



Toronto

May 6, 2015



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

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

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 20, 2015.

Get your registration in by February 20, 2015 and become eligible to win training programs worth \$1000!

Radisson Hotel Toronto East
55 Hallcrown Place, Toronto

THEME: *Management Issues for Today's Workplace*

Today's Critical Issues in Employment Law



Ruben Goulart



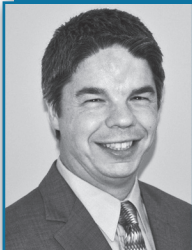
Zaheer Lakhani

Ruben Goulart, B.A., LL.B., Lawyer & HR Advisor, Bernardi Human Resource Law LLP and Zaheer Lakhani, B.A., J.D., Lawyer, Bernardi Human Resource Law LLP

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

- Recent Amendments to the leave provisions under Ontario Employment Standards Act: what they are, what they mean for your business and common issues associated with managing statutory leaves in the workplace.
- Occupational Health and Safety: emerging issues, including mandatory awareness training and dealing with contractors in your workplace.
- New and Emerging Human Rights issues: an overview of current challenges and very recent developments in the law of accommodation. How far do you have to go?
- The Stronger Workplaces for a Stronger Economy Act, 2014: This proposed legislation will impact various workplace laws in Ontario. How will it affect you? What does it mean for your employees?

Don't Look at Me – Creating a Culture of Accountability



Luc Beaudry

Luc Beaudry, Principal, Cygnus Training & Consulting

Walk through most workplaces and you'll hear and see countless examples of blame, avoidance, deflection and fear. This culture destroying behaviour has a direct impact on the quality and quantity of whatever service or product is offered.

Explore the levels of personal accountability and the core beliefs of full accountability. Understand and apply the core skills of personal accountability and obtain practical tips on how to do an organizational accountability health check. Discover how systems and processes support or hinder accountability and how we leverage accountability moments. Learn how to cultivate an environment where people say what they think, feel and want as part of collaborative dialogues that value varied perspectives and styles in order to make better decisions, save time, leverage strengths and build trusting collaborative relationships internally and externally.

Recruiting – Are You Marketing Jobs or Selling Them?



Paul Kidston

Paul Kidston, MBA, CSP, P. Mgr., President – Lead Consultant, Sales Training Experts®

Attracting and retaining good employees is more than a marketing exercise. It is a sales job. In the name of marketing efficiency we may have sacrificed sales effectiveness in the recruiting process. 70% of applicants never speak with a warm body from a company. Are the 30% really the best candidates? Key Words drive candidate success and candidates are figuring this out. A quick Google search and candidates will find lots of information to help write their resumes to ensure they are selected. In some absurd way, we have technology training people to outthink technology.

Effective recruiters use persuasion and influence strategies to describe the very foundation of the good work they do. Obtain insights into the 'sales job' of recruitment, the influence and persuasion strategies most often used along the recruitment path. Whether you are responsible for a large staffing department or a front line manager hiring staff directly, this is a must see session.

Transform your Workplace: Harness Passionate Productivity



Eddie Lemoine

Eddie Lemoine, International Speaker/Author and Employee Engagement Expert

Are your top employees planning to quit? Can't get your employees to care as much about their work as you do? Experience the proven process for engaging your employees. Productive, focused employees create a great return on investment. And, they want their leaders and organizations to achieve.

Learn how to: stand out as an employer of choice; attract, engage, and retain your all-star employees; harness the expertise of long-term employees; successfully navigate diverse demographics; interpret future trends and their impact on your organization, and implement the three steps to effectively lead in today's job market.

Now is the time to steer change in your organization. Now you can align your employees' ambitions with your organization's long-term vision.

Spring 2015

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