



HRIA 2017 Conference Change Collective

April 26 & 27 | Shaw Conference Centre | Edmonton

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HRIA 2017 Conference Speaker Schedule

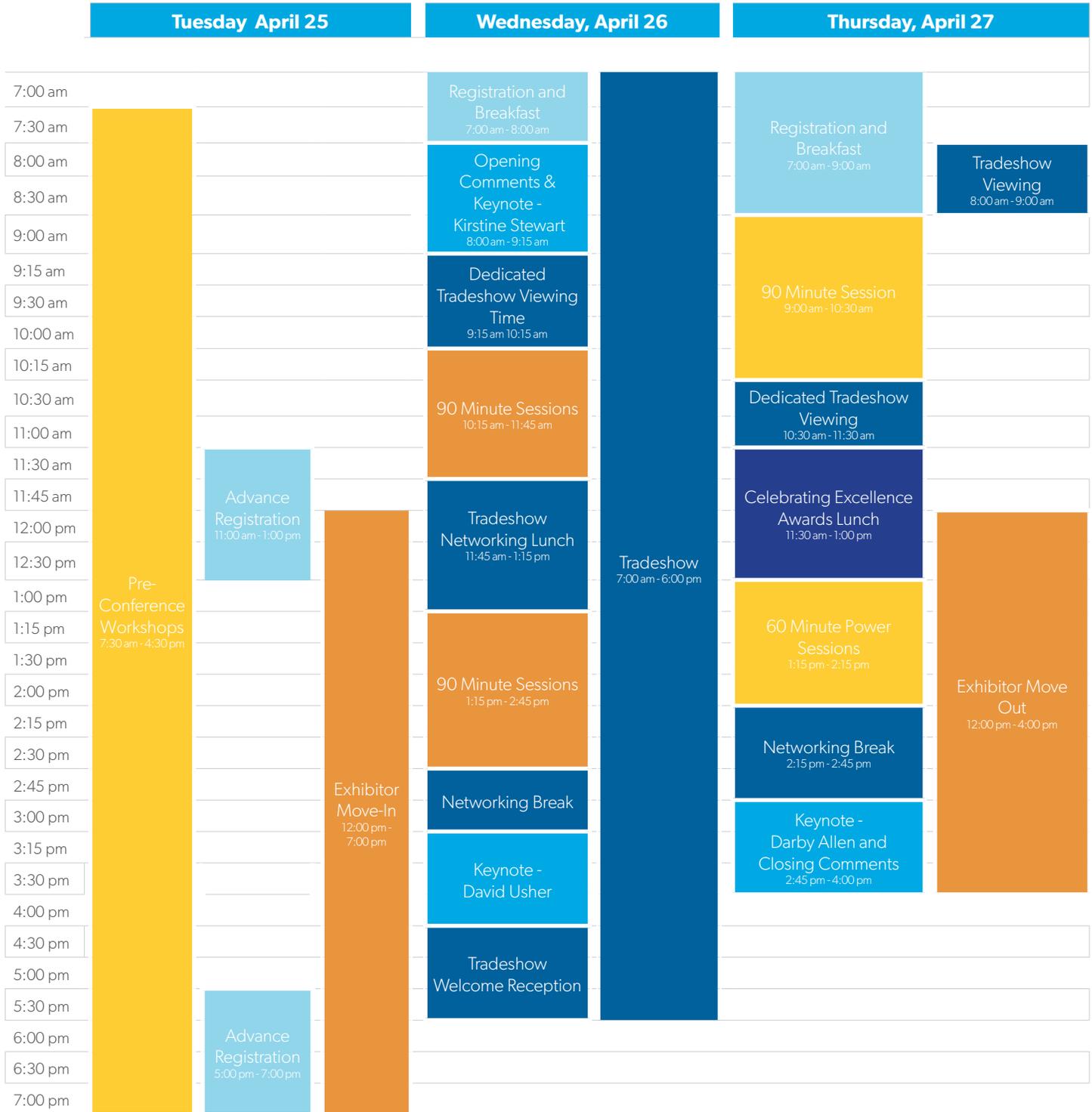
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Schedule Overview



SCHEDULE OVERVIEW

Kirstine Stewart, Chief Strategy Officer for Dibly GoViral **Modern Leaders: Partnership, Collaboration, and Empathy**



WEDNESDAY
8:00 AM - 9:15 AM

Kirstine is the Chief Strategy Officer for Dibly, a content platform with over 1 billion monthly views and 34 million monthly unique US visitors. Until Fall 2016, Kirstine was the Vice-President of media at Twitter, overseeing North American media partnerships across all verticals, including television, sports, gaming, news and music. She previously served as Managing Director for Twitter Canada, leading Canadian operations as well as advertising business and partnerships. Prior to joining Twitter in May 2013, Kirstine was the Executive Vice-President of CBC's English services, CBC/Radio-Canada, where she oversaw the network's English-language radio, television and digital programming and operations. Earlier, she was Senior Vice-President of programming for Alliance Atlantis, overseeing HGTV, Food Network, National Geographic, BBC Canada and others.

Kirstine earned a bachelor's degree from the University of Toronto, and is a graduate of the Global Leadership and Public Policy for the 21st Century programme at Harvard University's John F. Kennedy School of Government as well as the Transition to Leadership Programme Young Global Voices at the Oxford Saïd Business School. She is also an alumna of the Forum of Young Global Leaders, an integral part of the World Economic Forum. Most recently, Kirstine was named to Maclean's list of the most powerful Canadians (just two places behind Justin Trudeau), to Toronto Life's list of the most influential Torontonians and to Canadian Business's 2015 list of the top 50 most powerful business people in Canada. She sits on the board of theScore.com and is a member of the DMZ Advisory Council at Ryerson University. She is also author of the bestselling business book *Our Turn*. She's @kirstinestewart on Twitter.

David Usher, Juno Award-Winning Musician | Creativity Expert **Core Creativity: How to Bring Creativity, Innovation and Inspiration to the Work that You Do**



WEDNESDAY
3:15 - 4:15 PM

David Usher is a creative tour de force. As the frontman of the internationally acclaimed rock band Moist, and as a solo artist, David has sold more than 1.4 million albums, won countless awards—including five Junos—and performed at sold-out venues around the world. Believing that creativity and creative success is a learnable skill that anyone can master, his unique and dynamic presentations employ music and video to show audiences the steps they can take to stimulate the creative process at home and at work.

When David is not making music, he is equally passionate about using technology to build new and interesting businesses. His company, Cloudid Creativity Labs, works on a vast range of innovative projects, from building web platforms to creative consulting for clients like Cirque du Soleil, Deloitte, and the Toronto International Film Festival. His book on creativity and the creative process, *Let the Elephants Run: Unlock Your Creativity and Change Everything*, was published in March, 2015.

David sits on the advisory board of McGill University's Institute for the Public Life of Art and Ideas and is the founding director of Amnesty International's Artists for Amnesty. David has a degree in political science from Simon Fraser University and has lived and traveled all over the world. When he's not on the road, he can be found in front of a computer dreaming up something new.

Darby Allen, Regional Fire Chief, Municipality of Wood Buffalo **Listen and Learn: A Chat with the Man Who Lead Fort McMurray out of the Fire**



T HURSDAY
2:45 PM - 3:45 PM

Darby shot to international recognition this past May when, as Regional Fire Chief of Wood Buffalo, he led the evacuation as devastating forest fires engulfed the area. Darby's enduring calm as spokesperson for the safety efforts earned him praise and respect while the nation watched in horror as the fire threatened. Throughout the weeks of the fire Darby provided updates on its status and its impact on the surrounding communities, and at times, was the only regular source of information regarding the disaster. Once the area was safe for return, Darby and his team were there with open arms to welcome residents back.

Originally from Birmingham, England where he worked as a Fireman for the Hampshire Fire Brigade, Darby immigrated to Canada in 1990. In 1992 he began working as a Fire Fighter with the Calgary Fire Department and quickly moved from Training Officer to Assistant Deputy of Chief Operations. Darby joined the Fort McMurray Fire Service in 2009, and became Fire Chief in January 2013.

Pre-Conference Workshops

Tuesday, April 25 7:30 am - 4:30 pm

INTERMEDIATE-SENIOR

Bridging the Gap Between HR and Operations

Russell Stratton - President, Bluegem Learning

Ken Cameron - Certified Trainer, Leadership Coach and Speaker, Bluegem Learning

 PROFESSIONAL PRACTICE

Despite working for the same organization, HR and Operations can sometimes seem like very different planets, which can make both parties wonder whether their goals are aligned.

In this full day workshop, you will explore how HR managers can learn to engage with operations managers and other partners within the organization. You will practice building engagement with your colleagues across the table, and apply three key methods to demonstrate you understand the needs of Operations. You will develop strategies to break through the resistance of stakeholders, to gain their interest and support. You will learn ways to establish your Executive Presence, understand Four Dimensional Influence in practice in order to leverage your Power at Work and increase your confidence in dealing successfully with even the most "difficult" Operations Manager. You will also learn how to employ a C.O.A.C.H. approach to peer to peer relationships.

Using a range of experiential theatre techniques under the guidance of professional actors you will explore how to successfully bridge the gap between HR and Operations in order to get you "a seat at the table." Together we will use Forum Theatre techniques to apply what you learn and make it stick, giving you a safe environment that brings you as close to the real experience as possible without having the actual people in the room with you.

ALL LEVELS

HR and Strategic Business Planning – Putting the PR into HR

Julianna Cantwell - President, JUNA Consulting

 STRATEGY

To promote the value of HR, human resources professionals work to earn trust and become more credible partners in the business so they can be involved with executive decision-making and offer proactive solutions. To do this, they need to demonstrate a real understanding of the business they support, and they need to be able to show the true value that the HR function adds to the organization - versus being seen as "overhead" and an expendable cost.

Most training for HR professionals, however, involves teaching principles of management but does not develop concrete business acumen. To gain the position as a strategic partner, HR professionals need to visibly connect HR to business, and business to HR.

This workshop uses a double learning model. You will be shown strategic business planning tools that are commonly used at the executive level and then how to apply them to HR's unique function.

This interactive workshop will help you promote the value of HR within your organization by using:

- Strategic Assessments:
- Environmental Scan & PESTEL Analysis
- Organizational Gap Analysis
- SWOT Analysis for Human Resources Function
- HR Marketing Plan (to support HR business plan)
- Proactive HR Advising/Coaching – Root Cause Approach

This session will teach you new skills no matter what level of your career you're at or what size of business you work in. Whether you're a single HR professional in a small to mid-sized business or leading an HR team in a large organization, by the end of this session you will be able to "market" HR to stakeholders and build HR's internal reputation.

INTERMEDIATE-SENIOR

The Work of Leaders: Best Practices in Vision, Alignment & Execution

Lisa Holden Rovers - Founder, Workplace Strategy

 STRATEGY

The work that leaders do – the work that really matters – is boiled down to three areas: crafting a vision, building alignment, and championing execution. Vision, Alignment, and Execution are "magic words," they strike a chord that turns the goal of leadership into tangible steps. This session will cover the well-researched leadership model that neatly captures the complexity of contemporary leadership. Best practices contained within this model are drawn from a comprehensive review of well-known leadership authorities. The biggest and most important leadership principles are distilled into a simple, compelling process that helps leaders at all levels get immediate results. Workshop participants will complete an on-line Everything DiSC® Work of Leaders assessment, and receive a copy of The Work of Leaders book, authored by Julie Straw, et al.

Wednesday, April 26

Morning Sessions - 90 Minutes - 10:15 am - 11:45 am

ALL LEVELS	<p>Building a Resilient Team: Reignite the Workplace Charmaine Hammond - President, Professional Speaker & Author, Hammond International Inc.</p> <p> HEALTH, WELLNESS, AND SAFE WORKPLACE</p> <p>We live in a fast-paced and instant society, where we do more with less, and where teams are often flooded with information on a daily basis. The current economic downturn has created challenges and change, and in some cases, uncertainty. Resilience is a critical skill for individuals and businesses to bounce forward during change, demanding times and following adversity.</p> <p>Resilience is an essential skill set for a thriving successful workplace. Resilience is more than simply managing stress, it's a mindset. Resilience is a decision and a series of daily actions that build resilient employees and resilient workplace clusters. In this session, you will learn practical steps to increase resilience on a daily basis, how to say no without guilt, to ask for help while maintaining your dignity and credibility, and how to stay out of the drama at work.</p>
BEGINNER	<p>Effective Networking = Success Catherine Brownlee - President & CEO, Catherine Brownlee Inc.</p> <p> STRATEGY</p> <p>Networking is critical, and doing it right as a differentiator is key. Whether we are reinventing ourselves for a new market or we are able to leverage our current network to stay in the same industry, there are jobs and opportunities in it all. Networking, building an effective database and practicing the foundation of a 30-second pitch, are some of the key building blocks to doing whatever it is that we would like to do going forward. This session focuses on how to effectively network and be successful with measurable results. Attendees will learn how to deliver a 30-second pitch that is clear and succinct.</p>
INTERMEDIATE	<p>Goodbye Stress, Hello Life! Allan Kehler - Professional Speaker, College Instructor, Out From the Shadows Consulting</p> <p> HEALTH, WELLNESS, AND SAFE WORKPLACE</p> <p>We live in a fast-paced society with a seemingly endless list of demands. Countless individuals struggle to find a balance between work and their personal lives. For many people, work has been reported to be their main source of stress. High levels of stress affect an individual's mood, productivity and work attendance. This, in turn, affects the workplace as a whole by creating stress and tension between co-workers, and lowering overall team morale.</p> <p>Life will naturally bring us challenges and stress - the key is moving forward so that it doesn't impact other areas of our lives. Allan inspires individuals to really live, and to move beyond merely existing. He provides direction that inspires individuals to persevere through their personal challenges rather than avoid or escape them, and provides the tools to heal through a holistic approach. This is YOUR journey, and Allan empowers you return to the journey that they were meant to lead. Allan believes that the workplace can be transformed into a healthy, supportive, and safe environment that encourages individuals to acknowledge their challenges, and move forward in a healthy way.</p>
INTERMEDIATE	<p>HR Managers vs Operations: Does It Need To Be A Fight? Russell Stratton - President, Bluegem Learning Ken Cameron - Certified Trainer, Leadership Coach and Speaker, Bluegem Learning</p> <p> PROFESSIONAL PRACTICE</p> <p>Despite working for the same organization HR and Operations can sometimes seem like very different planets, which can have both parties wondering whether they are aligned with the same goals.</p> <p>Using a range of experiential theatre techniques under the guidance of professional actors you will explore how to successfully bridge the gap between HR and Operations in order to get you "a seat at the table."</p> <ul style="list-style-type: none">• Practice building engagement with your colleagues across the table• Develop three key strategies to demonstrate you understand the needs of Operations• Increase your confidence in dealing successfully with even the most "difficult" Operations Manager

Leaders Ready Now: Sparking Energy to Accelerate Talent

Greg Leskew - Head of Consulting and Mathieu Baril, Business Development Manager - DDI Canada



STRATEGY

Do the needs of your business stretch beyond the capabilities of the leaders inside it? Are the investments you've made to build a stronger leadership bench working? Our conversations with Albertan organizations have identified gaps in 3 key imperatives necessary to quickly prepare leaders to excel in the competitive, chaotic world that we have come to know as the new normal.

In this session, you will learn how what we viewed as "good" talent management practices in the past are "not good enough" for Albertan organizations, and how to spark the energy and environment in your company for truly accelerated learning.

Succession Planning – Getting the Big Picture Right (Part 1 of 2 part session - part 2 follows at 1:15 pm)

Michael Timms - Founder, Avail Leadership



WORKFORCE PLANNING AND TALENT MANAGEMENT

If you think today's economic climate isn't ideal to begin succession planning, think again. If the history of the oil patch has taught us anything, it's that when you need people, you need them immediately. That's not going to happen for organizations who fail to plan for the inevitable economic recovery. The time to begin building your pipeline of talent is now (because it takes a while!). Join succession planning expert Michael Timms in this two-part session to discover the steps you should be taking right now to get the ball rolling on succession planning, or to improve an existing succession plan.

Part one of this session will focus on the following:

- Have a look at how a world-class succession plan works.
- Get the new framework that shows you what steps you should be taking depending on your organization's size and evolutionary stage.
- Learn the differences between replacement planning and succession planning, and why it's a deal breaker.
- Build your argument for succession planning (more reasons than you ever imagined!).

Don't be left fighting the war for talent with the other organizations that failed to plan. Take the first step toward building a sustainable competitive advantage by attending this session.

Taking the Leap: Moving from Peer to Manager

Alex Andrews - Manager, Organizational Development, Rocky Mountain Equipment



LEARNING AND DEVELOPMENT

It is perhaps one of the most awkward work moments, you find yourself managing a team of what were once your peers. This transition from peer to manager can be incredibly challenging and if done poorly, could ruin the opportunity. Done well, it can create numerous advantages and set individuals up for great success. The difference between success and failure relies heavily on the transition period and what training and development program the new leader receives. This highly interactive session will take a look at how organizations can produce a quality career development program, not only for transitioning managers, but also for new leaders. Using case studies and various activities, participants will learn skills from accountability to management success measures, and conflict resolution to staff coaching. This session will be full of practical tools that Human Resources Managers and professionals can take back to their organizations to further the success of these transitioning leaders.

The Myth of Multitasking... Finding Focus in a Distracted World

Michelle Cederberg - Certified Speaking Professional, Work Life Energy



HEALTH, WELLNESS, AND SAFE WORKPLACE

In an era of 24/7 connectedness and 'nose to the grindstone' ideologies, multitasking has become something of a workplace badge of honour. In fact, it's often heralded as a 'work skill' in interviews and on resumes. But is it really? These days the overwhelm of technology, long to-do lists, and lack of boundaries between work and the rest of life mean that multitasking feels more like a necessity than a choice. How else will I get it all done? The truth is that multitasking doesn't make us more productive; in fact, the exact opposite is true.

In this thought-provoking session, Health and Productivity Expert Michelle Cederberg encourages you to take a closer look at how multitasking rules your day. You will:

- Learn how multitasking impacts productivity, and why mindfulness matters now more than ever
- Find out what's happening in your brain when you take on too much
- See how multitasking hinders learning and memory
- Discuss the scary reality of device addiction (and how it might feel to do a digital detox)

Then we'll explore ways to get focused, prioritize effectively, and really get the job done. With the pace of life ramping up, and hours in the day slipping away, focus and mindfulness matter now more than ever. This session provides the motivation.

So You Want to Become an HR Consultant Julianna Cantwell - President, JUNA Consulting



PROFESSIONAL PRACTICE

Many human resources practitioners dream of becoming external HR consultants (i.e., contractors) for many different reasons:

- You want freedom & flexibility in your work
- You're in transition between careers and want to test whether working for yourself is a fit
- You want to make extra money on the side by part-time contracting
- You're preparing for semi-retirement

There are pros and cons to becoming a contract HR consultant, and there are practical things you need to know before you invest your time and energy into taking this step. In this workshop you will explore what it takes to become a successful HR consultant – both from an operational standpoint (running a business), as well as personally (key competencies/skills you need to have to be successful with clients).

Topics include:

- Running Your Own Business – Things You Need to Consider
- 3 Structural Options
- Finance & Operations
- Insurance – What is/is not required
- Legal – Your contract agreements
- Money – How to ensure cash flow
- Business Development
- How to market yourself
- How to Actually “Consult”
- Needs Assessments
- 6 Levels of Listening
- Root Cause Analysis (5 Whys)
- Consulting vs. Advising

SENIOR

Afternoon Sessions - 90 Minutes - 1:15 pm - 2:45 pm

Engage Your Employees: Storytelling for HR with Metrics Melissa Anzman - CEO, Lead Consultant, M Connected Communications



ENGAGEMENT

Do you know how to measure how engaged your employees are? Not by simply doing another employee engagement survey, but how are you using that data to measure true connection and engagement? And how is engagement impacting your bottom line? Now more than ever, you need to connect with your workforce – not only to satisfy the HR buzzword of “engagement,” but to also retain key talent and millennials, and ensure that you are able to deliver on your bottom line.

In this session, you'll learn how to use employee engagement survey data, and create meaningful metrics and measurements specific to your department and organization. In addition to learning the concepts, you'll see how to instantly implement these solutions with a live example – and see exactly how to create a responsible engagement culture at your company.

SENIOR

Health as your Competitive Edge: The Business Case for Prioritizing Wellness at Work Michelle Cederberg - Certified Speaking Professional, Work Life Energy



HEALTH, WELLNESS, AND SAFE WORKPLACE

In today's fast-paced, competitive work environment it's essential to stand out and make an impact for yourself, your team, and the people you interact with on a daily basis. You need health and energy on your side to accomplish that, yet when day-to-day workload is high we push it aside in the name of getting the job done.

This head-down, nose-to-the-grindstone work ethic so many embrace will bring results for certain – but at what cost?

More and more research shows that healthy employees make for healthy business through increased productivity, decreased health care costs, and higher on-the-job satisfaction.

In this thought-provoking session, Health and Productivity Expert Michelle Cederberg shares the business case for prioritizing wellness at work:

- Explore essential health practices from the standpoint of how each will help you be more focused, creative and productive at work.
- Examine the many ways workplace wellness works, and how healthy employees boost productivity and your business bottom line.
- Learn effective, time-efficient ways to optimize your health (and that of your teams), so you show up every day mentally, physically and emotionally focused.

Good health will help you be a stand-out in everything you do – your competitive edge in and out of the workplace. In fact, a focus on your health could be the best thing you do for your business.

ALL LEVELS

Leaders Ready Now: Sparking Energy to Accelerate Talent

Greg Leskew - Head of Consulting and Mathieu Baril, Business Development Manager - DDI Canada



SENIOR

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Our conversations with Albertan organizations have identified gaps in 3 key imperatives necessary to quickly prepare leaders to excel in the competitive, chaotic world that we have come to know as the new normal.

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Leading Culture Change 2.0 - Intentional Culture Management

Stephan Brandt - Managing Director, DOOR Training & Consulting



SENIOR

Most leaders recognize the importance of culture but only a small percentage of leaders feel confident they know how to effectively craft or change culture to enable their achievement of Key Organizational Results. Culture Change is often approached as Alchemy / Art rather than a Methodology / Science. The experience of many culture initiatives is that they end up becoming another 'flavour-of-the-month' initiative, a costly investment that did not yield competitive advantage, and/or an expensive consulting engagement. Many culture initiatives don't 'stick', they are not sustainable, especially when faced with changes in the business and economy.

The ideal outcome of intentional culture management is to create a culture that reliably: a) Enables & drives the desired organizational results; b) Is scalable throughout the enterprise; c) Is sustainable over time; d) Is adaptable to changes in business objectives and competitive environment; and e) Can be taught and readily communicated and modeled by everyone from the C-suite to the front line, from the newest hire to the longest-tenured.

In this session, we will share models and tools and will provide case studies to show a methodology to intentionally manage culture that fulfills all of these objectives.

Reading the Tells - Your Key to Successful Communication

Jerry Balistreri - Trainer, Self Employed



ALL LEVELS

Reading the Tells is a powerful training session that gives you practical techniques, tools, and strategies for understanding and using non-verbal communication for the highest impact and effectiveness. Become a highly respected, highly influential, and highly successful communicator! The degree of career success you enjoy is virtually dictated by your skills in communicating with others on the job. During this session you will develop skills in reading non-verbal "tells" both in the workplace and with friends and family members, learn how to detect lying and deception, and how to increase positive communication that hits the mark every time.

Succession Planning - Nailing the Implementation

Michael Timms - Founder, Avail Leadership



INTERMEDIATE - SENIOR

Most seminars on succession planning provide you with a simple framework, some generic info you could have Googled yourself, and then you're left on your own without a clear understanding of how to implement it. In this session, succession expert Michael Timms builds on your learning from the morning session and teaches you the principles of a successful implementation and will walk you through his approach to implementing a succession plan. During this session you will:

- Discover why defining consistent criteria for promotion is the essential first step in succession planning
- Learn the fundamental elements to creating a culture of leadership development
- Find out how effective career development discussions are the engine of succession planning (and what constitutes "effective" career development)
- Learn five different methods for identifying high potential employees (and why psychometric assessments isn't one of them)

Taking a Mentor Coach Approach Michelle Devlin - Owner, Creating People Power

 LABOUR AND EMPLOYEE RELATIONS

By developing an understanding of the differences of mentoring and coaching, participants will explore the impact of generating and creating conversation among employees to solve problems, overcome conflict and help generate new ways of thinking and ideas. Taking a Mentor Coach approach to leadership can shift and enhance corporate culture by moving towards collaborative conversations.

This interactive session will explore how using a Mentor Coach Approach creates trusting conversations and improves communication within individuals, teams, and organizations. Despite uncertainty in the workforce, expectations of our leaders remain high. The use of coaching has been proven to support increased productivity, engage employees and provide a return on investment of up to 86% (ICF). Supporting leaders to take a Mentor Coach Approach will increase confidence among the leadership team and improve working relationships and increase productivity.

Why Your Top Talent Wants a Divorce Glain Roberts-McCabe - President, Roundtable Inc.

 LEARNING AND DEVELOPMENT

High potential leaders are opting out instead of 'leaning in'. Across industries, we are facing a leadership crisis as fewer next generation leaders are choosing to step into leadership roles. As organizations pour millions of dollars in developing and retaining their leaders, studies are showing the results simply aren't where they need to be. Instead of strengthening leadership pipelines, well-intentioned HR leaders may actually be unwittingly weakening them by outsourcing too much of their leadership development to external experts. Leading organizations are choosing to cultivate leadership from within through leveraging a systematic group coaching and mentoring approach. Learn their secrets of success.

Workplace Violence Prevention Charmaine Hammond - President, Professional Speaker & Author, Hammond International Inc.

 HEALTH, WELLNESS, AND SAFE WORKPLACE

Workplace Violence Prevention is not only about creating safe respectful workplaces, it is about fostering an environment of trust, accountability, and integrity. Most workplaces, fortunately, will not experience forms of physical violence, however, escalating behaviours, threats, sabotage, and harassing or bullying behaviours are much more common. Government legislation requires organizations to promote workplace violence prevention, and safe workplace, and put forth requirements and processes for dealing with bullying and harassment. Make sure that you have the systems, policies, reporting processes and training to address these issues, create a safe environment and respond appropriately in times of crisis.

Prevention of Workplace Violence begins with creating a culture of respect, trust and accountability. Charmaine Hammond developed one of the first Workplace Violence Prevention programs in 1997 and has presented this and similar topics to thousands of HR Professionals, leaders, and business owners across North America.

Thursday, April 27

Early Riser Session - 60 Minutes - 7:15 am - 8:15 am

You Can Have It All: Rethinking the Rules that Shape How We Work and Live Michelle Cederberg - Certified Speaking Professional, Work Life Energy

 HEALTH, WELLNESS, AND SAFE WORKPLACE

In our busy lives we often feel guided by the belief of 'not enough'; not enough time, not enough energy, not enough clients, not enough money. So for many, the idea that you can have it all is often met with resistance. But what if you could?

When it comes to creating the life and career that we truly deserve it often comes down to two variables: choice and change. The choices being those we make regarding how we use our time, energy and resources, and the things we're willing to change to get the outcomes we desire. Are you focusing on the right things?

Michelle Cederberg is a High-Performance Coach and change agent who wants you to embrace a Carpe Freakin' Diem mindset. She believes you can Have It All once you've determined what that looks like for you, and you're prepared to do the right work, on the right things at the right time. In this eye-opening session you will:

- Learn Michelle's 5 P's of Having It All and why each is important in your quest for success.
- Define what having it all means to you, and identify your right things.
- Look at what it means to C.A.R.E. about your work and life;
- Discover how to change your thoughts, behaviours and actions to create the outcomes you desire.

Ideas and laughs converge in this high-energy keynote, and attendees leave with a renewed sense that it's possible to Have It All in life and career.

Thursday, April 27

Morning Sessions - 90 Minutes - 9:00 am - 10:30 am

Action Planning to Create a Professional Workplace

Michele Luit - President, Action Planning to Create Professional Workplace

 HEALTH, WELLNESS, AND SAFE WORKPLACE

Years ago, I knew an individual who started every day with a favorite expression, "same s__t, different day". Initially, colleagues thought it funny – I said initially. Over time, colleagues realized this was an effective tool for keeping co-workers at bay and for those who did not keep a distance, this individual relied upon a wrath of other behaviours until her message was understood; that message being, I have a right to behave in this fashion and treat you this way because I have never been told to stop!

This session will assist you in identifying those behaviours that meet the definition of workplace bullying, how to clearly communicate the employer's expectations regarding acceptable, non-threatening behaviour to the perpetrator, and how best to support those employees who find the courage to come forward. We will also talk about the role of bystanders and share ideas and practices that will encourage them to intervene when witnessing destructive behaviours that are hurting their colleagues and creating a work environment that is no longer healthy or safe. This is an interactive session, encouraging audience members to share their stories and experience for further discussion.

INTERMEDIATE

How to Avoid Calling Employment Lawyers

Joseph Oppenheim, Partner and Roxanne Davis, Partner - Carbert Waite LLP

 STRATEGY

In this session, two employment lawyers with almost 30 years of combined experience will provide valuable tips and recommendations that human resources professionals can implement to reduce legal expenses.

The session will cover:

- Practical tips and examples of how to limit exposure when drafting employment contracts
- How to avoid and deal with constructive dismissal claims
- Tools to ease performance management conversations,
- Progressive discipline,
- With cause terminations,
- How to implement enforceable workplace policies and their impact on compensation.

They will also cover the differences between employees, dependent contractors and independent contractors, the relative advantages and disadvantages of each, and how to avoid the pitfalls of dependency in a contractor relationship.

INTERMEDIATE

Legal Issues When Managing the Changing Workforce

Stephen Torscher, Administration Specialties, Jill Wilkie, Partner and Tom Duke, Litigation Lawyer - Miller Thompson

 LABOUR AND EMPLOYEE RELATIONS

Today's workforce increasingly consists of members of two very distinctive groups. Businesses struggle to adapt to the needs of an aging workforce while integrating a new wave of younger employees. The physical requirements of these workers and the manner they expect to interact with the workplace present issues and hidden opportunities for human resource professionals willing to rise to the challenge.

Employees entering the workforce often have different expectations than their older, more mature counterparts. From flexibility in how and where work is done, to changes in the way they communicate, younger workers challenge traditional workplaces to change the way they do business. Policies and practices that encourage telecommuting or flexible schedules can achieve these goals if managed properly. Conversely, as employees age their physical abilities often change. Maintaining a workplace that permits workers of any age to succeed regardless of their age or physical abilities is critical to the success of a business. A focus on ergonomics and roles that allow older employees to contribute meaningfully to the workplace should be of increasing importance.

In this session, attendees will learn how the law affects both tails of the aging curve. Participants will review how age affects the reasonable notice period during termination and layoff. Attendees will learn best practices for creating workplace policies that are sensitive to the needs of workers of all ages and help foster an environment which permits employees to succeed. Finally, participants will explore emerging human rights issues that affect aging employees in the workplace and develop strategies for navigating those obstacles.

SENIOR

Marijuana in the Workplace**Dan Demers - Operations Manager, Occupational Health at CannAmm Occupational Testing Services** HEALTH, WELLNESS, AND SAFE WORKPLACE

Medical marijuana in the workplace is a rapidly emerging and highly contentious issue. Canada has undergone unprecedented changes in two decades, Health Canada has introduced changes allowing broader legal access to marijuana for medical purposes and legalization is on the horizon. The topic of marijuana is highly polarized, has evolved into multiple complex debates, and has left most employers in a fog, feeling overwhelmed and paralyzed by misinformation—a fog that will cost lives. This session is aimed at helping employers understand these changes, implications to safety and provide guidance on how to manage these challenges in safety-sensitive industries.

Next Level Engagement: Employee Experience**Sean Fitzpatrick - President & Founder, TalentMap** ENGAGEMENT

Employee engagement has been a hot topic in HR for over a decade. Every leading organization seeks to find ways to engage employees. The research linking to engagement to positive outcomes is clear. However, only recently have organizations begun to think deliberately about employee experience. As organizations strive to become the employer of choice in their industries, they are taking steps to attract and retain top talent by fostering an environment and culture that inspires people to join them. It's not about ping-pong tables and cool furniture, or even CSR policies; it is about developing strategies that lead to job experiences that employers can tout along with more traditional benefits like health insurance and RRSP plans. Right now, only a handful of organizations are thinking deliberately about designing employee experiences.

This talk will share what the most progressive organizations such as Netflix, McDonald's and Airbnb are doing to conceptualize and create a truly great employee experience.

Reading the Tells - Your Key to Successful Communication**Jerry Balistreri - Trainer, Self Employed** PROFESSIONAL PRACTICE

Reading the Tells is a powerful training session that gives you practical techniques, tools, and strategies for understanding and using non-verbal communication for the highest impact and effectiveness. Become a highly respected, highly influential, and highly successful communicator! The degree of career success you enjoy is virtually dictated by your skills in communicating with others on the job. During this session you will develop skills in reading non-verbal "tells" both in the workplace and with friends and family members, learn how to detect lying and deception, and how to increase positive communication that hits the mark every time.

Strategy & Execution: The Power of Collective Change**Vincenzo Aliberti, Senior Consultant and Marlene Barker Practice Lead and Senior Consultant - Veris Inc.** STRATEGY

In this turbulent global economy, now, more than ever, leaders in corporations are faced with leading organizations and facilitating change, while minimizing the strategy and execution gap. Focusing solely on strategy or execution is simply not enough. Corporate initiatives must equip and inspire their people to deliver "value" to the corporation through alignment and demonstrate a positive return on investment. Never before has the strategic role of the human resources professional been so important.

In this interactive session, you will learn how to utilize an "Agile Value Strategy" framework to help you guide and execute on your human resources management initiatives.

You will learn:

- How to support the corporation's leaders in the portfolio and program initiatives of your organization
- How to apply a robust but practical communication model to and engage with organizational stakeholders to mitigate the three most prevalent change management gaps that plague organizations
- How to create a governance structure that takes into consideration economic, societal, technological, political and demographic trends to best align your human resources initiatives to your organization's strategy

The Cultural Dimension of Leadership

Lionel Laroche - President, MultiCultural Business Solutions Inc.

 WORKFORCE PLANNING AND TALENT MANAGEMENT

SENIOR

What makes you a good leader? The answer to this question varies significantly from country to country. Think about it this way: would George W. Bush have been elected in Canada? Not a chance. Would Jean Chrétien have been elected in the USA? No way. Yet, they were both elected and re-elected in their home countries. When choosing a leader, Americans want someone who has a vision and the ability to implement this vision, even if they need to ruffle some feathers in the process. Canadians want someone who can find solutions that everyone can live with. While most leadership models tend to consider that the characteristics of leadership are universal, this example suggests, and our experience and research demonstrates otherwise.

This interactive session is designed for anyone who leads or wants to lead culturally different people because the organization they lead is culturally diverse, global or both. It explores how cultural differences impact several critical elements of leadership, such as introducing change, managing projects, helping teams reach their full potential, making decisions and managing conflicts. By combining powerful diagrams, insightful anecdotes, practical tools, and a group discussion on the nature of leadership, this session helps participants determine how they can adapt their approach to leadership in order to increase their influence on the culturally different people they want to lead – be they clients, employees or other stakeholders.

Understanding Unconscious Bias for Better Decision Making

Prince Ehoru - Senior Analyst - Diversity and Inclusion, Graybridge Malkam

 LEARNING AND DEVELOPMENT

ALL LEVELS

It's difficult to hire, retain and develop the best talent and make sound leadership decisions when we are not aware of the forces that strongly influence our choices. Understanding our unconscious mind and using a series of bias-awareness and bias-reduction strategies can mitigate our unconscious bias and improve our behaviour towards those different from and similar to us, whether in a classroom or workplace setting. Given the influence of unconscious bias on our decision making, instructors, students, managers, and employees are increasingly being encouraged to establish clear goals and follow up with actions.

This workshop will resonate with participants by providing a range of applicable examples. Strategies for mitigating the negative impact of biases will be highlighted. Such 'habits' sustain a climate of openness to others' views which in turn fosters quality decision making.

Afternoon Power Sessions- 60 Minutes - 1:15 - 2:15 pm

Emotional Intelligence: Tomorrow's Crucial Job Skill

Harvey Deutschendorf, CEO, Harmony Press and Sandra Somerville, Partner, You Matter to Me

 ENGAGEMENT

BEGINNER

The World Economic Forum has predicted that emotional intelligence (EI) will be one of the top 10 Job Skills by 2020. Do you want your workforce to become even more effective and in the forefront of change? Learn from an EI expert, a published author who has used EI to overcome major barriers in his own life. Harvey will break down the theoretical side of EI and explain it in a relevant and actionable way.

The session will engage the audience through participation and exercises allowing them to learn EI competencies. Attendees will have fun as well as opportunities to learn from each other. They will take away specific actions that can immediately be used to incorporate emotional intelligence competencies in the workplace. Harvey will provide resources for the attendees to refer to and use after the presentation.

How Great Leaders Build Productive Teams

Renée Sfrata - Owner, VIVO Team

 WORKFORCE PLANNING AND TALENT MANAGEMENT

ALL LEVELS

People are the lifeblood of any organization. As a leader, it is your job to get the most from the people you are leading. Chances are, you have some teams within your organization that are not functioning optimally. Find out what tools you can apply within your teams to get them performing as highly productive teams. In this VIVO Talk, you will be presented with a number of case studies that describe how the key indicators of highly functioning teams work within an organization. Each case study will be validated with industry research to provide leaders with powerful, validation on focusing on the soft skills.

Immigration & Employment Law – What all HR Practitioners Should Know **Krista Schofer - Senior Associate and Kiren Saini, Articling Student, EY Law LLP**

 LABOUR AND EMPLOYEE RELATIONS

With the significant and frequent changes in Canada's immigration environment and legal requirements, and the increasing likelihood of companies having a global workforce, it is critical that HR practitioners have a solid understanding of the issues and risks that exist in their workplace as a result. From privacy and human rights issues for foreign workers as compared to local employees to critical immigration changes that may affect the workforce, this session will cover it all.

Join Krista, a Senior Associate at EY Law LLP, and her colleague Kiren Saini, an articling student at EY law in a session that will help HR practitioners understand immigration, employment and privacy in the workplace. The session will outline Canada's current immigration regulatory landscape, the coming changes to Canadian immigration and the essential relationship between employment, human rights, and immigration law.

ALL LEVELS

Mind Matters: Managing Mental Health Claims and Return to Work **Liz Scott - CEO, Organizational Solutions Inc.**

 STRATEGY

Mental health concerns and illnesses will contribute to around 30 per cent of short and long-term disability claims in Canada this year. According to the Mental Health Commission of Canada, mental illness costs the economy \$51 billion each year. Of this, a staggering \$20 billion stems from workplace losses. More than half of all employers say that continually rising mental health claims costs are their top concern, yet only 31% say they have plans to address mental health or mental illness in the workplace.

This session will begin by discussing the employer's duty to accommodate employees suffering from mental health illnesses and what this means for your business. Some checklists will help business leaders recognize if mental health concerns are impacting work and what steps they can take. Dr. Liz Scott will then discuss the importance of objective medical evidence, the right diagnosis, the right treatment and how this can have a dramatic impact on the work environment.

There will be a presentation and discussion of the Cognability Case Study which has recently made an exciting impact in finding strategies to manage workplace Mental Health Issues. In fact, manufacturing firm who tested the Cognability program saw a 56% reduction in Mental Health claims over the past 2 years. We will show how Cognitive Behavioural Therapy, focused on resilience training and return to work, is showing very promising results.

The session will end with the effective return to work planning following a mental health related absence.

SENIOR

Modernizing your approach to Mental Health & Wellness **Ashley Spetch - Director, Organizational Wellness, Homewood Health**

 HEALTH, WELLNESS, AND SAFE WORKPLACE

The cost impact of mental illness and disability is skyrocketing for employers. It has never been as important as it is now to deal appropriately and proactively with this reality. This session touches on the critical components required to get it right for both plan sponsors and plan members.

This session will cover:

- Understanding the cultural impact of mental illness, and how to provide the right level of support in a sensitive manner
- Understanding the issue of mental health relative to complex privacy legislation that varies by jurisdiction
- Understanding how to ensure that mental health has the appropriate level of importance in the design and communication of benefit plans

INTERMEDIATE

Not Yo' Mama's Stress **Nicole Kikcio - Speaker, Coach, Author, Kikcio Group**

 ENGAGEMENT

Learn the simple solution to creating repeatable, Stress-Free success in your personal life and in your business. "Not Yo' Mama's Stress" is a powerful 60-minute session that will help you learn to call out your stress before it happens, master your stress mindset, engage your personal power and transform your stress into results.

ALL LEVELS

SENIOR

The New World Order

Melanie Jeannotte - Area President, Gallagher Benefit Services (Canada) Group, Inc.



HUMAN RESOURCES METRICS, REPORTING, AND FINANCIAL MANAGEMENT

Today's employees have varied and distinctive work styles, career aspirations, and financial needs. Recognizing the different needs and styles of your workforce is key to engaging and motivating talent. Strategically designed benefits and savings program are crucial for strengthening your organization, employee relationships, and your competitive position. But how do you address needs today while having a viable long-term benefits strategy in Alberta's volatile economy? We're excited to share highlights of our 2016 Gallagher benefits + pension survey results combined with workforce insight case studies that directly correlate to our shared Alberta experiences. We'll show you how using workforce evaluation tools combined with data insights can help Alberta's HR professionals build a road map to success.

INTERMEDIATE

Using Intention and Inclusion to Effectively Navigate Change

Aidan Millar - Performance Development Consultant, Psychometrics Canada



LEARNING AND DEVELOPMENT

While change can be challenging and stressful for people and organizations to navigate, it is necessary not only for survival but for success. In an environment like Alberta's, where economic and industrial change is constant, many decision makers tend to introduce and implement change in a way that overlooks the need to be both intentional to and inclusive of the individuals that are responsible for championing the new way. Only when efforts are allocated appropriately, communication is used mindfully, and multiple perspectives are included in the process can success occur across people, teams and companies at-large.

This session will equip attendees with the tools necessary to understand, introduce, and implement change more effectively across various clients, organizations, and industries to maximize the probability of long-term traction.

INTERMEDIATE

Using Smart Data to Improve Engagement, Productivity and Health

Dr. Tyler Amell - Partner, Morneau Shepell



HUMAN RESOURCES METRICS, REPORTING, AND FINANCIAL MANAGEMENT

Organizations today are increasingly being held accountable to stakeholders for the judicious use of limited resources. This holds true for both private and public sector organizations as senior leaders are expecting lean approaches and efficiencies. Organizations today also have access to more data than ever before, and these data relate to both operations and the people responsible for operations. Historically, these data have not been used to their fullest extent to improve decision making.

This session will focus on best practices related to using smart data as a foundation for improved decision making in workforce engagement, productivity, and health. Evidence-informed strategies for transforming people related data into action will be explored, including common pitfalls to avoid. Practical examples will be provided to support the success of using smart data to achieve desired outcomes related to people and strategy.