



Spring 2014

CALGARY – April 29, 2014

EDMONTON – May 1, 2014

One Day Conferences

*Management
Issues
for
Today's Workplace*



INSTITUTE OF PROFESSIONAL MANAGEMENT

2210-1081 AMBLESIDE DRIVE, OTTAWA, ON, K2B 8C8

TEL: (613) 721-5957 OR 1-888-441-0000 TOLL FREE

FAX: 1-866-340-3586

WWW.WORKPLACE.CA | EMAIL: INFO@WORKPLACE.CA

IPM EVENTS 2014





Calgary

April 29, 2014

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

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

Hotel Blackfoot

5940 Blackfoot Trail SE, Calgary

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 21, 2014.

Get your registration in by February 21, 2014 and become eligible to win training programs worth \$1000!



Tom Ross

Today's Critical Issues in Employment Law

Tom Ross, B.A, LL.B., – Partner, McLennan Ross LLP

This session will provide an overview of critical HR developments that impact your business. We work through recent developments in these key areas:

- Accommodating Mental Disabilities to include overarching Legal Principles, accommodating mental illness and when enough is really enough;
- Temporary Foreign Workers to include the LMO process and exemptions, regulatory changes and transitioning to Provincial Nominee and other Permanent Residence Programs
- Privacy & Technology in the Workplace to include the Right to Privacy on Workplace Technology, pitfalls of "Bring Your Own Device" (BYOD) and updates on social media.



Eddie Lemoine

Journey to Engagement: Attract, Retain & Motivate a Winning Team

Eddie Lemoine – International Speaker/Author & Employee Engagement Expert

Engaged employees are more productive yet statistics show they only make up 25-30% of the workforce. The remaining disengaged employees are costing you money by being half as productive as engaged employees.

In this upbeat session, you'll get a proven process to attract, retain and engage your workforce. Discover new ways to attract and retain a winning team, understand the impact of aging demographics and five generations in the workforce and manage and communicate with multiple generations. Learn to recognize your employees' strengths as a team and work collectively to produce stronger output, understand age, gender and cultural diversity and interpret future trends and their impact on the organization. Gain valuable insights on how to implement the three steps in closing the engagement gap and truly become an employer of choice.



Marcel Bellefeuille

Time Management: The New Focus

Marcel Bellefeuille, RPR – Professional Coaching Consultant

Most people actually use 60% or less of available work time. This means they were productive for only 3 out of 5 days per week. In this session, we will address the link between time management and productivity through time allocation, developing the "Championship Attitude" and examining new processes and techniques.

Participants will acquire specific tools to assist them in managing their time in a new way. A different look at motivation will improve personal and professional growth through basic measuring criteria. The implementation of a weekly scheduling tool will boost productivity levels not only in the workplace, but in all aspects of your life.



Rick Boersma

Innovation: Applied Innovation for Real People

Rick Boersma – Co-Founder Floworks Training, Design & Innovation Expert, Juice Inc.

The discipline of innovation is emerging as a new strategic priority across public and private sectors. Innovation can create efficiencies, lower costs and increase profitability. The challenge is not coming up with ideas - it's the ability of leaders to engage their workforce in a process that transforms everyone's approach. Research shows that using a structured process produces 500% more ideas than so-called traditional brainstorming methods.

In this interactive session, participants will be inspired to foster an innovative work environment. Learn the principles that make innovation work for leaders, how using a structured approach can transform problem solving at work and obtain practical thinking tools to stimulate innovation in your organization.

Edmonton

May 1, 2014

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

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

Chateau Louis Hotel
& Conference Centre
11727 Kingsway, Edmonton

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 21, 2014.

Get your registration in by February 21, 2014 and become eligible
to win training programs worth \$1000!

Today's Critical Issues in Employment Law

Colin Fetter, B.Comm, LL.B., Partner, Brownlee LLP

This session will provide an overview of critical HR developments that impact your business. We work through recent developments in these key areas:

Over the Legal Limit- Alcohol and Drug Abuse in the Workplace: This will include duty to accommodate, protecting your employees and your business while ensuring compliance with Human Rights, proactive steps required to minimize this issue and maximize your options as the employer, updates on what tests are permitted.

Pigs Get Fat, Hogs Get Slaughtered- Post-Employment Restrictions and Obligations: Review several recent noteworthy cases in the area of non-compete clauses, post-employment obligations and restrictions. Learn the key options and tools for employers to protect their business and their workforce from unfair solicitation or competition from departing employees. Determine which approach is best for your business and how much is too much.

Time Management: The New Focus

Marcel Bellefeuille, RPR – Professional Coaching Consultant

Most people actually use 60% or less of available work time. This means they were productive for only 3 out of 5 days per week. In this session, we will address the link between time management and productivity through time allocation, developing the "Championship Attitude" and examining new processes and techniques.

Participants will acquire specific tools to assist them in managing their time in a new way. A different look at motivation will improve personal and professional growth through basic measuring criteria. The implementation of a weekly scheduling tool will boost productivity levels not only in the workplace, but in all aspects of your life.

Innovation: Applied Innovation for Real People

Rick Boersma – Co-Founder Floworks Training, Design & Innovation Expert, Juice Inc.

The discipline of innovation is emerging as a new strategic priority across public and private sectors. Innovation can create efficiencies, lower costs and increase profitability. The challenge is not coming up with ideas - it's the ability of leaders to engage their workforce in a process that transforms everyone's approach. Research shows that using a structured process produces 500% more ideas than so-called traditional brainstorming methods.

In this interactive session, participants will be inspired to foster an innovative work environment. Learn the principles that make innovation work for leaders, how using a structured approach can transform problem solving at work and obtain practical thinking tools to stimulate innovation in your organization.

Journey to Engagement: Attract, Retain & Motivate a Winning Team

Eddie Lemoine – International Speaker/Author & Employee Engagement Expert

Engaged employees are more productive yet statistics show they only make up 25-30% of the workforce. The remaining disengaged employees are costing you money by being half as productive as engaged employees.

In this upbeat session, you'll get a proven process to attract, retain and engage your workforce. Discover new ways to attract and retain a winning team, understand the impact of aging demographics and five generations in the workforce and manage and communicate with multiple generations. Learn to recognize your employees' strengths as a team and work collectively to produce stronger output, understand age, gender and cultural diversity and interpret future trends and their impact on the organization. Gain valuable insights on how to implement the three steps in closing the engagement gap and truly become an employer of choice.



Colin Fetter



Marcel Bellefeuille



Rick Boersma



Eddie Lemoine

Spring 2014

