



Institute of
Professional
Management



Management Today™: Workplace Updates

IPM Spring Conference • EDMONTON • May 4, 2017

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 Conference** includes breakfast, lunch, two coffee breaks, all sessions and handout materials.



Early Bird Registration:

Payment and registration must be received by
February 17, 2017.



Sponsored by: Association of Professional Recruiters of Canada • Canadian Management Professionals Association • Canadian Association of Assessment Specialists • Canadian Professional Trainers Association

Get your registration in by **February 17, 2017**
and become eligible to
win training programs worth \$1000!



Jenelle Butler

Today's Critical Issues in Employment Law

Jenelle Butler, LL.B., Associate, Brownlee LLP

This session will provide an overview of recent developments in three major areas that impact your business.

- **Duty to Accommodate:** Obtain the critical information required to keep up with employers' ever-changing obligations and navigate these sometimes choppy waters with confidence.
- **Medical Marijuana:** Marijuana is, at least for the time being, an illegal drug. Issues in the workplace related to employees legally prescribed marijuana are on a sharp increase. What are your obligations, rights and proactive tools to deal with this issue?
- **Accommodating Mental Stress:** We would all agree that everyone suffers "stress" at some point in their working lives. When is stress medically recognized "mental stress" that requires accommodation? What do you need to know to deal effectively with this issue in your workplace? Learn how to minimize the risk of a "stress leave" interfering with legitimate employer actions and how to proactively handle such claims when they arise.



Jeff Aplin

Human Cloud, Gig Economy and the Future of Recruiting in Canada

Jeff Aplin, President, David Aplin Group

Explore current trends in recruitment and how they are shaping the future of staffing and recruitment in Canada. Throughout history, the nature of work periodically experiences transformational changes from assembly line workers in the early 20th century to the rise of the knowledge workers around 1990 and now to the gig economy and the human cloud. Examine the thinking behind some of the largest strategic moves in the staffing industry over the past year. The recruiting industry is an agency business model however the digital age is quickly changing how candidates and employers connect. Discuss how industries go from severe labour shortages to high unemployment. Gain valuable insights on how technology is changing models of employment. Look at the big picture of macro-economic trends affecting employment and link them to the question of what this all means and how it affects you.



Todd Hirsch

Alberta's Economy: Have We Reached the Bottom Yet?

Todd Hirsch, M.A., Chief Economist, ATB Financial

Moving into 2017, the global economy remains tentative. The US continues to pick up steam, but troubles are brewing both in Europe and Asia. Canada's economy is also struggling to gain traction and oil prices continue to bounce around at levels unsupportive of new investment in Alberta. All of this adds up to a still challenged economy.

As the province struggles through another year of recession, the question on many people's minds is how long will this last? Have we seen the worst of it, and if so when can we expect recovery?



George Raine

Changing Problem Behaviour without Discipline

George Raine, President, Montana Consulting Group

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. Gain insights on controlling the flow of the conversation and 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.

