factors driving

successful job quality improvements: management mindsets, worker meta-perceptions (how employees sense they're viewed by leadership), and active line manager involvement. Some SMEs excelled at implementing new practices that genuinely elevated the frontline experience, while others struggled—highlighting the importance of leaders' approach to interventions and the need for genuine engagement on the ground.

Building on these insights, this session offers actionable strategies to help any organization, regardless of size. I'll outline necessary pre-conditions for improving job quality based on the aforementioned research, then we will engage in activities and discussion to push our creative thinking around improving work. Bring your job quality challenges and be ready to build solutions!

2:00-2:10 Biobreak

2:10-2:50 Student case presentations:

- Ashlyn Engler, Alice Larm, Addison Smutny, Sydney Varshawsky
- Sophie Hyman, Pablo Kulisheck-Lopez, Ilkhomidin Nabijonov

2:50-3:00 Susan Davis Leadership Award

3:00-3:10 Troy Mumford debrief

3:10-4:00 Closing Activity to Experience the Arts - Kristen Vohs and Liz Good with Visual Arts/Art in Public Places will lead a fun 3D activity related to transformer cabinets. Participants will create their own “transformer cabinet,” and Kristen and Liz will introduce the activity with some information about the history of the transformer cabinet program. The program was developed by an electrical engineer “thinking outside the box.”

<https://www.fcgov.com/artspublic/transformer-cabinet-murals>

4:30-6:30 Post-meeting get-together for drinks and appetizers at The Elizabeth Hotel, 111 Chestnut Street, Fort Collins, CO 80524.