



Institute of  
Professional  
Management



Ruben Goulart



Brian Sartorelli



Sarah Bunder



Judy Suke



Jacqueline  
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# Management Today™: Workplace Updates

IPM Spring Conference • TORONTO • May 3, 2017

9:00 a.m. to 4:00 p.m. (Continental Breakfast at 8:30 a.m.)

**Radisson Hotel Toronto East**  
**55 Hallcrown Place, Toronto**

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.**



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## Today's Critical Issues in Employment Law

**Ruben Goulart, LL.B.**, Lawyer & HR Advisor, Bernardi Human Resource Law LLP

This session will provide an overview of new and emerging legal trends that have quickly become front of mind for HR and other senior administrators. Legal hot spots to be covered include:

- **Mental Health issues in today's workplace:** The ever increasing challenges associated with managing mental health issues in the workplace, including best practises for dealing with accommodation and managing the flow of information to other employees.
- **Bill 132:** An overview of these new amendments to the *Occupational Health and Safety Act* and what they mean to employers faced with the need to investigate harassment complaints. How is the Ministry of Labour approaching these new changes?
- **Drug/Alcohol Testing in the Workplace:** What, where and how? What can employers do and not do? How does the usage of medical marijuana impact the discussion?

## WSIB, Social Media and Investigations Update: What Employers Need to Know

**Brian Sartorelli**, President, Investigative Risk Management and **Sarah Bunder**, OSINT Specialist, Investigative Risk Management

This session will provide information on recent developments in the areas of WSIB, Social Media and other corporate investigation issues.

- **WSIB Update, New Case law and Admissibility** Discuss how to apply the best practices for privacy rights, how to use the hard evidence and red flags. Review current case law, admissibility and PIPEDA compliance. Discover how to utilize OSINT for WSIB cases.
- **Social Media – A Professional View** Gain valuable insights on the use of social media for pre-employment, intelligence and investigation. Learn about the best practices for digital storing and privacy rights. Explore the use of social media for WSIB investigation and learn more about data mining.

## Harmonious Relationships: Keeping Them All Happy

**Judy Suke**, Motivational Humourist, Professor, Coach and Author

Many of us are more capable than some of us, but none of us is as capable as all of us. To be successful, we need to work in harmony.

Learn about the five common human factors that determine how people act, react and make decisions. Explore various ways to create an atmosphere of harmony. Obtain tips to help you get control, keep control and gain cooperation in a positive and gentle way. Your actions will be received with appreciation and respect. Understand how to get along with others and handle any situation and gain insights that will help you in all areas of your life.

## Sign In Your Teams: Connect, Collaborate and Create with Ease

**Jacqueline Throop-Robinson**, CEO, Spark Engagement

Take your teams and leaders beyond the basics. In today's world, teams are much different than years ago. The traditional "team in a box" no longer serves organizations as well. More often individuals are interacting with people from within their own workplace, other organizations and communities. There is value and strength in being able to easily transition and adapt to each new interaction.

In this interactive session, discover the Golden Rule of Collaboration at work, build on ideas with proven techniques, deal with people who create barriers and work with mistakes. Obtain practical tools and techniques for everyday use and work with others constructively. Gain insights on how to take your team to the next level and how to apply these principles in both your professional and personal lives.

