



IPM's Toronto 2011 Spring Conference

Date:
Wednesday,
May 11, 2011

Time:
9:00 a.m. to 4:30 p.m.
(Breakfast at
8:30 a.m.)

Location:
Radisson Hotel
Toronto East,
55 Hallcrown Place,
Toronto, ON

Cost for the Full Day Conference includes breakfast, lunch, coffee breaks & all four sessions.

Get your registration in by February 28, 2011 and become eligible to win training programs worth \$1000!

Early Bird Registration:
Payment and registration must be received by February 28, 2011

IPM's TORONTO 2011 SPRING CONFERENCE



Social Media & Electronic Misconduct: What You Don't Know Can Hurt Your Company

Malcolm MacKillop, LL.B.,
Senior Partner,
Shields O'Donnell MacKillop LLP

When an employee misuses technology at work or at home, the consequences for an employer can be profound. While you may think that chances of this affecting your company are slim, recent studies show otherwise. A 2009 survey by Deloitte & Touche found that 27% of employees did not consider the ethical consequences of posting comments, videos, and pictures online and 15% of employees stated that they would complain online if their employer did something that they did not agree with.

Review the risks associated with employee misuse of social media and other forms of electronic misconduct. Examine the factors to consider when disciplining an employee for electronic misconduct. This session will guide employers through the privacy issues related to employee monitoring and provide tips to help craft an effective social media and electronic misconduct policy for your workplace.



10 Steps to Safety Excellence

Wilson Bateman, President,
Global Training Edge Inc.

Impacting the safety culture of an organization starts with an awareness of potential dangers in all areas of the employee's life. The leading cause of death in Canadians under 45 is unintentional injury. Safe habits at home, while driving, at play and at work will create a safer way of life.

When an organization considers safety, they often recognize a silent epidemic. Statistics indicate over 90% of injuries are predictable and preventable. Instead of waiting for an incident to happen, we need to be aggressive in our approach to Occupational Health and Safety. To assist in reducing injuries and incidents in the workplace, the 10 Steps program includes hazard assessment, documentation and safety memory.

Discuss how to implement this proactive approach which begins at the senior management level and works down through the organization.



Sponsored by: Institute of Professional Management • Workplace Today® Online • Association of Professional Recruiters of Canada • Canadian Management Professionals Association • Canadian Association of Assessment Specialists • Canadian Professional Trainers Association

When Money isn't Enough (or There isn't Enough Money) Try Fuzzy Slippers!

Lynda Mungall, President,
Mungall Consulting Group



Many organizations still feel the effects of the recession. So, given a lack of dollars to spend on raising employee compensation, how can employers keep their employees interested, engaged and motivated when everyone is under such stress?

Is it pay, the traditional rewards and benefits that are the high priced, big dollar items? There are any number of rewards that are not necessarily costly, big ticket dollar items, but when consistently delivered and effectively communicated, provide a big payoff in terms of retention and getting employees to go the extra mile.

Examine the inventory of the rewards, monetary and non-monetary, provided by your organization. Obtain a tool required to develop and implement a total reward strategy that won't break the bank.

Employee engagement is critical in difficult times. Review findings from a number of studies that prove tough times provide an opportunity to build the commitment of key employees without large expenditures.

And you'll learn why fuzzy slippers just might be one of your best employee retention tools!



Leading Change & Learning to Love It!

Peggy Grall, CSP, Certified Executive Coach, Principal, Peggy Grall & Associates Inc.

When the leadership of an organization can't change, people struggle and leaders have a unique opportunity to model change-skills during times of transition.

Discover how to leverage the psychological factors that influence people transitions, identify and capitalize on the natural laws of change and recognize their Change Style, and the style of others. Obtain tips & techniques that Change Leaders use to motivate their employees and anticipate and respond to individual & organizational resistance. Learn how to identify and capture the Success Factors of change management and engage in serious Self-reflection about your own change-readiness.

Look at potential activities and case studies to anchor concepts and develop ways to enhance your skills as senior managers and leaders.

BOOK TODAY AND SAVE!

Don't wait for the last minute to reserve your place. Get involved and stay on top of your field and your industry. **Register three (3) participants from the same organization at the same time and the 4th attends free!** Also, qualify to win training programs worth over \$1000 by registering early. Early Bird registrants are the only ones who are eligible! More information and registration at: www.workplace.ca and click on "Events".

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

Early Bird Registrations (payment and registration received before February 28, 2011)

Members of APRC/CMPA/CAAS/CPTA & Students:
\$114 plus HST per person

Non-Members/Guests:
\$134 plus HST per person

Regular Registrations (payment and registration received after February 28, 2011)

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

Non-Members/Guests:
\$199 plus HST per person

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

Register at www.workplace.ca and click on "Events" OR fill out the Fax-Back registration below

FAX BACK REGISTRATION FORM (613) 721-5850

Toronto Full Day Conference on May 11, 2011

<input type="checkbox"/> APRC/CMPA/CAAS/CPTA Members & Students	<input type="checkbox"/> Non-Members & Guests		
Name	Title		
Company	Address		
City	Province	Postal Code	
Telephone	Fax	Email	
<input type="checkbox"/> VISA or <input type="checkbox"/> MASTERCARD	_____	Expiry Date _____ MM YY	Add 13% HST (Our GST #: 892341421RT0001)
Card Holder's Name _____	Signature _____ <small>(not valid without an authorized signature)</small>		
<input type="checkbox"/> Cheque enclosed made payable to IPM (Don't forget to add the 13% HST) 2210-1081 Ambleside Drive, Ottawa, ON, K2B 8C8, 1-888-441-0000 or 613-721-5957	Date _____		
Number of colleagues registering with you on this form : _____		Names : _____	

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