

IPM 2020 One Day Conference

Management Strategies for Today's Workplace



Institute of Professional Management



Halifax:
May 6, 2020



Register
by Feb. 14,
2020 & Save

May 6, 2020 • 9:00 a.m. to 4:00 p.m. (Continental Breakfast at 8:30 a.m.)

Best Western Plus Dartmouth Hotel & Suites • 15 Spectacle Lake Drive, Dartmouth

Cost for the full day includes breakfast, lunch, two coffee breaks, all sessions and handout materials.
See back page for registration information

Hot Buttons: Today's Critical Issues in Employment Law

Kyle MacIsaac, LL.B. • Partner, Mathews Dinsdale & Clark LLP and
Caroline Spindler, J.D. • Associate, Mathews Dinsdale & Clark LLP

The legal landscape for employers continues to evolve. Topics: **Constructive Dismissal**: changing terms and conditions of employment, tips to avoid potential liability; **Managing Absenteeism**: methods for managing both culpable and innocent absenteeism; **Termination of Employment while on LTD**: manage employees who are off on medical leave for extended periods of time, when an employment relationship becomes frustrated and what can be done to limit liability when terminating the employment of an employee off on LTD.

Five Steps to Inclusion in Your Workplace and Beyond

Tova Sherman • CEO, reachAbility Association

Every organization must not only understand the stigma around disability and its harm to workplace culture, but how to ensure their workplace welcomes all. Obtain the latest research on behalf of persons with all types of disabilities. Learn about the last taboo in the workplace — mental health and what's being done in the context of employer development and workplace culture. Identify the five steps to inclusion that provide the perfect starting point for serious inclusion influencers.

Performance Based Pay and Designing Variable Pay Plans

Karen Gordon • Principal, K. Gordon & Associates – HR Consulting Services

Over the last several years, we continually hear about improving overall competitiveness and increasing productivity. As a result of these organizational demands, compensation programs are constantly changing. Learn how to build Performance Based Variable Pay programs. Discuss the importance of Performance Based Pay programs and how to develop a Short-Term Incentive Plan (STIP) that is based on the achievement of performance related goals. Review all the options to consider during the development stage of the plans.

Rethinking Attendance Management

George Raine • President, Montana Consulting Group

As of 2011, the estimated direct cost of absenteeism to the Canadian economy was \$16.6 billion. That number continues to rise each year. In this interactive presentation, discover how to find the light at the end of the absenteeism tunnel. We will debunk many of the myths about what you can and can't do. You'll understand why most attendance policies are tedious wastes of time and how they may even put the future of attendance management at risk. Obtain practical, common-sense solutions that work in both unionized and non-unionized environments.



Kyle MacIsaac



Caroline Spindler



Tova Sherman



Karen Gordon



George Raine



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Book Today and Save!

Early Bird Registrations:

Payment and registration received by **February 14, 2020**

Members of APRC/CMPA/CAAS/CPTA & Students:

\$159 plus HST per person (**\$182.85**)

Non-Members/Guests:

\$179 plus HST per person (**\$205.85**)



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 14, 2020**

Members of APRC/CMPA/CAAS/CPTA & Students:

\$209 plus HST per person (**\$240.35**)

Non-Members/Guests:

\$229 plus HST per person (**\$263.35**)

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"

REGISTRATION

Scan/E-mail to info@workplace.ca or FAX to 1-866-340-3586

Location: ☐ **Halifax May 6, 2020**

Date _____

Name _____ Title _____

Company _____ Address _____

City _____ Province _____ Postal Code _____

Telephone (____) _____ Fax (____) _____

Email (mandatory) _____

PAYMENT OPTIONS

OPTION 1 ☐ **VISA** ☐ **MASTERCARD**

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OPTION 2 ☐ **Company cheque, bank draft or money order**
(enclosed, made payable to IPM – no personal cheques)

MAIL TO: **IPM – Institute of Professional Management**
2210-1081 Ambleside Drive, Ottawa, ON K2B 8C8

Attendee information:

Number of colleagues registering with you on this form: _____

*Names: _____

☐ 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!**

Questions? Call IPM at 1-888-441-0000 or (613) 721-5957.