

2017 WESTMAN HUMAN RESOURCES CONFERENCE

MANAGING TODAY'S WORKFORCE

The day will provide Managers and HR Professionals with practical, easily implementable strategies to manage today's workforce.

Conference Details:

Thursday, October 12th, 2017

8:30 am - 4:00 pm

Victoria Inn Hotel and Conference Centre
3550 Victoria Avenue, Brandon, MB

Cost: \$150

Early-Bird Rate: \$125 until Sept 14th

Registration includes 2 Keynote Speakers, session on Accommodations in the workplace, choice of topic at 2 breakout sessions, lunch and refreshments.

★ Keynotes ★

Yvonne Thompson Creating an Accountability Culture for Today's Unique Workforce

Mark Myrowich, HR Practises

REGISTER AT
brandonchamber.ca

SESSIONS:

1. Managing Mental Health Matters
2. Mentoring - Take Your Organization and Your People to the Next Level
3. Feedback the Other "F" word
4. Accommodations in the Workplace
5. Performance Coaching
6. Managers, Supervisors and Fatal Flaws
7. Culture & Communications, Strategies for Leading a Diverse Team

KEYNOTE SPEAKERS

Creating an Accountability Culture for Today's Unique Workforce

Yvonne Thompson, President of Change Innovators Inc®.

Yvonne's high-energy presentations captivate challenge our fundamental beliefs about leadership, performance and accountability. She loves to ask and explore the tough questions. This session is specifically geared to dealing with the needs of today's changing employees while creating a Culture of Accountability. It is an interactive session that includes some of the newest research in Neuroplasticity, NeuroLeadership and the changing human mind.

HR Practises - Mark Myrowich, CEO, ECBVERDYOL

"Mark will share insight into recruiting and retaining employees in a small rural community, successfully engaging the Indigenous population (25% of ECBVERDYOL's workforce is Indigenous), future workforce related challenges such as legalized marijuana and medical marijuana in the workplace) and employing disabled employees.

BREAKOUT SESSIONS

Genella MacIntyre, President, Partners in Discovery Ltd.

Managing Mental Health Matters

What is a psychologically safe workplace and how do organizations establish an maintain such an environment? Using the web-based resource, "Workplace Strategies for Mental Health", participants will leave the session with an understanding of How to assess their workplaces, How to assist employees facing mental health issues, How to communicate workplace wellness to the company and The list of 13 things they can do to establish workplace wellness.

Participants will have an opportunity to examine the factors of psychologically safe work environments and know where to go for free, ongoing information and support.

Managers, Supervisors and Fatal Flaws

Often, the better we are at our own job, the lower the probability of becoming an effective manager – until the new skills are learned. This doesn't seem to make sense but often, supervisors who have "come through the ranks" have not been trained to manage others. This workshop will identify the two elements that have the most potential to derail new managers. It will examine the concept of the new supervisor's fatal flaws by understanding how this phenomenon works and what we can do about it. By the end of this seminar, participants will be able to: Identify their potential fatal flaws, Develop strategies to increase their self-awareness, Identify the importance of flexibility in supervision and Understand that being an effective leader starts with leading self.

Tanya LaBuick, Principal Consultant and Owner, LaBuick & Co.

Feedback—the Other "F" Word

We all live in the world with only a vague notion of how our actions impact others. Clearly, when we're effective or helpful, we ought to know it. And when our actions are working against others, or us we ought to know that, too. Given how most of us put our heads down and barrel through, sometimes it falls on another person to let us in on what everyone else knows and we probably don't. So feedback is a good thing when it's done right, right?

Providing effective feedback is critical to maintaining a capable workforce. It is a method of communication that can be used as a tool for employee and team growth. Like any methodology how you apply it; is as important as if you apply it. Feedback is a skill that can be learned, but just like cartwheels, you have to practice to improve.

In this session, Tanya will facilitate an interactive discussion on the purpose and sources of feedback and then move into identifying the types of feedback in the workplace. Participants will be given guidelines and a practical step-by-step process for giving effective feedback.

BREAKOUT SESSIONS

Tanya LaBuick, Principal Consultant and Owner, LaBuick & Co.

Performance Coaching

Coaching is a powerful tool to utilize in order to enhance professional performance of individuals within an organization. Focusing on the individual's accountability and responsibility to their own desired outcomes, coaching supports increased levels of performance and increases their ability and understanding of the need to manage their own progress.

This session will provide a high-level look at top skills you need to develop in order to grow your own coaching capabilities, plus how to create a coaching friendly environment and a framework for building a coaching relationship. As a bonus, Tanya will share some watchouts and some practical, useful tips to construct your coaching toolkit.

David Swayze, Meighen Haddad LLP and Stephen Beernaert, Roy Johnston TDS

Accommodations in the Workplace, a Case Study

Relying on actual decisions from courts, arbitrators, and human rights tribunals, we will explore issues surrounding human rights and accommodation. We will review the circumstances requiring accommodation and discuss what accommodations were required, whether the duty to accommodate was met, and whether the employer had accommodated to the point of undue hardship.

Doug Lawrence, President, Talent C - People Services Inc.

Mentoring - Taking Your Organization and Your People to the Next Level

This interactive presentation engages participants through a round table discussion format. We will look at the challenges facing organizations globally today and how mentoring can assist in addressing those challenges. We will look at the skill sets required to be an effective mentor – a great mentor. We will explain how every leadership development program can be all that more successful with mentoring as an element of that program.

Effective communication is normally the main reason for the culture to become negative. We will talk about the basic elements of effective communication and how it is a transferable skill – home, community and work. Through the “gift of mentoring” we can build a learning and development culture that attracts and retains key employees in your organization.

Meghan Miller Cronkrite, educator & researcher in Intercultural Communication

Culture & Communication: Strategies for Leading a Diverse Team

Did you know culturally diverse work teams are more creative and have better problem solving strategies? In our changing community, knowing how to lead a group of diverse employees can set your organization up for success. In this workshop, learn how culture can impact behavior and communication styles within a team and between management and employees. You will walk away with strategies that will help you to avoid cultural conflict in the workplace and harness the strengths of your diverse team.