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Northern Ontario Human Resources and Business Conference and Expo Agenda



Agenda

Thursday, May 28, 2009

8:00 – 9:30 am Keynote Breakfast

Tim Cork: Getting Straight A's (Attitude, Aptitude and Action) in Life
(Note: General session for all attendees)

Master motivator Tim Cork blends corporate experience with entrepreneurial flair to create impactful presentations that must be experienced. He uses his name as an acronym for his purpose in life: to touch, inspire and move people to act on their passion and goals. He educates, entertains and shares his wisdom with thousands about networking and career management on a yearly basis. Tim regularly speaks to corporations, business schools and associations.

Tim's career spans 20 years in the high tech, commercial real estate and communications industries where he held progressively senior positions both nationally and internationally with companies such as Xerox, Regus and TCS Telecom. He has extensive expertise in major sales initiatives, strategic alliances, people and change. His book *Tapping the Iceberg* focuses on getting straight A's (attitude, aptitude and action) in life by unleashing your possibilities.

May 28-29, 2009

Valhalla Inn
Thunder Bay, Ontario

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10:15 – 11:15am - Morning Concurrent Sessions

Career CEO: You Can't Manage your Career if You're Not in Charge
Randall Craig, president, Company Pinetree Advisors Inc.

A practical model for career planning, both for HR managers as well as the employees they serve. Understand the drivers of employee disengagement, learn how to track the relationship between the personal balance sheet and the job satisfaction spiral and five career-planning concepts that can be embedded in your evaluation and review process.

Employment Law Update—Panel Discussion

Top 10 Success Factors and Seven Deadly Sins for Leaders
Sue Edwards, president, Development by Design

Learn successful onboarding strategies; tips for supporting hiring managers in coaching new hires; gain awareness into what behaviours differentiate successful ramp-up from thriving longer-term performance; techniques for enhancing engagement and retention even during the pre-boarding (pre-hire) stage; and best practices for on-boarding coaching from various leading organizations.

11:45 – 1:30 pm Luncheon Keynote

Claude LeGrand: HR's Role in Leading Innovation

Many organizations recognize innovation is important to their future, but few are satisfied with its progress in their organization. Bridging this gap is critical to the future of organizations and our economy, as innovation is one of the key drivers of productivity.

Based on the results of an extensive *Globe and Mail/Schulich* survey, Claude LeGrand, program director of the Schulich Centre of Excellence in Innovation Management and President of Ideaction Inc., a consulting and training organization, will explain why this gap exists and recommend steps for bridging it. He will also highlight how HR can take a leadership role in implementing innovation.

2:00 – 3:00 pm Afternoon Concurrent Sessions:

Effective Management of Psychological Claims
Liz Scott, principal, Organizational Solutions Inc.

Learn solid and evidence-based techniques for managing psychological claims. Understand the difference between disability and workplace issues, and learn techniques to deal with workplace issues and psychological claims, and evidence-based guidelines on management of complex claims.

Integrated Local Labour Market Planning
Marg Scott, North Superior Training Board

Details to come

Friday, May 29, 2009

8:00 – 9:30 am Morning Keynote
(General session for all attendees)

Julie Morgenstern: Never Check E-mail in the Morning and Other Unexpected Strategies for Making your Work Life Work

Oprah's favorite organizing expert, **Julie Morgenstern** is an organizing and time management expert, business productivity consultant and speaker. Dubbed the "queen of putting people's lives in order" by *USA Today*, Julie provides solutions that dramatically improve performance and efficiency.

10:15 – 11:15 am - Morning Concurrent Sessions

Speak Naturally
James Duncan, president, James Duncan Communications Inc.

Whether you are a seasoned professional or new at speaking in front of people, this session will provide you with new tips and techniques that will transform your speaking and training skills. Learn how to communicate clearly and confidently while getting your message across in a charismatic and engaging way.

It's HR's Turn! Enough with the Shoemaker's Children

Syndrome
Sue Edwards, president, Development by Design

This session is a rallying cry for HR leaders to step-up and claim their value! If you are in a top HR position and crave an honest conversation with your peers about the importance of investing in HR talent (including you) then you must attend this session. Challenge your own thinking about: what you deserve, how your organization needs to invest in you and what you should be doing about it.

Venti-Engaged
David McLean, CEO, GetKeepGrow Inc.

"Venti" has become known to Canadians as the biggest coffee they can wrap their hands around—but what we all need are "venti" engaged employees. In this session you'll master the concepts impacting employee engagement and retention, learn how to measure how talent results impact the bottom line of an organization, understand how to identify what is "most critical" to engage and retain each individual employee on an organization-wide scale and explore the accountabilities needed to impact employee talent results.

12:00 – 1:00 pm – Concurrent Sessions

Tools For Coaching: Creating Resilience
Maggie Chicone, COO, The Idea Sculptor

This session introduces coaching using three theoretical foundations: the vulnerable to resilient asset model; the Herrmann Brain Dominance Instrument; and the practice of storytelling. Combined, these models create a self-diagnostic tool that supports the person being coached.

Have you Ever Had a Bad Day?
Dick O'Brien, President, R.D. O'Brien And Associates

This uplifting wellness presentation explores some common sense ways of handling the stress and demands of life in a hectic world. Includes interactive discussion groups that focus both on personal recovery from stress and strategies to de-victimize attitudes in the workplace; and demonstrates key strategies for maintaining your health and spirit regardless of what is going on around you.

1:00 – 3:00 Lunch and Closing Keynote

Dr. Nick Bontis, PhD: Think Ahead! Take a Knowledge Journey

Known as one of Canada's leading up-and-coming management gurus, Nick Bontis is recognized by the former editor of *Harvard Business Review* as "a pioneer and one of the world's real experts in intellectual capital." *Maclean's* magazine has rated him as one of "McMaster University's most popular business professors for the last six years in a row!" He is a 3M National Teaching Fellow, an exclusive honour only bestowed on the top university professors in the country.

Information bombardment is the single most damaging threat to HR productivity. But, it doesn't have to be this way. Why not transform this threat into a sustainable competitive advantage for you and your firm? During this enlightening and action-packed presentation you will learn how to cope with information bombardment, improve your ability to manage change, lift productivity and efficiency, speed up innovation through collaboration, achieve industry-leading competitiveness and determine what action you can take tomorrow.