



# **“The Central Importance of Empathic Leadership, Forgiveness & Well-Being”**

## **EMPLOYEE ASSISTANCE ROUNDTABLE CONSORTIUM**

**20, 21, 22 April 2026– Norfolk, VA (Mn, Tu, Wd) arrive Sn. 4/19/26**

**A Hybrid Meeting w/Zoom Inclusion (details announced in advance)**

**Sheraton Norfolk Waterfront Hotel, 777 Waterside Dr., Norfolk, VA 23510**

***(Room reservations are via Rooming List ONLY – complete form on our [www.earoundtable.com](http://www.earoundtable.com) website.)***

### **Sun., 19 April 2026**

06:00 p.m. – 09:00 p.m.

**Board of Directors Meeting – Wilton, First Floor**

Presenter  
Location Codes:  
IP = In Person  
V = Virtual

### **Mon., 20 April 2026**

07:00 a.m. – 08:00 a.m.

**Continental Breakfast – Monticello, Lobby Area**

08:00 a.m. – 08:15 a.m.

**Welcome – President Dave Nix & The Board of Directors**

08:15 a.m. – 10:15 a.m.

**Member Learning Lab: Corporate/Organizational Updates: Next Step Solutions –  
E.A.R. Board Facilitated**

10:15 a.m. – 10:30 a.m.

**Break**

10:30 a.m. – 12:00 p.m.

**The Generational Bridge: How EAPs Help Leaders Listen First and Lead Better – Mimi Nicklin (IP)**

12:00 p.m. – 01:30 p.m.

**Lunch - 1<sup>st</sup> time attendees are invited to “Lunch with the BOD”**

01:30 p.m. – 03:00 p.m.

**Strength in Neurodiversity: How to Create a Workplace Where Everyone Can Thrive – Daniel Wendler, PsyD (V)**

03:00 p.m. – 03:30 p.m.

**Break w/snacks**

03:30 p.m. – 05:00 p.m.

**The Power of Employee Well-Being – Mark Crowley (V)**

06:00 p.m. – 09:00 p.m.

**Reception Dinner – Members, Guests & Presenters – Riverwalk, Lobby Level**

### **Tue., 21 April 2026**

07:00 a.m. – 8:00 a.m.

**Continental Breakfast – Monticello, Lobby Area**

08:00 a.m. – 9:30 a.m.

**Promoting Reconciliation and Forgiveness in Organizations – Everett Worthington, PhD (IP)**

09:30 a.m. – 10:00 a.m.

**Break w/ snacks**

10:00 a.m. – 11:30 a.m.

**The Hidden Cognitive Load of Working Parents – Christina Muller, LCSW (IP)**

11:30 a.m. – 11:45 a.m.

**Short Break**

11:45 a.m. – 02:00 p.m.

**Lunch during Business Meeting**

06:00 p.m. – 09:00 p.m.

**Dinner Event – Members, Spouses, Personal Guests-TBD**

### **Wed., 22 April 2026**

07:00 a.m. – 08:00 a.m.

**Continental Breakfast – Monticello, Lobby Area**

08:00 a.m. – 09:30 a.m.

**Achieving Leadership Buy-In: R.O.I. & V.O.I. - Kasia Curry, MPH, CEAP – (IPI)**

09:30 a.m. – 10:00 a.m.

**Break w/ snacks**

10:00 a.m. – 11:30 a.m.

**“Taking it Home / Making it Work” -- E.A.R. Board Member Facilitated  
Proposed Options: 1) Marketing & Communications (bring your promotional materials),  
2) Int’l Vendor Management & 3) A.I.**

11:30 a.m.

**Adjourn**

12:00 p.m. – 02:00 p.m.

**Board of Director’s Meeting – Wilton, First Floor**

Although EAR consortiums are designed for the primary purpose of networking & business discussions, EAR has applied for 12.25 Professional Development Hours (PDHs) & Continuing Education Units (CEUs)