CMI 2027 CONFERENCE · LAS VEGAS · NOVEMBER 9–12, 2027

HOUSE RULES: LEADING THROUGH CONFLICT

A small-group HR conference on workplace conflict. Your employee spends three working days practicing the conversations HR handles every week, and comes back with tools your managers can use the next Monday.

DATES
Tue, Nov 9 to Fri, Nov 12, 2027

TIME IN SESSION
2.5 days: Wed and Thu 9:00–4:30, Fri 9:00–12:15 (Pacific)

CREDIT
15 SHRM PDCs and 15 HRCI (General) recertification hours

TUITION
$1,895 through Aug 9, 2027 · $2,195 after

HOTEL
Hyatt Place Las Vegas, about $164 a night with tax, no resort fee

FORMAT
Small group, in person, practice-based

WHAT YOUR ORGANIZATION GETS BACK

- **One overdue conversation, ready to have.**
  Your employee picks a real workplace situation before arriving and works on it all week.
- **A decision card for routing conflict.**
  Handle it, coach the manager, mediate, investigate, or escalate. One page that helps keep small issues from becoming formal ones.
- **A "what to say when" phrase guide.**
  Wording for the conversations HR keeps having, ready to share with your managers.
- **A one-page business case for leadership.**
  What conflict is costing your workplace and what to do about it in the year ahead.
- **A 90-day plan.**
  With the first conversation already on the calendar when they get home.

WHY THIS FORMAT WORKS

Most of the week runs on Representative Practice Scenarios, realistic HR situations worked in groups of three: one leads, one plays the other side, one gives feedback, then they rotate. The group stays small, so the instructor knows every attendee by name.

Led by Faith Knight, CMI's founder and course director: 20+ years in workplace conflict resolution and over 1,500 mediations.

APPROVE IT IN ONE MEETING

Total trip estimate
ABOUT $2,500 plus airfare, at the early rate. Page 2 has the line-by-line budget.

Cost per credit hour
About $126 at the early rate, $146 at the standard rate, for 15 hours.

Hotel stays within federal guidelines
The group rate ($145 a night before tax) is under the current federal lodging rate for Las Vegas in November ($147).

Most meals are covered
The welcome reception, lunch every session day, and Thursday's early group dinner, plus the hotel's free breakfast each morning.

A quiet business hotel
No casino floor and no resort fee, about 1.5 miles from the airport, with free parking and Wi-Fi.

Low risk if plans change
Send a colleague at no charge anytime. Full refund minus a $100 fee through Aug 9, 2027; full CMI credit after.

Easy to pay
Card at registration, or CMI can invoice your organization.

HOUSE RULES 2027 · THE TRIP, BUDGETED

TRAVEL BUDGET WORKSHEET

We've filled in what we know. Add your airfare and adjust anything that's different for you, then attach this page to your request.

ITEM	OUR ESTIMATE	YOUR NUMBER
Tuition, early registration Through August 9, 2027. Standard rate after that is $2,195.	$1,895	
Hotel, 3 nights (Tue, Wed, Thu) Group rate $145 a night plus 13.38% hotel tax, about $164 a night. Book by October 18, 2027.	$492	
Resort fee None at this hotel.	$0	
Breakfast Included with the room every morning.	$0	
Meals not hosted Just two: Tuesday's travel-day lunch and Wednesday dinner, at federal per diem meal amounts ($23 lunch, $36 dinner).	$59	
Airport rides The hotel is about 1.5 miles from Harry Reid International. Rideshare estimate, both ways.	$50	
Parking Free at the hotel if you drive.	$0	
Airfare Round trip to Las Vegas (LAS) from your city.	Your fare	
Total before airfare	**$2,496**	

Estimates as of November 2026. Rideshare and meal figures are our estimates, not quotes. At the standard rate, the total before airfare is about $2,796.

Already in the tuition

Every session and the participant workbook, the welcome reception, lunch Wednesday through Friday, Thursday's early group dinner, daily coffee and pastry, a welcome gift, a group photo, your certificate and credit documentation, and a credit toward a future CMI certificate.

Hotel details

Hyatt Place Las Vegas. Free breakfast, Wi-Fi, and parking. 1 p.m. checkout, and the group rate holds three days before and after if you want to stay the weekend. Individual cancellations up to 48 hours before arrival.

Federal per diem check

The group rate of $145 before tax is under the current federal lodging rate for Las Vegas in November ($147, fiscal year 2027). With all but two meals hosted, there's little left to claim for meals.

Time out of the office

Most people fly in Tuesday and fly home Friday afternoon. Sessions end at 12:15 p.m. Friday, followed by a farewell lunch.

REQUEST TO ATTEND

Fill this in, sign it, and hand it to your approver with pages 1 and 2.

YOUR NAME _____ TITLE _____ DEPARTMENT _____

APPROVER _____ DATE OF REQUEST _____

THE PROGRAM

CONFERENCE
House Rules: Leading Through Conflict (CMI)

DATES AND PLACE
November 9–12, 2027 · Las Vegas, Nevada

CREDIT
15 SHRM PDCs and 15 HRCI (General) hours

OUT OF OFFICE
Tue afternoon through Fri, Nov 9–12

WHY I WANT TO ATTEND

A CONFLICT SITUATION I'D WORK ON DURING THE WEEK (NO NAMES NEEDED)

HOW IT CONNECTS TO MY GOALS OR OUR TEAM'S PRIORITIES THIS YEAR

WHAT I'LL BRING BACK

- ☐ Share the conflict decision card with our managers within 30 days
- ☐ Lead a short lunch-and-learn for my team on what I practiced
- ☐ Bring a one-page business case on workplace conflict to leadership
- ☐ Meet with my approver within 30 days to review my 90-day plan

ESTIMATED COST (FROM PAGE 2)

TUITION _____ TRAVEL AND HOTEL _____ TOTAL _____

Pay by card at registration, or ask James Hubbs for an invoice to your organization.

APPROVAL

APPROVER SIGNATURE _____ PRINTED NAME _____ DATE _____

☐ Approved ☐ Approved with changes ☐ Let's talk

QUESTIONS YOUR APPROVER MAY ASK

Short answers to the questions training budgets usually come with.

Do the hours count toward recertification?

Yes. The Conflict Management Institute is recognized by SHRM to offer Professional Development Credits (PDCs) for SHRM-CP® and SHRM-SCP® recertification. This program is valid for 15.00 PDCs. It has also been pre-approved for 15 HR (General) recertification credit hours toward aPHR®, aPHRi™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ recertification through HR Certification Institute® (HRCI®).

What if plans change?

Send a colleague in your place at no charge, with 72 hours' notice. Through August 9, 2027: full refund minus a $100 processing fee. After that: a full credit toward any CMI program within 12 months.

Is this a lecture we could get online?

No. Most of the time goes to practicing real conversations in groups of three, with coaching. That's the part that doesn't translate to a webinar.

Is it a casino resort?

No. The host hotel is a quiet business hotel with no casino floor, about 1.5 miles from the airport. Sessions, meals, and rooms are under one roof.

How much free time is built in?

Sessions run Wednesday and Thursday 9:00 to 4:30 and Friday 9:00 to 12:15. Evenings are open after the Tuesday reception and Thursday's early group dinner.

Can we send two people?

Yes. The Team of Two rate is $3,590 for two seats from the same organization. It works well for an HR professional and a manager they support.

Can CMI invoice us?

Yes. James Hubbs can send an invoice to your organization and answer questions from your finance team.

Who leads it?

Faith Knight, founder and course director of the Conflict Management Institute. She still mediates cases herself, so the scenarios come from real work.

Accessibility or dietary needs?

Tell us at registration and we'll plan around them.

What does my employee bring home?

A decision card, a phrase guide, a one-page business case, a 90-day plan, a certificate, and credit documentation.

QUESTIONS BEFORE YOU APPROVE?

James can walk your team through the program, set up an invoice, or register several people at once.

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