

Spring 2013

CALGARY – April 30, 2013

EDMONTON – May 2, 2013

One Day Conferences

*Management
Development:
Raising Issues,
Solving Problems*

IPM
EVENTS
2013



INSTITUTE OF PROFESSIONAL MANAGEMENT

2210-1081 AMBLESIDE DRIVE, OTTAWA, ON, K2B 8C8

TEL: (613) 721-5957 OR 1-888-441-0000 TOLL FREE

FAX: (613) 721-5850

WWW.WORKPLACE.CA | EMAIL: INFO@WORKPLACE.CA



Calgary

April 30, 2013

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

(Breakfast at 8:30 A.M.)

Hotel Blackfoot

5940 Blackfoot Trail SE, Calgary

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 28, 2013.

Get your registration in by February 28, 2013 and become eligible to win training programs worth \$1000!

THEME: *Management Development: Raising Issues, Solving Problems*

Today's Critical Issues in Employment Law

Tom Ross, B.A., LL.B., Partner, McLennan Ross LLP

Managing people today in a truly diverse and changing world has its challenges. The legal landscape for employers continues to evolve. This presentation will address tips and recent developments in the following areas: drug and alcohol testing, restrictive covenants (how to tie up valuable employees to protect your interests without getting tied up in knots), employment contracts and what's new in the world of human rights and privacy law. Learn what you can and cannot do-what works now to avoid the courts.



Tom Ross

Moral Leadership: Doing What's Right for You & Your Organization

Craig Dowden, Ph.D., Managing Director, SPB Organizational Psychology Inc.

What are the most effective leadership attributes for both individuals and organizations? Review an evidence-based argument highlighting the critical importance of the "softer" side of leadership. Examine how humility, empathy, happiness and self-awareness/authenticity are key differentiators of peak performance organizations. Learn how moral leadership is not only doing the right thing, but it is the right thing to do for the health of your organization.



Craig Dowden

Bounce Forward: Charting Your Course to Resilience

Charmaine Hammond, BA, MBA, President, Hammond International Inc.

Now more than ever, the skill and character of resilience is an essential quality for workplaces, teams and business success. Many professionals are experiencing more to do, in less time and with fewer resources and with more changes. Resilience is a critical skill to "Bounce Forward" during change. Obtain tips, strategies and tools to explore the essentials to the resilient business and team, engage in resilience building, stress management and lifestyle management activities, complete a Resilience Action Plan, handle procrastination, workplace fatigue, juggle priorities, manage time and ignite resilience at work and in your personal lives.



Charmaine Hammond

Crucial Accountability – What Managers Need to Know

Murray Low, Principal and Founder, LeadershipSmarts

We all encounter performance gaps, missed expectations and bad or unsafe behaviour. We avoid accountability conversations because they may be uncomfortable or confrontational. Fail to have that accountability conversation and the negative impact is predictable. Likewise, an accountability conversation held poorly also will have a predictably negative result.

Discover how to step up to poor performance, pick the right problem to work on and address underlying motivation/ability issues and hold everyone accountable with positive results. Learn how to motivate without using power and enable without taking over by creatively helping others avoid excuses and work-arounds, stay on track and resolve performance barriers. Learn how to enhance accountability, improve performance and ensure safety and superb execution.



Murray Low

Spring 2013

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



Edmonton | May 2, 2013

9:00 A.M. TO 4:30 P.M.
(Breakfast at 8:30 A.M.)

Chateau Louis Hotel
& Conference Centre
11727 Kingsway, Edmonton

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 28, 2013.

Get your registration in by February 28, 2013 and become eligible
to win training programs worth \$1000!

THEME: *Management Development: Raising Issues, Solving Problems*

Today's Critical Issues in Employment Law

Colin Fetter, B.Comm, LL.B., *Partner, Brownlee LLP*

Managing people today in a truly diverse and changing world has its challenges. The legal landscape for employers continues to evolve. This presentation will address tips and recent developments in the following areas: Just Cause- what you need to identify and implement and practical solutions for dismissal, Harassment & workplace violence- how to prevent and responsibly respond to complaints of harassment or violence in the workplace and Privacy updates-the employer's right to view employee personal information and activity on work devices.



Colin Fetter

Moral Leadership: Doing What's Right for You & Your Organization

Craig Dowden, Ph.D., *Managing Director, SPB Organizational Psychology Inc.*

What are the most effective leadership attributes for both individuals and organizations? Review an evidence-based argument highlighting the critical importance of the "softer" side of leadership. Examine how humility, empathy, happiness and self-awareness/authenticity are key differentiators of peak performance organizations. Learn how moral leadership is not only doing the right thing, but it is the right thing to do for the health of your organization.



Craig Dowden

Bounce Forward: Charting Your Course to Resilience

Charmaine Hammond, BA, MBA, *President, Hammond International Inc.*

Now more than ever, the skill and character of resilience is an essential quality for workplaces, teams and business success. Many professionals are experiencing more to do, in less time and with fewer resources and with more changes. Resilience is a critical skill to "Bounce Forward" during change. Obtain tips, strategies and tools to explore the essentials to the resilient business and team, engage in resilience building, stress management and lifestyle management activities, complete a Resilience Action Plan, handle procrastination, workplace fatigue, juggle priorities, manage time and ignite resilience at work and in your personal lives.



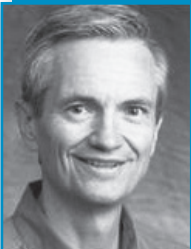
Charmaine Hammond

Crucial Accountability – What Managers Need to Know

Murray Low, *Principal and Founder, LeadershipSmarts*

We all encounter performance gaps, missed expectations and bad or unsafe behaviour. We avoid accountability conversations because they may be uncomfortable or confrontational. Fail to have that accountability conversation and the negative impact is predictable. Likewise, an accountability conversation held poorly also will have a predictably negative result.

Discover how to step up to poor performance, pick the right problem to work on and address underlying motivation/ability issues and hold everyone accountable with positive results. Learn how to motivate without using power and enable without taking over by creatively helping others avoid excuses and work-arounds, stay on track and resolve performance barriers. Learn how to enhance accountability, improve performance and ensure safety and superb execution.



Murray Low

Spring 2013

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

Book Today and Save!

***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"
OR fill out the registration form below.

Don't wait for the last minute to reserve your place. Get involved and stay on top of your field and your industry.

Early Bird Registrations:

payment and registration

received by February 28, 2013

Members of

APRC/CMPA/CAAS/CPTA & Students:

\$119 plus GST per person (\$124.95)

Non-Members/Guests:

\$139 plus GST per person (\$145.95)

Regular Registrations:

payment and registration

received after February 28, 2013

Members of

APRC/CMPA/CAAS/CPTA & Students:

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

Non-Members/Guests:

\$199 plus GST per person (\$208.95)

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

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

FAX-BACK REGISTRATION FORM (613) 721-5850

PLEASE INDICATE WHICH CONFERENCE YOU WISH TO ATTEND

Calgary: April 30, 2013

Edmonton: May 2, 2013

OR

MAIL TO: IPM – INSTITUTE OF PROFESSIONAL MANAGEMENT
2210-1081 AMBLESIDE DRIVE
OTTAWA, ON
K2B 8C8

Name*		Title	
Company		Address	
City	Province	Postal Code	
Telephone	Fax	Email	

PAYMENT INFORMATION

- OPTION 1: Charge to: VISA MASTERCARD

CARD # _____ EXPIRY DATE (MM/YY) _____

Card Holder's Name: _____

Signature: _____

(not valid without an authorized signature)

- OPTION 2:

CHEQUE (enclosed, made payable to IPM)

Don't forget to add the 5% GST (Our GST #: 892341421RT0001)

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!