



WHEN: Wednesday, Sept. 09, 2026

TIME: 12:00 p.m. – 1:30 p.m.

WHERE: Billings Federal Credit Union (New Location)
2522 4th Ave North
Admin. Building (lower level conference room)
Billings, MT 59103

You may park in the Parking Garage or in front of the Admin. Building next to the drive through.

Register on the **yvcshrm.starchapter.com**

COST: \$25.00

“Foundation of a Healthy Team”: Building Trust, Strengthening Connection, and Driving Excellence

David Kelly- Executive Director of Vance Thompson Vision

Healthy teams do not happen by accident. They are built through intentional choices, honest conversations, encouragement, accountability, and a willingness to navigate conflict well.

In this interactive 90-minute session, David Kelly will explore eight practical foundations that help create healthy, high-performing teams. Participants will examine how everyday leadership behaviors shape trust and culture, why healthy conflict and kind candor are essential to strong teams, and how leaders can create an environment where people feel both supported and accountable.

The session will move beyond theory and focus on practical behaviors leaders can immediately apply within their own teams.

Learning Objectives:

1. **By the end of this session, participants will be able to: Identify the key behaviors that build or erode trust within a team and recognize how everyday interactions shape organizational culture.**
2. **Apply practical strategies for encouragement, kind candor, accountability, and healthy conflict to strengthen relationships and improve team performance.**
3. **Evaluate the health of their own team and identify specific leadership actions they can take to create greater trust, connection, ownership, and excellence.**



David Kelly is the Executive Director of Vance Thompson Vision in Billings, Montana, where he leads the operations and team of a growing ophthalmology practice and surgery center. With more than 20 years of leadership experience spanning healthcare administration, emotional intelligence training, organizational development, and the financial industry, David has built his career around developing people, strengthening teams, and creating exceptional experiences for both employees and customers.

David is passionate about practical leadership, healthy workplace culture, employee development, and the connection between engaged teams and remarkable customer and patient experiences. As a speaker, he draws from real-world leadership experiences and lessons learned inside organizations, translating them into practical principles leaders can apply to their own teams and workplaces.

Please [RSVP online](#) by 5:00 p.m. on Monday, **September 8, 2026**.

If you have any questions, please contact YVC SHRM VP of Programs, Raul Espindola raul.espindola@stockmanbank.com

