One Day Conferences

Management Development: Raising Issues, Solving Problems

OTTAWA – April 18, 2013
TORONTO – May 8, 2013
Mental Health in the Workplace – The Legal Perspective

Dan Palayew, B.A., LL.B. – Co-Managing Partner & Practice Group Leader, Labour and Employment, Heenan Blaikie LLP

A recent Conference Board of Canada report found that 44% of the employees personally experienced a mental health issue. Learn how workplace stress can be mitigated and how to accommodate people living with the most common mental illnesses. Review attendance management policies and at what point accommodating someone with a mental illness creates undue hardship for an employer or a union. Discuss your legal obligations under human rights, health and safety and workers compensation legislation.

Mental Health in the Workplace – Increase Awareness & Maintain Productivity

Renée Ouimet – Director of Capacity Building & Education Division, Canadian Mental Health Association

Workplaces are heavily impacted by mental health issues. This session will increase awareness of the issues and help everyone in the organization, regardless of position, see the value of their contribution to building a supportive environment. As managers, how you set the stage in the workplace matters to employees’ physical and mental health. Poor mental health costs employers. You will see what a psychologically healthy and safe workplace looks like and obtain information on how to develop or expand on your own action plans in dealing with mental health issues.

Become a Trusted Advisor – What You Need to Know

David Newby – COO, Promomedia

How do organizations today establish a “Trusted Advisor” culture? Discover why it’s so important and how to get there. Highlights include: the challenge for employers in establishing a “Trusted Advisor” culture, the particular challenge for employees who are used to being valued primarily for their subject-matter expertise, the elusive “mindset” that is needed to succeed in this new business landscape and the new skills employees will need to quickly learn.

Turbo Charged Persuasion Skills

Michael Shaughnessy – Professional Speaker, Trainer & Executive Coach

People with influence often possess the ability to project themselves onto the correct “frequencies” of others. Discover techniques designed to “Attract, Inspire and Persuade”. Discuss how to instantly detect and project honesty, how to create trust and admiration and how to levy criticism without damaging your ability to persuade. Learn 10 skills specifically designed to “turbo charge” your own persuasion skills while inspiring others to accomplish what needs to be done.
Managing Employee Absences Due to Illness
– The Legal Perspective

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

This session will focus on common issues that arise while the employee is absent from work due to illness. Session highlights include: employees’ rights to medical leave (Human Rights Code, Employment Standards Act and the Canada Labour Code), how and when employers can ask for medical documents to support the employee’s medical leave (Independent Medical Examination and WSIB), and what benefits an employee can receive while on medical leave (STD, LTD, WSIB and CPP).

Work Reintegration Program: Critical Issues for Managers

Michael Zacks, LL.B. – Acting Director & General Counsel, Office of the Employer Adviser (OEA)

This session will walk you through the process of returning injured workers to work in the new world of ‘Work Reintegration’. Review the principles, the employer’s duty to accommodate and the steps to take for a successful outcome. Discuss problem areas and learn about the penalties the WSIB can charge the employer or worker for failure to cooperate. Obtain updates on the Jim Thomas Benefit Policies Review and the impact of new legislation, such as Bill 119 on the construction industry and Bill 160 on the Occupational Health and Safety Act.

Build Confidence – Inside & Out

Luc Beaudry – Principal, Cygnus Training & Consulting

We all face some situations that put our confidence to the test. Discover how to become better equipped to create the part that you want to play in order to get the results which you desire. Learn how you stand in your own way and what to do about it, how to communicate with clarity and react confidently in situations where you don’t know what to do or say. You’ll also get insights on how to influence people more effectively.

Develop Productive Teams

Wendy Godmere – Certified Communications Specialist

As organizations expand and strive for growth, we can no longer rely on an individual effort to succeed, but collectively individuals talents brought together builds strength. Discover new ways of making teams more productive and growth focused. Find out how to make the teams more cohesive and solid in nature. Discuss the building blocks needed to develop successful teams which will reduce stress and increase productivity.
*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 28, 2013

Members of APRC/CMPA/CAAS/CPTA & Students: $119 plus HST per person ($134.47)

Non-Members/Guests: $139 plus HST per person ($157.07)

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

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

**Regular Registrations:**

payment and registration received after February 28, 2013

Members of APRC/CMPA/CAAS/CPTA & Students: $179 plus HST per person ($202.27)

Non-Members/Guests: $199 plus HST per person ($224.87)

**FAX-BACK REGISTRATION FORM (613) 721-5850**

PLEASE INDICATE WHICH CONFERENCE YOU WISH TO ATTEND

☐ Ottawa: April 18, 2013

☐ Toronto: May 8, 2013

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**PAYMENT INFORMATION**

- **OPTION 1:** Charge to: ☐ VISA ☐ MASTERCARD

CARD #  EXPIRY DATE (MM/YY)

Card Holder’s Name: ________________________________

Signature: ________________________________

(not valid without an authorized signature)

- **OPTION 2:**

☐ CHEQUE (enclosed, made payable to IPM)

Don’t forget to add the 13% HST (Our GST #: 892341421RT0001)

**ATTENDEE INFORMATION:**

Number of colleagues registering with you on this form: _______

*Names: _________________________________________________

_________________________________________________

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_________________________________________________

☐ APRC/CMPA/CAAS/CPTA Members & Students (x____ )

☐ Non-Members & Guests (x____ )

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