

Customize your session schedule! Sessions are organized by attendee types, designated by color, as well as by tracks, coded by symbols. In the spirit of collaboration, we encourage you to explore various attendee types.

- ORGANIZATIONAL CULTURE ▲ LEADERSHIP ★ RISK MANAGEMENT
- PROGRAMMING ◆ COMMUNITY CULTURE ✕ ROUTESETTING
- ◆ BUSINESS GROWTH & DEVELOPMENT ▣ TECHNOLOGY

	EXECUTIVES	MANAGERS	PROGRAMMERS	STAFF	STARTUPS	ROUTESETTING
9:00 - 10:10 AM	<p>CHOOSE A SESSION</p> <ul style="list-style-type: none"> ■ Don't Wait for Someone Else to Fix It: 8 Essentials to Enhance Your Leadership OR ★ Anatomy of a Claim: An Executive's Guide to Claim Handling 	<ul style="list-style-type: none"> ■ How to Get Full-Time Engagement from Your Part-Time Employees 	<p>CHOOSE A SESSION</p> <ul style="list-style-type: none"> ◆ Optimizing Youth Program Operations OR ✕ Siege the Southeast: Planning a Collaborative Competition Series Across Multiple Gyms 	<ul style="list-style-type: none"> ● Where Has Mentorship Gone? 	<ul style="list-style-type: none"> ■ Don't Wait for Someone Else to Fix It: 8 Essentials to Enhance Your Leadership 	<ul style="list-style-type: none"> ✕ Siege the Southeast: Planning a Collaborative Competition Series Across Multiple Gyms
10:10 - 10:20 BREAK						
10:20 - 11:30 AM	<ul style="list-style-type: none"> ◆ Exiting your Climbing Gym: How & Why Owners Chose to Leave 	<ul style="list-style-type: none"> ■ Lifelong Lessons in Leadership 	<ul style="list-style-type: none"> ● Programming Roundtable 	<p>CHOOSE A SESSION</p> <ul style="list-style-type: none"> ▣ Technology's Place in the Modern Climbing Gym OR ■ Lifelong Lessons in Leadership 	<ul style="list-style-type: none"> ▣ Technology's Place in the Modern Climbing Gym 	<ul style="list-style-type: none"> ✕ Routesetting Committee Update
11:30 - 12:30 LUNCH						
12:30 - 1:20 PM	<p>CHOOSE A SESSION</p> <ul style="list-style-type: none"> ◆ The Economy in 2023 and Beyond OR ■ Embracing Vulnerability as a Strength 	<p>CHOOSE A SESSION</p> <ul style="list-style-type: none"> ■ Bootcamp for Your Front Line OR ◆ Digital Marketing for Climbing Gyms OR ◆ Build & Strengthen Your Climbing Community with Creativity OR ■ Embracing Vulnerability as a Strength 	<p>CHOOSE A SESSION</p> <ul style="list-style-type: none"> ● Climbing as a Tool for Developing Mental Health and Resilient Communities OR ■ Embracing Vulnerability as a Strength 	<p>CHOOSE A SESSION</p> <ul style="list-style-type: none"> ◆ The Economy in 2023 and Beyond OR ◆ Digital Marketing for Climbing Gyms OR ◆ Build & Strengthen Your Climbing Community with Creativity OR ■ Embracing Vulnerability as a Strength 	<ul style="list-style-type: none"> ■ Embracing Vulnerability as a Strength 	<ul style="list-style-type: none"> ■ Embracing Vulnerability as a Strength
1:20 - 1:30 BREAK						
1:30 - 2:20 PM	<p>CHOOSE A SESSION</p> <ul style="list-style-type: none"> ◆ How to Finance Your Business OR ◆ Careers for Women in Climbing OR ◆ Why Certification? OR ◆ Ways to Grow your Membership Revenue OR ◆ Industry Practices Committee Update 	<p>CHOOSE A SESSION</p> <ul style="list-style-type: none"> ◆ Your Application Process Sucks, But It Doesn't Have To OR ◆ Careers for Women in Climbing OR ◆ Why Certification? OR ◆ Ways to Grow your Membership Revenue OR ◆ Industry Practices Committee Update 	<ul style="list-style-type: none"> ◆ Careers for Women in Climbing 	<p>CHOOSE A SESSION</p> <ul style="list-style-type: none"> ◆ Your Application Process Sucks, But It Doesn't Have To OR ◆ Careers for Women in Climbing OR ◆ Ways to Grow your Membership Revenue 	<p>CHOOSE A SESSION</p> <ul style="list-style-type: none"> ◆ Careers for Women in Climbing OR ◆ How to Finance Your Business OR ◆ Why Certification? 	<ul style="list-style-type: none"> ◆ Careers for Women in Climbing
2:20 - 2:30 BREAK						
Product Presentations 2:30 - 3:00 PM						
3:00 - 3:10 BREAK						
A Word from CWA 3:10 - 3:30 PM Keynote Address 3:30 - 4:30 PM						

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	EXECUTIVES	MANAGERS	PROGRAMMERS	STAFF	STARTUPS	ROUTESETTING
12:15 - 1:45 PM	<p>CHOOSE A SESSION</p> <p>◆ You're Doing HR All Wrong</p> <p>OR</p> <p>★ A Holistic Approach to a Culture of Safety</p> <p>OR</p> <p>◆ The Art of Offboarding</p> <p>OR</p> <p>◆ Business Expansion Panel</p>	<p>CHOOSE A SESSION</p> <p>◆ You're Doing HR All Wrong</p> <p>OR</p> <p>★ A Holistic Approach to a Culture of Safety</p> <p>OR</p> <p>★ Insurance 101</p>	<p>CHOOSE A SESSION</p> <p>★ A Holistic Approach to a Culture of Safety</p>	<p>CHOOSE A SESSION</p> <p>★ A Holistic Approach to a Culture of Safety</p> <p>OR</p> <p>★ Insurance 101</p> <p>OR</p> <p>◆ You're Doing HR All Wrong</p>	<p>CHOOSE A SESSION</p> <p>★ Insurance 101</p>	<p>CHOOSE A SESSION</p> <p>★ A Holistic Approach to a Culture of Safety</p>
1:45 - 2:00 BREAK						
2:00 - 3:10 PM	<p>CHOOSE A SESSION</p> <p>◆ Autobelay Roundtable: The Latest Industry Thoughts</p> <p>OR</p> <p>■ Use Your Outside Voice: Telling Stories to Foster Community</p> <p>OR</p> <p>■ Managing Up, Down, and Sideways</p> <p>OR</p> <p>★ The First 45 Minutes: How to Navigate a Crisis</p>	<p>CHOOSE A SESSION</p> <p>◆ Autobelay Roundtable: The Latest Industry Thoughts</p> <p>OR</p> <p>◆ Navigating Eating Disorders Among Youth Climbing Teams</p> <p>OR</p> <p>■ Use Your Outside Voice: Telling Stories to Foster Community</p> <p>OR</p> <p>■ Managing Up, Down, and Sideways</p> <p>OR</p> <p>★ The First 45 Minutes: How to Navigate a Crisis</p>	<p>CHOOSE A SESSION</p> <p>◆ Navigating Eating Disorders Among Youth Climbing Teams</p> <p>OR</p> <p>■ AAC Town Hall: The Future of Climbing Inside and Out</p> <p>OR</p> <p>■ Use Your Outside Voice: Telling Stories to Foster Community</p> <p>OR</p> <p>■ Managing Up, Down, and Sideways</p> <p>OR</p> <p>★ The First 45 Minutes: How to Navigate a Crisis</p>	<p>CHOOSE A SESSION</p> <p>◆ Navigating Eating Disorders Among Youth Climbing Teams</p> <p>OR</p> <p>■ AAC Town Hall: The Future of Climbing Inside and Out</p> <p>OR</p> <p>■ Use Your Outside Voice: Telling Stories to Foster Community</p> <p>OR</p> <p>■ Managing Up, Down, and Sideways</p> <p>OR</p> <p>★ The First 45 Minutes: How to Navigate a Crisis</p>	<p>CHOOSE A SESSION</p> <p>◆ Autobelay Roundtable: The Latest Industry Thoughts</p> <p>OR</p> <p>■ Use Your Outside Voice: Telling Stories to Foster Community</p> <p>OR</p> <p>■ Managing Up, Down, and Sideways</p> <p>OR</p> <p>★ The First 45 Minutes: How to Navigate a Crisis</p>	<p>CHOOSE A SESSION</p> <p>◆ Autobelay Roundtable: The Latest Industry Thoughts</p> <p>OR</p> <p>■ Use Your Outside Voice: Telling Stories to Foster Community</p> <p>OR</p> <p>◆ Growing a Routesetting Program: Just Add Water</p> <p>OR</p> <p>■ Managing Up, Down, and Sideways</p>
3:10 - 3:20 BREAK						
3:20 - 4:50	<p>CHOOSE A SESSION</p> <p>◆ Gym Owner Roundtable</p> <p>OR</p> <p>◆ Dr. Seuss Presents: Financing for Your Gym</p> <p>OR</p> <p>◆ The Global Future of Climbing</p>	<p>CHOOSE A SESSION</p> <p>■ Pay What You Like: Increasing Diversity & Accessibility</p> <p>OR</p> <p>◆ Gym Managers / Senior Staff Roundtable</p>	<p>CHOOSE A SESSION</p> <p>■ Pay What You Like: Increasing Diversity & Accessibility</p> <p>OR</p> <p>■ Build Your Network: Guided Activities for Resource Sharing</p>	<p>CHOOSE A SESSION</p> <p>■ Build Your Network: Guided Activities for Resource Sharing</p> <p>OR</p> <p>● Modern Event Chiefing as Professional Development</p>	<p>CHOOSE A SESSION</p> <p>◆ Dr. Seuss Presents: Financing for Your Gym</p>	<p>CHOOSE A SESSION</p> <p>● Modern Event Chiefing as Professional Development</p>