



Institute of Professional Management

IPM 2020 One Day Conferences

**Management Strategies
for Today's Workplace**

Ottawa:

April 23, 2020

Toronto:

May 6, 2020

EARLY BIRD DISCOUNT:

Payment and registration must be received by **February 14, 2020**. You'll also become eligible to win training programs worth \$1000!



Sponsored by:



Association of
Professional Recruiters
of Canada



Canadian
Professional Trainers
Association



Canadian
Management Professionals
Association



Canadian
Association of
Assessment Specialists





Ottawa April 23, 2020

April 23, 2020 • 9:00 a.m. to 4:00 p.m. (Continental Breakfast at 8:30 a.m.)

Sala San Marco • 215 Preston St, Ottawa

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

Dan Palayew LL.B. • Partner/Regional Leader, Labour & Employment Group, Borden Ladner Gervais LLP

The legal landscape for employers continues to evolve. Topics: **Accommodation and Disability Management** including Human Rights, Mental Illness, Assessing Undue Hardship and Cannabis; **Constructive Dismissal** including Common Pitfalls, Best Practices, Aging Workforce and AI; **Hiring Practices & Employment Contracts** including recruitment practices, background checks, offer of employment, employment contracts and termination clauses.



Dan Palayew

Workplace Investigations: How to Avoid Costly Mistakes (Expert Panel)

Brian Sartorelli • President & CEO of Investigative Risk Management and

Dan Palayew, LL.B. • Partner/ Regional Leader, Labour & Employment Group, Borden Ladner Gervais LLP

Learn how to conduct effective workplace investigations into harassment and other workplace wrongdoing with actual case studies and our panel of experts to include a labour and employment law lawyer, a private investigations specialist and a local police officer. Highlights include: who's involved in the investigation, interviewing witnesses, gathering evidence, policy and procedures, report writing, when to bring in a lawyer, investigations specialist and police, procedural fairness and the impact of the making the wrong decision.



Brian Sartorelli

Build Better Leaders through Emotional Intelligence

Carleen Hicks • Leadership Coach & Group Workshop Facilitator, Clariti Group Inc.

Emotional intelligence (EI or EQ) is renowned for its capacity to increase team and organizational effectiveness through the development of leadership skills and abilities. Examine Daniel Goleman's six leadership styles, identifying core emotional intelligence composites that support each style's leadership capacity, while identifying the areas of EI to watch for in supporting development in each style. Review the Multi-Health System's (MHS) model of EI to see how we can attend to and build our EI for greater individual leader well-being that supports team and organizational effectiveness.



Carleen Hicks

Bold Courage: How Owning Your Awesome Changes Everything

Paula Morand • CEO, CSP, Leadership Expert, Keynote Speaker, Author

"Bold Courage" is a call to arms for individuals and organizations to re-engage the human spirit. It is about shifting perspective, discovering possibilities and learning to unleash the potential of saying yes, taking risk and learning to play a bigger game in life. Learn to use your breaking point as a catalyst for innovation, accept vulnerability as part of the process of growth and how creating a process centric approach for managing change makes all the difference for managing through disruption.



Paula Morand



Toronto May 6, 2020

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

Edward Village Hotel North York • 185 Yorkland Blvd, Toronto

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



Ruben Goulart

Hot Buttons: Today's Critical Issues in Employment Law

Ruben Goulart, LL.B. • Lawyer & HR Advisor, Bernardi Human Resource Law LLP

The legal landscape continues to evolve. Topics: **Organizational change:** key legal risks associated with workplace and business changes and how to avoid constructive dismissal claims; **Substance use and drug & alcohol testing:** What's new with cannabis? How far can you go with your policies and testing procedures? **Absence management:** Updates on medical evaluations, managing return to work and accommodation. Learn how to optimize your strategies in order to stay ahead of Human Rights complaints.



Brian Sartorelli

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Brian Sartorelli • President & CEO of Investigative Risk Management and
Ruben Goulart, LL.B. • Lawyer & HR Advisor, Bernardi Human Resource Law LLP

Learn how to conduct effective workplace investigations into harassment and other workplace wrongdoing with actual case studies and our panel of experts to include a labour and employment law lawyer, a private investigations specialist and a local police officer. Highlights include: who's involved in the investigation, interviewing witnesses, gathering evidence, policy and procedures, report writing, when to bring in a lawyer, investigations specialist and police, procedural fairness and the impact of the making the wrong decision.



Jay Yakabowich

Attracting, Hiring and Retaining the Very Best Talent: What's New?

Jay Yakabowich • Chief Revenue Officer, High Road Human Capital

Today's talent 'supply and demand' equation is very different. For many, business models of yesterday no longer generate the results we are looking for. Gain insights on important trends in talent acquisition as well as the best strategies and tactics that really work. Look at the make-up of today's talent pools, what job seekers want and what we can do to align. We will also discuss the impact and opportunity of diversity and inclusion.



Paula Morand

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Paula Morand • CEO, CSP, Leadership Expert, Keynote Speaker, Author

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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 (**\$179.67**)

Non-Members/Guests:

\$179 plus HST per person (**\$202.27**)



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 (**\$236.17**)

Non-Members/Guests:

\$229 plus HST per person (**\$258.77**)

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: (please indicate)

☐ **Ottawa** April 23, 2020

☐ **Toronto** May 6, 2020

Date _____

Name _____ Title _____

Company _____ Address _____

City _____ Province _____ Postal Code _____

Telephone () _____ Fax () _____

Email (mandatory) _____

PAYMENT OPTIONS

OPTION 1 ☐ **VISA** ☐ **MASTERCARD**

CARD #

EXPIRY DATE
(MM/YY)

VALIDATION CODE

Card Holder: _____
NAME IN FULL

Signature: _____
(not valid without an authorized signature)

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.