



Ottawa

9:00 A.M. TO 4:30 P.M.

(Continental Breakfast at 8:30 A.M.)

Sheraton – Ottawa Hotel,
150 Albert St., Ottawa, ON

April 16, 2015

COST FOR THE FULL DAY CONFERENCE INCLUDES BREAKFAST, LUNCH,
TWO COFFEE BREAKS, ALL FOUR SESSIONS AND HANDOUT MATERIALS.

Early Bird Registration:

Payment and registration must be received by February 20, 2015.

*Get your registration in by February 20, 2015 and become eligible
to win training programs worth \$1000!*



THEME: *Management Issues for Today's Workplace*

Top 10 Mistakes in Conducting Workplace Investigations

Steven Williams, LL.B., Partner, Emond Harnden LLP

Conducting a timely and effective investigation can be a real challenge for HR professionals. Management's decisions, whether they result in discipline or not, can be successfully challenged and overturned if they are the product of a flawed investigation. Recent case law confirms that poorly conducted investigations can be costly to employers.

Look at ways to improve the quality of the investigations which take place in your workplace. Review practical guidelines, best practices and recent case law examples which will help you better understand when and why investigations are necessary and how to avoid common mistakes.



Steven Williams

Why Gender Diversity Programs Don't Reach Their Targets

Carleen Hicks, Principal, Carleen Hicks HR

Many organizations today are taking steps to encourage greater participation from women, acknowledging they are underrepresented within top jobs and the C-suite. Statistically, these efforts are not having the impact anticipated by current leaders in organizations championing these initiatives.

Explore the most prevalent types of programs corporations put in place to encourage women to pursue executive roles and why they are failing to meet their targets. Examine the differences in leadership styles between men and women as well as systemic concerns around perceptions and bias. Discuss what women can do to overcome these factors and what our organizations should do differently or better to support women on their way to top leadership positions.



Carleen Hicks

What's New in Compensation?

Helen Robert, Managing Partner, BenchMarket

The days of giving everyone the same annual cost of living raise within a relatively static salary range are over! Employees want to build their skills portfolio and make themselves more marketable. To survive and flourish, organizations today need to embrace a more flexible approach to compensation.

Examine some challenges faced in the changing skills markets. Learn how organizations can grab hold of their compensation program and get more value out of it. Obtain insights on creating a strategy, choosing and using salary surveys, today's market realities, creating salary ranges and making pay decisions. Discuss how/when bonuses may be appropriate and how competencies can be effectively introduced into an organization to support both individual and organizational success. Take away a roadmap to help you establish and maintain a performance based, competitive compensation program.



Helen Robert

Don't Look at Me – Creating a Culture of Accountability

Luc Beaudry, Principal, Cygnus Training & Consulting

Walk through most workplaces and you'll hear and see countless examples of blame, avoidance, deflection and fear. This culture destroying behaviour has a direct impact on the quality and quantity of whatever service or product is offered.

Explore the levels of personal accountability and the core beliefs of full accountability. Understand and apply the core skills of personal accountability and obtain practical tips on how to do an organizational accountability health check.

Discover how systems and processes support or hinder accountability and how we leverage accountability moments. Learn how to cultivate an environment where people say what they think, feel and want as part of collaborative dialogues that value varied perspectives and styles in order to make better decisions, save time, leverage strengths and build trusting collaborative relationships internally and externally.



Luc Beaudry

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