



Institute of Professional Management

IPM 2020 One Day Conferences

**Management Strategies
for Today's Workplace**

Calgary:
May 5, 2020

Edmonton:
May 7, 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





Calgary May 5, 2020

May 5, 2020 • 9:00 a.m. to 4:00 p.m. (Continental Breakfast at 8:30 a.m.)

Hotel Blackfoot • 5940 Blackfoot Trail SE, Calgary

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



Duncan
Marsden

Hot Buttons: Today's Critical Issues in Employment Law

Duncan Marsden, LL.B. • Partner/Regional Leader, Borden Ladner Gervais LLP

Managing people in this truly diverse and changing world has its challenges. The legal landscape for employers continues to evolve. Topics include: **Changes to workplace laws in Alberta:** Employment Standards Code (including a reversion to former minimum standards); **Occupational health and safety updates** and **Marijuana update:** Impairment including legalized marijuana and edibles and drug testing vs cannabis.



Michelle
Phaneuf

Workplace Restoration: Emerging Psychological Health & Safety Practices

Michelle Phaneuf • Partner, Workplace Fairness West

The result of an investigation, complaint or other difficult incident can impact psychological health and safety for complainants, respondents and others. Early engagement in the restoration of a healthy workplace is an important responsibility of employers and ultimately supports the business lines and operational requirements of any organization. Learn the Five Phases of a Workplace Restoration Model. Explore the role of the leader/manager in restoring damaged working relationships. Review a case study to generate discussion and learning.



Debra deWaal

Be Safe Not Sorry

Debra deWaal • President, Safe & Sound Safety Training & Consulting Ltd.

Learn what types of crime are occurring in our society and how to safely prevent and manage any potentially dangerous situation. This session will give you the mental and physical tools to be in control of any verbal or physical conflict. Gain insights on what to do and what not to do if faced with a violent situation whether at work, in transit or at home. Review a case study of workplace violence. Discuss how to create your own personal safety plans and look at how others have handled violent crime.



Cheri Nichol

Happiness 101

Cheri Nichol • Consultant, Author & Speaker, CEO, President & Founder, Capstone Management International Ltd.

We know that Happiness matters. Learn about GNH (Gross National Happiness), its origins, evolution and why governments are now giving it serious attention. Discover CHO (Chief Happiness Officer) as a medium for revealing the many proven benefits of Happiness. For organizations, the CHO is a long-term, value-added player in the workplace. Look at how a Happier culture can instantly elevate your image, performance and competitive edge all while you do your business! Obtain strategies to effectively transition you to a Happier mindset and guide you in harnessing the power of the Happy masses.



Edmonton May 7, 2020

May 7, 2020 • 9:00 a.m. to 4:00 p.m. (Continental Breakfast at 8:30 a.m.)

Chateau Louis Hotel & Conference Centre • 11727 Kingsway, Edmonton

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



Colin Fetter

Hot Buttons: Today's Critical Issues in Employment Law

Colin Fetter, LL.B. • Partner/Practice Group Leader, Brownlee LLP

The legal landscape for employers continues to evolve. Topics include: **Top Hidden Tips and Traps in the New OHS, ESC and WCB legislation**: examine the key issues after the "Summer of Repeal". **Cannabis in the Workplace**: what has happened since legalization, updates on "edibles" and CBD only products. Is there a test for impairment due to cannabis? Can any recreational consumption outside work be banned for safety sensitive positions? Obtain insights on drafting effective policies.



Lori Campbell

Finding an Organizational Home for Diversity & Inclusion

Dr. Lori Campbell, PhD • Principal, Colbourne Institute for Inclusive Leadership, NorQuest College

Where should an Equity, Diversity and Inclusion strategy be best placed for accountability and success? Who are in the best positions to champion it, advocate for it and protect it? Explore the tensions that may exist between EDI and HR. Discover where our philosophy, values and goals of the respective mandates are aligned and the benefits and risks of moving these two areas closer together. Find out what front line business partners and HR strategists need to be equipped with to execute on EDI strategy.



Ganz Ferrance

Communicating Under Pressure: How to Get Control and Manage Difficult Situations

Dr. Ganz Ferrance, PhD • Registered Psychologist, Speaker, Author and Coach

When you are under stress, you feel threatened so the filter between your thoughts and your mouth doesn't work anymore. You also interpret what you hear from whatever emotion you are having instead of logic and objectivity. Learn to stop a simple discussion from suddenly degenerating. Avoid the most common mistakes people make when communicating. Make sure your real point gets across and you truly understand what the other person is trying to say. Recognize the early warning signs and how to take back control when your emotions are running the show.



Julianna Cantwell

Mental Health at Work – Managing Complex Performance Issues

Julianna Cantwell • President, JUNA Consulting Inc.

1 in 5 Canadians lives with mental illness. At work, it often shows up as behavioural issues that require performance management. Because of the stigma associated with mental illness, most managers and executives are unsure how to have an open conversation with employees about challenges happening in the workplace. Session highlights: Review facts and stats about mental health issues, common issues, prevalence and costs; Interact effectively with individuals suffering with mental illness; Learn the ALPS method to open dialogue.



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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 GST per person **(\$166.95)**

Non-Members/Guests:

\$179 plus GST per person **(\$187.95)**



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 GST per person **(\$219.45)**

Non-Members/Guests:

\$229 plus GST per person **(\$240.45)**

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)

☐ **Calgary** May 5, 2020

☐ **Edmonton** May 7, 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.