

Spring 2013

**OTTAWA** – April 18, 2013

**TORONTO** – May 8, 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

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# Ottawa

## April 18, 2013

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

(Breakfast at 8:30 A.M.)

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

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*

## Mental Health in the Workplace – The Legal Perspective

**Dan Palayew, B.A., LL.B.** – *Co-Managing Partner & Practice Group Leader, Labour and Employment, Heenan Blaikie LLP*

A recent Conference Board of Canada report found that 44% of the employees personally experienced a mental health issue. Learn how workplace stress can be mitigated and how to accommodate people living with the most common mental illnesses. Review attendance management policies and at what point accommodating someone with a mental illness creates undue hardship for an employer or a union. Discuss your legal obligations under human rights, health and safety and workers compensation legislation.



Dan Palayew

## Mental Health in the Workplace – Increase Awareness & Maintain Productivity

**Renée Ouimet** – *Director of Capacity Building & Education Division, Canadian Mental Health Association*

Workplaces are heavily impacted by mental health issues. This session will increase awareness of the issues and help everyone in the organization, regardless of position, see the value of their contribution to building a supportive environment. As managers, how you set the stage in the workplace matters to employees' physical and mental health. Poor mental health costs employers. You will see what a psychologically healthy and safe workplace looks like and obtain information on how to develop or expand on your own action plans in dealing with mental health issues.



Renée Ouimet

## Become a Trusted Advisor – What You Need to Know

**David Newby** – *COO, Promomedia*

How do organizations today establish a "Trusted Advisor" culture? Discover why it's so important and how to get there. Highlights include: the challenge for employers in establishing a "Trusted Advisor" culture, the particular challenge for employees who are used to being valued primarily for their subject-matter expertise, the elusive "mindset" that is needed to succeed in this new business landscape and the new skills employees will need to quickly learn.



David Newby

## Turbo Charged Persuasion Skills

**Michael Shaughnessy** – *Professional Speaker, Trainer & Executive Coach*

People with influence often possess the ability to project themselves onto the correct "frequencies" of others. Discover techniques designed to "Attract, Inspire and Persuade". Discuss how to instantly detect and project honesty, how to create trust and admiration and how to levy criticism without damaging your ability to persuade. Learn 10 skills specifically designed to "turbo charge" your own persuasion skills while inspiring others to accomplish what needs to be done.



Michael Shaughnessy

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# Toronto

## May 8, 2013

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

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

Radisson Hotel – Toronto East,  
55 Hallcrown Place, Toronto, ON

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

### Managing Employee Absences Due to Illness – The Legal Perspective



Malcolm MacKillop



Hendrik Nieuwland

**Malcolm MacKillop, LL.B.** – Senior Partner, Shields O'Donnell MacKillop LLP  
**Hendrik Nieuwland, LL.B.** – Associate, Shields O'Donnell MacKillop LLP

This session will focus on common issues that arise while the employee is absent from work due to illness. Session highlights include: employees' rights to medical leave (Human Rights Code, Employment Standards Act and the Canada Labour Code), how and when employers can ask for medical documents to support the employee's medical leave (Independent Medical Examination and WSIB), and what benefits an employee can receive while on medical leave (STD, LTD, WSIB and CPP).

### Work Reintegration Program: Critical Issues for Managers



Michael Zacks

**Michael Zacks, LL.B.** – Acting Director & General Counsel, Office of the Employer Adviser (OEA)

This session will walk you through the process of returning injured workers to work in the new world of 'Work Reintegration'. Review the principles, the employer's duty to accommodate and the steps to take for a successful outcome. Discuss problem areas and learn about the penalties the WSIB can charge the employer or worker for failure to cooperate. Obtain updates on the Jim Thomas Benefit Policies Review and the impact of new legislation, such as Bill 119 on the construction industry and Bill 160 on the Occupational Health and Safety Act.

### Build Confidence – Inside & Out



Luc Beaudry

**Luc Beaudry** – Principal, Cygnus Training & Consulting

We all face some situations that put our confidence to the test. Discover how to become better equipped to create the part that you want to play in order to get the results which you desire. Learn how you stand in your own way and what to do about it, how to communicate with clarity and react confidently in situations where you don't know what to do or say. You'll also get insights on how to influence people more effectively.

### Develop Productive Teams



Wendy Godmere

**Wendy Godmere** – Certified Communications Specialist

As organizations expand and strive for growth, we can no longer rely on an individual effort to succeed, but collectively individuals talents brought together builds strength. Discover new ways of making teams more productive and growth focused. Find out how to make the teams more cohesive and solid in nature. Discuss the building blocks needed to develop successful teams which will reduce stress and increase productivity.

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# 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](http://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 HST per person (\$134.47)

Non-Members/Guests:

**\$139** plus HST per person (\$157.07)

## Regular Registrations:

payment and registration

**received after February 28, 2013**

Members of

APRC/CMPA/CAAS/CPTA & Students:

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

Non-Members/Guests:

**\$199** plus HST per person (\$224.87)

*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

Ottawa: April 18, 2013

Toronto: May 8, 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 13% HST (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!***