## 

Professional Management

# Management Today<sup>™</sup>: Workplace Updates

## IPM Spring Conference • CALGARY • May 2, 2017

### workplace

9:00 a.m. to 4:00 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 sessions and handout materials.



Early Bird Registration: Payment and registration must be received by February 17, 2017.

**Today's Critical Issues in Employment Law** 



Sponsored by: Association of Professional Recruiters of Canada • Canadian Management Professionals Association • Canadian Association of Assessment Specialists • Canadian Professional Trainers Association

> Get your registration in by **February 17, 2017** and become eligible to win training programs worth \$1000!



Duncan Marsden

#### **Duncan Marsden, LL.B.**, Partner/Regional Leader, Borden Ladner Gervais LLP Managing people today in a truly diverse and changing world has its challenges

Managing people today in a truly diverse and changing world has its challenges. This presentation will address tips and recent developments in the following areas:

 $\Delta$  Social Media — an employer's best friend and worst enemy

- · Real-life examples of social media issues in the workplace
- Legal framework Privacy legislation and the "intrusion upon seclusion"
- · Employer's rights to monitoring social media versus an employee's rights to privacy
- Tips for implementing social media policies in the workplace
- Discipline for social media misuse

 $\Delta$  Constructive Dismissal: Recent cases and practical considerations

 $\Delta$  Drug and Alcohol Testing: Recent cases and strategies



Jeff Aplin



Laurel Benson



George Raine

# Human Cloud, Gig Economy and the Future of Recruiting in Canada

### Jeff Aplin, President, David Aplin Group

Explore current trends in recruitment and how they are shaping the future of staffing and recruitment in Canada. Throughout history, the nature of work periodically experiences transformational changes from assembly line workers in the early 20<sup>th</sup> century to the rise of the knowledge workers around 1990 and now to the gig economy and the human cloud. Examine the thinking behind some of the largest strategic moves in the staffing industry over the past year. The recruiting industry is an agency business model however the digital age is quickly changing how candidates and employers connect.

Discuss how industries go from severe labour shortages to high unemployment. Gain valuable insights on how technology is changing models of employment. Look at the big picture of macro-economic trends affecting employment and link them to the question of what this all means and how it affects you.

### **Maximize Your Role in Successful Organizational Change**

Laurel Benson, Owner/Principal Consultant, Phronesis Consulting Inc.

Do you know that the #1 contributing factor to successful change is active and visible sponsorship of that change? This means that how you perform in your role as a leader can mean the difference between success and failure when it comes to the change initiative.

When organizations initiate change, they often engage professional Organizational Change Management (OCM) resources to help manage the people side of the change. The role of OCM is to help mobilize and support those within the organization responsible to lead others through the change. Explore the roles that you as managers may be asked to play and the activities you may be asked to perform in your role of leading people through change. From sponsoring the change at an executive level to helping to champion, communicate, motivate, interpret and role model the change to teams throughout the organization, your role as a leader is critical. Learn how to implement truly successful change.

## Changing Problem Behaviour without Discipline

### George Raine, President, Montana Consulting Group

Explore the proven Turnaround Interview<sup>®</sup> 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.

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

## **Book Today and Save!**

### **Early Bird Registrations:**

Payment and registration received by February 17, 2017

Members of APRC/CMPA/CAAS/CPTA & Students: \$139 plus GST per person (\$145.95)

#### Non-Members/Guests:

\$159 plus GST per person (\$166.95)

### EARLY BIRD DISCOUNT

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

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

Payment and registration received after February 17, 2017

Members of APRC/CMPA/CAAS/CPTA & Students: \$199 plus GST per person (\$208.95)

Non-Members/Guests:

\$219 plus GST per person (\$229.95)

# **Register three (3) participants from the same organization at the same time and the 4<sup>th</sup> attends free!**

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

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

### For further details, call 1-888-441-0000

Management Today™: Workplace Updates
<b>Calgary: May 2, 2017</b>
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### or

Mail to: IPM – Institute of Professional Management 2210-1081 Ambleside Drive Ottawa, ON K2B 8C8

Name*				Title		
Company				Address		
City			Province		Postal Code	
Telephone	Fax	Email		Email	<u> </u>	
PAYMENT INFORMATION EXPIRY DATE (MM/YY)   OPTION 1: VISA   MASTERCARD CODE   CARD # CODE				ATTENDEE INFORMATION:    Number of colleagues registering with you on this form:   *Names:		
Card Holder's Name:						
Signature: (not valid without an authorized signature)						
<b>OPTION 2:</b> CHEQUE (enclosed, made payable to IPM)				APRC/CMPA/CAAS/CPTA Members & Students (x)		
Don't forget to add the 5% GST (Our GST #: 892341421RT0001)				Non-Members & Guests (x)		

NOTE: Payments MUST accompany registrations. Space is limited so to avoid disappointment, REGISTER NOW!