



Ottawa

9:00 A.M. TO 4:30 P.M.

(Continental Breakfast at 8:30 A.M.)

Sheraton – Ottawa Hotel,
150 Albert St., Ottawa, ON

April 7, 2016

COST FOR THE FULL DAY CONFERENCE INCLUDES BREAKFAST, LUNCH,
TWO COFFEE BREAKS, ALL FOUR SESSIONS AND HANDOUT MATERIALS.



Early Bird Registration:

Payment and registration must be received by February 19, 2016.

Get your registration in by February 19, 2016 and become eligible
to win training programs worth \$1000!

Management Today™: Workplace Updates

Workplace Violence & Sexual Harassment: The Changing Legal Landscape



Dan Palayew

Dan Palayew, B.A., LL.B., Partner, Borden Ladner Gervais LLP

From Ghomeshi to Parliament Hill, workplace violence and sexual harassment have been dominating the headlines in Canada and around the world. In response, the Ontario Government has released an Action Plan that will impact employers and the way in which they deal with these complex issues. Planned amendments to legislation will create new duties and potentially new liabilities for employers that every manager, senior executive and in-house counsel should be aware of.

Learn about the rapidly changing legal landscape of workplace violence and harassment. Obtain practical tips and strategies to take back to your workplace to protect your employees and your organization.



Lauren Evans

Violence Risk Assessment: How Do You Turn Down the Heat?

Lauren Evans, President, LEI Consulting

Most recent statistics show that there were over 300,500 reported incidents of violence including assaults with a weapon, sexual assaults and rape in workplaces across Canada in a single year.

Can your employees recognize the signs of potential violence? How well do you really know the person working next to you? What does it matter to you if your colleague is having relationships problems at home?

Discover the process of Violence Risk Assessment, a structured approach to identifying, understanding and managing workplace violence. Learn how to recognize and interpret the signs of potential violence and how to implement effective scenario management strategies at an organizational level to protect your employees and prevent future violence in your organization.



Patti Kuntz

Engagement in the Workplace — Reading the Tea Leaves: Art or Science?

Patti Kuntz, Consultant, former Executive Director of the Human Resources Council (HRC), Government of Canada

Achieving a healthy, respectful, vibrant workplace where managers attract and retain top talent is a constant challenge. Many workplaces are still plagued by absenteeism, lack of motivation, below par productivity and hypermobility.

Review 'real' case study statistics from a large multi-year organizational survey and discover the stories they tell about the engagement of the people within. Discover how simple but fundamental questions can better position you to identify, read and react to the story of your tea leaves that will help you address the issues that can detract from your organization's productivity and success.



George Raine

Changing Problem Behaviour Without Discipline



Maxime Labbé

**George Raine, President, Montana Consulting Group and
Maxime Labbé, Senior Partner, Montana Consulting Group**

In this high energy presentation, explore the proven Turnaround Interview® 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. Review proven techniques for controlling the flow of the conversation and for 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.

Spring 2016

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