

# **Toronto**

9:00 a.m. to 4:30 p.m.

Hendrik Nieuwland

Maxime Labbé

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

Radisson Hotel Toronto East 55 Hallcrown Place, Toronto

## May 4, 2016

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 19, 2016.

Get your registration in by February 19, 2016 and become eligible to win training programs worth \$1000!

## Management Today™: Workplace Updates



Malcolm MacKillop

## Today's Critical Issues in Employment Law

Malcolm MacKillop, LL.B. – Senior Partner, Shields O'Donnell MacKillop LLP Hendrik Nieuwland, LL.B. – Partner, Shields O'Donnell MacKillop LLP

Explore three important workplace issues: hiring, drugs and alcohol, and social media.

Examine the legal pitfalls in the hiring process: human rights, privacy and tort liability that can arise from improper job ads, background checks, interviews and job offers. Review workplace drug and alcohol policies, obligations to disclose and/or investigate employee addictions and how to deal with employees with addictions. Obtain updates on social media and electronic misconduct, a new test for terminating employees who damage an employer's reputation, online harassment and how social media can be used to uncover employee fraud.



Lauren Evans

#### Violence Risk Assessment: How Do You Turn Down the Heat?

Lauren Evans, President, LEI Consulting

Most recent statistics show that there were over 300,500 reported incidents of violence including assaults with a weapon, sexual assaults and rape in workplaces across Canada in a single year.

Can your employees recognize the signs of potential violence? How well do you really know the person working next to you? What does it matter to you if your colleague is having relationships problems at home?

Discover the process of Violence Risk Assessment, a structured approach to identifying, understanding and managing workplace violence. Learn how to recognize and interpret the signs of potential violence and how to implement effective scenario management strategies at an organizational level to protect your employees and prevent future violence in your organization.



George Raine

### Changing Problem Behaviour Without Discipline

George Raine, President, Montana Consulting Group and Maxime Labbé, Senior Partner, Montana Consulting Group

Explore the proven Turnaround Interview® technique for coaching employees to break bad workplace habits without using or threatening discipline. This technique corrects minor but persistent problems like lateness, excessive breaks, missing deadlines, negative comments, improper use of work time and similar behaviours.

Learn how and why people naturally defend bad workplace habits and why they resist change. Discover how to use that knowledge to overcome the resistance and how to make the change stick. Gain insights on controlling the flow of the conversation and phrasing your questions to get the best chance of success. This new high-impact approach will get you to rethink your instinctive approaches to these tough conversations with employees.



**Brady Wilson** 

### Beyond Engagement: The Brain-based Approach

Brady Wilson - Co-Founder of Juice Inc., Author, Trainer and Speaker

Although employee engagement is the primary strategy leaders rely on to get employees to produce a great customer experience, it rarely delivers it. In fact, many leaders and employees today are caught in the grip of the paradox that employee engagement policies can actually lead to employee disengagement. Examine a unique brain-based approach that blends the engagement managers want with the energy employees need.

Discuss the reasons why traditional employee engagement efforts aren't working, discover 10 brain-based employee engagement principles to help you shift your strategy, real-life examples of successful engagement initiatives using brain science and tips to immediately "Make It Work".





Sponsored by:











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# **Book Today and Save!**

\*Register three (3) participants from the same organization at the same time and the 4th attends free!

More information and registration: **www.workplace.ca** and click on "**Events**" OR fill out the registration form below.

Don't wait for the last minute to reserve your place. Get involved and stay on top of your field and your industry.

## **Early Bird Registrations:**

payment and registration

### received by February 19, 2016

Members of APRC/CMPA/CAAS/CPTA & Students: **\$139** (\$157.07 incl HST) per person

Non-Members/Guests:

**\$159** (\$179.67 incl HST) per person

## **Regular Registrations:**

payment and registration

### received after February 19, 2016

Members of APRC/CMPA/CAAS/CPTA & Students: **\$199** (\$224.87 incl HST) per person

Non-Members/Guests:

**\$219** (\$247.47 incl HST) per person

Cost for the <u>full day</u> includes breakfast, lunch, coffee breaks, all four sessions and handout materials.

Early bird registrants qualify to win management training programs worth \$1000!

## FAX-BACK REGISTRATION FORM 1-866-340-3586

Toronto: May 4, 2016			MAIL TO: IPM – INSTITUTE OF PROFESSIONAL MANAGEMENT 2210-1081 AMBLESIDE DRIVE OTTAWA, ON K2B 8C8			
Name*			Title			
Company			Address			
City		Provin	Province			Postal Code
Telephone	Fax	1		Email		
PAYMENT INFORMATION  OPTION 1: VISA MASTERCARD  EXPIRY DATE (MM/YY)  CARD # CODE			ATTENDEE INFORMATION:  Number of colleagues registering with you on this form:  *Names:			
Card Holder's Name:						
OPTION 2: CHEQUE (enclosed, made payable to IPM)  Don't forget to add the 13% HST (Our GST #: 892341421RT0001)			☐ APRC/CMPA/CAAS/CPTA Members & Students (x) ☐ Non-Members & Guests (x)			