

2026 Virginia Statewide Retreat

CLM Certifications



SESSION I—Run, Hide, Fight: Prepare and Practice for Workplace Violence

Presented by: **Sgt. Jacob Wright, Norfolk Sheriff's Office**

Across the country and even here in our state, mass shootings and workplace violence seem to be the new norm. These events are seared into our minds and raise anxiety; however, being situationally aware and equipped with practical strategies to recognize the warning signs can save lives. In this session, Seargent Jacob Wright of the Norfolk Sheriff's Office in Norfolk, VA will review the "Run, Hide, Fight" Plan. In this session, participants will:

- Learn the latest data on mass shootings and workplace violence
- Identify potential active threats to your organization
- Discuss how to develop an emergency action plan
- Understand the importance of running drills/scenarios to test response

CLM® Application Credit: One (1) hour in the category of *Organizational Development (OD)*.

CLM® Application Credit for Functional Specialists: One (1) hour in the subject area of *Operations Management (OM)* towards the additional hours required of some Functional Specialists to fulfill the CLM application requirements.

CLM® Recertification Credit: One (1) hour in the subject area of *Operations Management (OM)*.



SESSION II—AI Fluency for Legal Professionals

Presented by: **Spencer Smith, Spencer X. Smith Consulting**

Legal professionals who support attorneys are under growing pressure to do more with less. Artificial intelligence isn't about replacing your expertise, it's about extending it. In this session, Spencer Smith of Spencer X. Smith Consulting in Madison, WI will provide a focused, practical introduction to how AI can be used securely and effectively across legal administration, operations, and support roles. You'll leave with concrete examples, usable templates, and understanding of what to do. No coding. No jargon. Just clear guidance designed for those who keep the legal engine running. In this session, participants will:

- Discuss how to develop an emergency action plan
- Understand the importance of running drills/scenarios to test response
- Understand potential uses of AI in legal administration, operation, and support
- Learn AI prompts that increase the accuracy and relevance of results
- Identify common risks associated with AI use in legal settings
- Apply AI to real-world administrative tasks

CLM® Application Credit: One (1) hour in the category of *Information Technology (IT)*.

CLM® Application Credit for Functional Specialists: One (1) hour in the subject area of *Operations Management (OM)* towards the additional hours required of some Functional Specialists to fulfill the CLM application requirements.

CLM® Recertification Credit: One (1) hour in the subject area of *Operations Management (OM)*.



SESSION III—Building Cultures that Drive Innovation, Trust and Results

Presented by: **Dr. Tomika Ferguson, Associate Dean, Virginia Commonwealth University**

Building inclusive workplaces requires more than good intentions—it demands courageous leadership, relational awareness, and a commitment to psychological safety. Psychological safety is the foundation that allows individuals to take risks, share ideas, and engage honestly without fear of judgment or reprisal. Inclusion extends this safety into daily practice—how people are seen, heard, and valued in professional relationships that sustain trust and belonging. In this session, Dr. Tomika Ferguson, Associate Dean for Student Affairs at Virginia Commonwealth University in Richmond, VA will help participants examine how relationship dynamics, leadership behaviors, and communication shape connection and retention within teams. In this session, participants will:

- Develop approaches to cultivate inclusion through relational leadership
- Understand how psychological safety drives creativity, engagement, and strong work performance
- Identify tangible ways to help team members see, feel, and enact belonging every day

CLM® Application Credit: One (1) hour in the category of *Organizational Development (OD)*.

CLM® Application Credit for Functional Specialists: One (1) hour in the subject area of *Human Resources (HR)* towards the additional hours required of some Functional Specialists to fulfill the CLM application requirements.

CLM® Recertification Credit: One (1) hour in the subject area of *Human Resources (HR)*.



SESSION IV—Conducting Workplace Investigations

Presented by: **George Koliopoulos, Attorney, Williams Mullen**

Accusations of toxic behavior and harassment have surfaced in your organization. Your leadership is looking to you to investigate the allegations and mitigate liability, but do you know where to begin? In this session, labor and employment attorney Yiorgos “George” Koliopoulos of Williams Mullen in Virginia Beach, VA will share the tools for you to confidently rise to the challenge. In this session, participants will:

- Understand the legal issues/requirements to conduct workplace investigations
- Discuss how to conduct investigations with emphasis on the interview process
- Learn how to avoid common mistakes in workplace investigations
- Review data from case studies

CLM® Application Credit: One (1) hour in the category of *Communication Skills (CS)*.

CLM® Application Credit for Functional Specialists: One (1) hour in the subject area of *Human Resources (HR)* towards the additional hours required of some Functional Specialists to fulfill the CLM application requirements.

CLM® Recertification Credit: One (1) hour in the subject area of *Human Resources (HR)*.