

BARRIE AND DISTRICT HUMAN RESOURCES PROFESSIONALS ASSOCIATION

ANNUAL CONFERENCE

OCTOBER 20TH 2005

CASINO RAMA

DEAL YOURSELF A WINNING HAND



Stringer
Brisbin
Humphrey
MANAGEMENT LAWYERS



Specializing in group pension benefits



Conference Agenda

Badge Pick Up & Continental Breakfast 7:45 am - 8:45am

Keynote Speaker 9:00am – 10:15am

You, Me and Them: Dealing With Generational Differences in the Workforce

Now more than ever before we need to understand how to deal with generational differences in the workforce. Veterans, boomers, gen Xers and nexus – all working together, not necessarily in harmony. This presentation will deal with why the different generations think and feel the way they do, and will give information on recruiting, retaining and motivating the different age cohorts.



Linda Duxbury is a Professor at the Sprott School of Business, Carleton University. She received an M.A.Sc. in Chemical Engineering and a Ph.D. in Management Sciences from the University of Waterloo. Linda has completed majors study on Balancing Work and Family in the public, private and not for profit sectors; HR and Work-family Issues in the Small Business Sector; Management Support (What Is It and Why Does It Matter?); Career Development in the Public Sector and in the High Tech Sector; generational differences in work values.

A.M. Workshops 10:30am – 12:30pm

Earning Your Seat at the Table: HR's Contribution to the Business

This two hour workshop focuses on strategies and tactics to position and maintain HR professionals as the right hand of the company, helping to drive every other business function. You will learn how to manage your CEO's expectations and demonstrate HR's value to the organization. This is an interactive session and participants will receive a copy of Linda's book "Earning Your Seat at the Table: HR's Contribution to the Business".



Linda Hanson is the founder of LLH Enterprises based in Toronto and is considered an expert in performance management. Linda is author of 'Earning Your Seat at the Table: HR's Contribution to the Business' and co-author of '10 Secrets of Marketing Success: How to Jump Start Your Marketing'.

"You're Fired – Managing the Termination Process"

Donald Trump's approach on his TV show 'The Apprentice', is NOT how it should be done! Colleen will provide us with the essential and practical guiding principles we can use to ensure the separation event is as fair and dignified as possible for everyone involved. You will have a chance to address these challenges and share insights and experience to develop Best Practices for managing the termination process and separation meeting. This lively, interactive session will be appreciated by seasoned veterans and HR newbies alike!



Colleen Neil Dal Bello is Senior Consultant, Executive Services for Right Management. Colleen assists senior clients through the transition process and career search. In addition to Career Coaching, Colleen spent many years in executive search. She is a Certified Management Consultant and holds a Bachelor of Arts in Industrial Psychology from the University of Western Ontario. Colleen's delivery style is engaging and interactive. She is highly regarded for her presentation and training skills for development of teams, leadership and "train the trainer".

Luncheon Speaker 12:30pm – 2:30pm

"Networking.....One Degree of Separation"

In Tim's workshop you will learn to understand the Power of Networking.

- Defining the scope of your network
- Learning effective networking communication techniques
- The Power of Attitude and Body Language
- Give, give, give & you will be reciprocated
- Planning & prioritizing your networking actions everyday
- Being politely persistent
- Learning How to Find and Fly with the Eagles
- Get to the Point and Keep a Database



Tim Cork has held progressively senior positions in GM and Vice-President roles nationally and internationally with Xerox, Regus and TCS Telecom. He has extensive expertise in major sales initiatives, strategic alliances, people, change issues, and high performance coaching. Tim is currently the President of NEXCareer. He is a highly sought after speaker and has been published in numerous magazines and papers. On March 2, 2005, Tim was featured in a Globe and Mail article titled "Rules to Winning the Networking Game".

P.M. Workshops 2:30pm – 4:30pm

Aligning HR with Corporate Strategy – From Someone Who Has Done It!

Anne Cool's personal perspectives on business and H.R. management are both insightful and thought-provoking. Anne will discuss her roles in business and her advancement to her current senior level position. She will emphasize the need for H.R. practices to be closely aligned with organizational vision and goals. She will challenge your knowledge of the "business" of your organizations, and will address how H.R. can play an active role in business planning by formulating policies, practices and processes to help your organization achieve its vision.



Anne Cool is currently the Vice-President, Strategic Capability Development with Algonquin Automotive Inc. in Huntsville and was previously Director, Human Resources with Husky Injection Molding Systems. Anne's commitment to lifelong learning and her focus on establishing a corporate culture through effective recruitment and retention processes, has made her a true leader in the HR community.

The Road to Being One of "The Best Employers In Canada"

Ted will discuss employee engagement in the context of data obtained through the Best Employers in Canada study. In this workshop, participants will learn about:

- The benefits of becoming a Best Employer (i.e., having high employee engagement)
- Critical elements for becoming a Best Employer
- Drivers of employee engagement
- HR practices to be a Best Employer & Steps to become a Best Employer



Ted Emond is a senior consultant in Hewitt Associates' Talent and Organizational Change practice. He is experienced in the design, development and implementation of organization and H.R. strategies, performance, staffing, and reward and recognition programs. Ted coordinates post-merger organization, work process and job design, and change/transition management. Ted has over 35 years' experience in the human resources and organization effectiveness consulting fields. He operated his own consulting firm prior to joining Hewitt almost 20 years ago.

Dinner Meeting & Speaker 6:00pm – 8:30pm

Seven Humour Habits for Workplace Wellness

Seven Humour Habits for Workplace Wellness is a hilarious high energy presentation that spoofs personal growth and self-improvement while shedding light on how humour can improve workplace wellness. Paul's presentation teaches practical ways to incorporate simple, easy to use, stress-breaking techniques into your life. Learn to use these in and out of the workplace and make life more enjoyable, fulfilling and productive.



Paul Huschilt is a unique and sought-after Professional Speaker, Storyteller and Trainer. He has a Master of Arts Management Degree from Carnegie Mellon University, a Bachelor of Fine Arts in Acting from the University of Windsor, a Diploma in Career Counseling from George Brown College, and a Certificate in Adult Education from St. Francis Xavier University. Paul is best known for his ability to reawaken – in an outrageously funny manner – your passion for the things that are most important to you.

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Conference Registration Form

Casino Rama Conference Centre
Please Register Early – Attendance is Limited

**Use one form per registrant
(Please reproduce for multiple registrants)**

“DEAL YOURSELF A WINNING HAND”
Don't Gamble with Your HR Practices!
Thursday, October 20, 2005

Attendee Information

Name

Title

Organization

Address

City Prov. Postal Code

Telephone Fax

Email

Registration Options *(Please check all that apply)*

DAY CONFERENCE ONLY – DOES NOT INCLUDE DINNER

KEYNOTE SPEAKER Linda Duxbury -- “You, Me & Them – Dealing with Generational Differences in the Workforce”

LUNCHEON SPEAKER Tim Cork – “Networking.....One Degree of Separation”

HRPAO Member \$195
Member Number # _____

HRPAO Student Member \$125
Member Number # _____

Non-Member \$250

And / Or

DINNER MEETING – SPEAKER Paul Huschilt – “7 Humour Habits for Workplace Wellness”

HRPAO Member \$30

HRPAO Student Member \$30

Non-Member \$50

NOTE: The Dinner Meeting is **NOT** included with the Day Conference admission. As a Conference participant, if you wish to attend the Dinner Meeting, you must register for it separately.

Workshop Choices

Morning 10:30am – 12:30pm

Colleen Neil Dal Bello
“You're Fired – Managing the Termination Process”

OR

Linda Hanson
“Earning Your Seat at the Table” –HR's Contribution to the Business”

Afternoon 2:30pm – 4:30pm

Anne Cool
“Aligning HR with Corporate Strategy – From Someone Who Has Done It”

OR

Ted Emond
“The Road to Being One of ‘The Best Employers in Canada’”

Register early to ensure your Workshop of choice!

The Conference Committee reserves the right to balance the attendance in each of the workshops before the conference date.

We appreciate your understanding in this matter.

Method of Payment

Payment may be made by cash at one of our meetings, or by cheque either at a meeting or by mail.

- Cheque enclosed
 Cash

Please note: Registration must be accompanied by full payment before it can be processed. Receipts will be available at the registration table on the day of the conference.

Cancellation Policy:

Cancellations prior to Oct. 6/05 will be subject to a \$50 fee. No cancellations will be accepted after Oct. 7/05. Substitutions may be made up to the date of the conference.

If paying by cheque, please send registration form and cheque to:

Attn: Suzanne Morton
The Career Centre
320 Bayfield Street.
Barrie ON L4M 3C1
Fax to: (705) 725-9511

Questions? Please contact Suzanne Morton (705) 725-8990