



2025 NAAWS ANNUAL CONFERENCE

GRAND RAPIDS, MICHIGAN // APRIL 14 – 17, 2025

Monday, April 14

10:00am-3:00pm **Golf**

Noon-5:00pm **Conference Registration**

Noon-5:00pm **Business Partner Set up**

6:00pm-8:30pm **Welcome Reception**

Tuesday, April 15

7:30-8:30am **Continental Breakfast** – *Business Partner Area Open*

7:30-8:30am **Conference Registration**

8:30-9:00am **OPENING CEREMONY**

Welcome – *Dewayne Hendrix, NAAWS Program Chairperson*

Present the Colors – *MDOC Honor Guard*

National Anthem

Pledge of Allegiance

Prayer

Welcome – *MDOC Director Heidi Washington*

Remarks – *Joe Page, President, NAAWS*

9:00-10:30am **Coaches Vs. Referee Model**

Dr. Brian Lovins

10:30-11:00am **Break** – *Business Partner Area Open*

11:00am-12:00pm **4 Power Moves to Get the Job Done While Still Being Supportive!**

Dr. Alena Zachery-Ross, AZR Leads

12:00-1:00pm **Lunch** – *Business Partner Area Open*

Sponsored by GEO

1:00-2:15pm **Leading Boomers to Zoomers**

Monroe Hudson

2:15-2:45pm **Break** – Business Partner Area Open

2:45-3:00pm **Make A Smile**

3:00-4:15pm **Leading with Emotional Intelligence**
Dr. J.F. Caraway

Wednesday, April 16

7:30-8:30am **Continental Breakfast** – Business Partner Area Open

8:30am **Pledge of Allegiance**

8:30-10:00am **Creating A Supportive Work Environment**
Dr. Kendall Taylor

10:00-10:30am **Break** – Business Partner Area Open

10:30-11:45am **Michigan Vocational Village Presentation**

11:45am-12:45pm **Lunch** – Business Partner Area Open
Sponsored by CoreCivic

12:45-2:15pm **Creating Positive Organizational Culture**
Kim Cameron, William Russell Kelly Professor Emeritus of Management & Organizations Ross School of Business and Professor Emeritus of Higher Education, University of Michigan

2:15-2:45pm **Break** – Business Partner Area Open

2:45-4:15pm **Directors Panel**
MDOC Director Heidi Washington, CoreCivic CEO Damon Hininger, ODRC Director Annette Chambers-Smith, IDOC Commissioner Lloyd Arnold

6:15-7:00pm **Warden of the Year Reception**

7:00-9:00pm **Warden of the Year Banquet**
Sponsored by The Keefe Group

Thursday, April 17

7:30-8:00am **Breakfast**

8:00-11:30am **Correctional Facility Tour** – Bus leaves at 8:00am