GIS and HR Partnering for Success  
Louis Schoolkate, GISP, County GIS Coordinator, Orange County Government, Orlando, FL  
ABSTRACT TEXT: Although senior GIS professionals and GIS Managers typically enjoy almost every aspect of our careers, more often than not we struggle when it comes to the hiring process. We ask why HR seems to be slowing us down when we really need to just get someone on board to help us catch up. Faced with something outside our field, oftentimes we just live with the out of date job descriptions and an awkward hiring process. Fortunately, there is a better way. This presentation will outline how we should partner with the HR professionals in our organizations to make GIS more successful long term. It will cover what makes a good set of job descriptions, why they matter, and how to get them in place. It will also outline how to approach interviews and interviewing and what should be the primary considerations in hiring different GIS levels. Finally, it will demonstrate how a strong partnership with HR ultimately helps enhance the internal and external reputation of your GIS program.

Communicating Effectively with your Geospatial Research Team  
Allison Bailey, Ed.D., Associate Professor, Institute for Environmental and Spatial Analysis, University of North Georgia, Cumming, GA  
ABSTRACT TEXT: Many GIS professionals are excellent when examining their technical skills, but often are lacking in oral/written communication skills. Good collaboration and synergy occurs through organizational management demonstrated through communication skills. This presentation will reveal best practices for leading a geospatial research team, problem solving strategies for when members of the team are not performing or participating as expected, and ways to present findings to stakeholders which highlight the strengths of individual team members for future project investment.

GIS Team Building & Staff Retention  
Ashley Hitt, GISP, Director, GIS Services, Connected Nation, Louisville, KY  
Melisa Caric Lee, GISP, President, Compass Rose GIS, Oceanside, CA  
As GIS Managers (or future managers!), we sometimes tend to focus too much on the technical and deliverable side and not enough on our team and planning for the future. While a successful manager is able to delegate projects and tasks using situational awareness, a successful leader is able to focus on team members, our single greatest resource. It is possible to do both! Part of building your team not only includes recruiting the right staff, but retaining them as well. Learn more about staff motivations, trend spotting, and mentoring. How do you build GIS training and innovations into your staff evaluations, goal setting, and resource needs? This presentation highlights these topics and more from two of URISA's Leadership Academy (ULA) instructors. Get a few ULA highlights before taking the full weeklong training!