



After the Storm: Cultivating our Human Resources for the New Economy

6th Annual Northern Symposium - Prince George, B.C. - October 4 & 5, 2010

The post-recession world will not return to the “normal” as we knew it. Organizations are facing globalization, economic volatility, changing consumer demands and behaviours, inter-generational opportunities and challenges, and shifts in retirement and talent availability. This means there is a new reality to which businesses must continually adapt. Human Resources professionals will need to play a more strategic role in supporting the business and its employees. The 2010 Northern Symposium After the Storm - Cultivating our Human Resources for the New Economy was created in recognition that new realities mean something new for HR leadership.

This theme brings together high-quality presenters who will provide insights, experiences, case studies, tools, and practical strategies to support HR practitioners and business leaders in addressing new challenges and responding to dynamic work environments.

Receive a **10% discount** when two registrants from the same organization register at the same time!

Registration Deadlines	Sept. 13	Sept. 27
BC HRMA Member	\$325.00	\$375.00
Non-Member	\$375.00	\$425.00
Student	\$225.00	\$225.00

(All pricing excludes applicable taxes.)

Register today as seats are limited!

Complete the attached form or visit our [online Calendar](#).

For more information contact Tim Read, Member Relations Manager, at 1 888 763 3199 or tread@bchrma.org

October 4, 2010

12:00pm	Registration
1:00pm	Welcome & BC HRMA Update
1:15pm	Northern Economic Update & the Implications for HR - <i>Tim McEwan, President & Chief Executive Officer, Initiatives Prince George</i>
2:15pm	Health Break
2:30pm	Labour Relations Solutions in Uncertain Times - <i>Jay Sharun, Labour Relations Consultant, Western Industrial Relations</i>
3:45pm	Health Break
4:00pm	The Route to Getting HR to the Table: Aligning Business, Organization & HR Strategy – <i>Ian J. Cook, Director of Research & Learning, BC HRMA</i>
5:30pm	Closing
7:00pm	Optional - Networking Dinner Event (register online)

October 5, 2010

8:00am	Registration
8:30am	"We Need to Talk" - Discuss What Really Matters with Care & Candour - <i>Dene Rossouw, Principal, AuthenticDialogue.com & Deborah Rossouw, Principal, DebRossouw.com</i>
10:00am	Health Break
10:15am	Legal Update - <i>Adriana Wills, Lawyer, Harris & Company</i>
12:00pm	Lunch
1:00pm	Managing Mental Health in the Workplace - <i>Laura Allen, Certified Trainer, Mental Health Works BC</i>
2:30pm	Health Break
2:40pm	Succession Approach: Cultivating and Keeping the People You Want - <i>Cori Maedel, CEO, Jouta Performance Group</i>
4:00pm	Thank You & Closing

Receive 15 CHRP Credits for Attending this Symposium



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DAY ONE – Monday, October 4, 2010

12:00pm - 1:00pm
Registration

1:00pm - 1:15pm
Welcome & BC HRMA Update

1:15pm - 2:15pm
Northern Economic Update & the Implications for HR

This session will provide participants with an economic update of recent activity around the globe, in Canada, in BC, and in BC HRMA's Northern Region. Participants will gain an understanding of where the economy currently sits and how the future may look. A detailed look at the business and labour market implications of the economic forecast for the region will support participants to understand the significant challenges local organizations will face. The implications for Human Resources will be of focus.

Tim McEwan, President & Chief Executive Officer, [Initiatives Prince George](#), was born and raised in Trail, British Columbia, was formally educated on Vancouver Island and has spent most of his professional life working in senior public and private sector roles in Vancouver.

In February 2008, he was appointed President and Chief Executive Officer of Initiatives Prince George, a corporation owned by the City of Prince George that is responsible for facilitating economic development in Prince George and Northern British Columbia. Mr. McEwan currently serves on the Board of Governors for the Business Council of British Columbia, the Board of Directors of the Northwest Corridor Development Corporation, and the BC Ministry of Advanced Education's Degree Quality Assessment Board. He also sits on the Board of the Focus Foundation of BC, a non-profit organization offering special education programs for troubled and at-risk Youth.

Mr. McEwan holds a Master of Public Administration and Bachelor of Arts, both from the University of Victoria. In 2000, he was selected as one of Canada's up and coming leaders as a participant in the three-week Governor General's Leadership Conference, "Building Stronger Communities, Developing Tomorrow's Leaders".

2:15pm - 2:30pm

Health Break

2:30pm - 3:45pm

Labour Relations Solutions in Uncertain Times

As organizations continue to struggle through difficult times, everyone must be fully committed to the recovery strategy. Is your trade union part of the solution or part of the problem? Are your collective agreements or labour relations climate an obstacle? Join us to identify real life labour relations issues in a case study format and explore the innovative solutions that have saved a number of organizations.

Jay Sharun, CHRP, is a seasoned labour negotiator with [Western Industrial Relations](#), the premier labour relations consulting firm in Western Canada. He has negotiated over 150 collective agreements in a wide variety of industries and spends considerable time training employer bargaining teams. He previously worked in labour relations with Mission Hill Family Estate Winery and Pacific Blue Cross and uses an innovative but practical approach to collective bargaining. He is a long time member and former provincial director of BC HRMA.

3:45pm - 4:00pm

Health Break

Your Professional Development

Sign up for a BC HRMA Webinar

- [Training Innovation Series](#) – Wednesdays, October 27 – November 10, 2010
- [Briefing on Corporate Governance & Executive Compensation](#) – Friday, October 22, 2010
- [Identifying & Developing High Potential Leaders](#) – Friday, November 5, 2010
- [Knowledge Management for HR](#) – Wednesday, November 17, 2010
- [Talent Intelligence: The Growth of Evidence Based HR](#) – Friday, December 3, 2010



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4:00pm - 5:30pm

The Route to Getting HR to the Table: Aligning Business, Organization & HR Strategy

While there are no shortage of conversations and techniques for practicing strategic HR, as HR professionals we can still find ourselves on the outside within our own organizations, frustrated and deflated. By providing a view into how the "rest of the world thinks" and an easy step by step approach, the goal of this session is for HR professionals to become more effective as they identify, align, and push forward initiatives within their organizations.

Ian J. Cook, CHRP, Director of Research and Learning, [BC HRMA](#), Ian is focused on presenting the most informative and accurate business-related HR material to the business community in B.C. Ian's international career has involved developing performance-oriented people practices for global companies in Europe and North America. Ian has held roles in operational management, sales, consulting and founded his own business. In B.C. he worked as a consultant and, most recently, as a change leader for Vancity. Ian specializes in linking HR practices to business and is continuing to develop the complex area of measuring HR's contribution to business. An engaging, speaker Ian is a regular presenter on the financial return of HR practices. Ian holds a Masters in Politics and Philosophy from Edinburgh University and an MBA from Lancaster University.

5:30pm

Day One Closing – We hope to see you at dinner shortly!

Dinner Reception

October 4, 2010 7:00pm – 9:30pm

Join us for dinner at the Twisted Cork where we will also celebrate our recent CHRP graduates. Connect and network with your peers from around the region, and enjoy live improv entertainment by the Serious Moonlight Group.

Proudly hosted by BC HRMA's Northern Advisory Council.

[Register online to join us today.](#)

DAY TWO – Tuesday, October 5, 2010

8:30am - 10:00am

"We Need to Talk" – Discuss What Really Matters with Care & Candour

If you manage people it's likely you'll be faced at some point with a difficult conversation. And as an HR professional, managers often turn to you for advice on holding a challenging conversation - particularly about a performance issue. This session's focus is on communicating for results. When feedback is given and received with care and candour, a challenging conversation can turn into a learning conversation. Participants will learn how to prepare, what to avoid and how to follow up to ensure better outcomes.

Dene Rossouw, Principal, [AuthenticDialogue.com](#) specializes in principles of engagement that inspire leaders to build real relationships and get the results they want with emotionally intelligent conversations. As an innovative communicator, Dene coaches leaders on how to have more relevant conversations in the workplace and how to use personal power to inspire action and develop strategic partnerships. Dene has 18 years facilitation and consulting experience in communications. He is President of the Canadian Association of Professional Speakers, a certified executive Coach through Royal Roads University, and a certified emotional intelligence facilitator using the Bar-On Emotional Intelligence Quotient Inventory. He has the Associate Certificate in Workplace Conflict from the Justice Institute of BC and a Bachelor of Theology from the University of South Africa.

Deborah Rossouw, Principal, [DebRossouw.com](#) draws on more than 20 years of experience in HR and people development. She has worked with leaders on 3 continents, in large and mid-size profit and not-for-profit organizations, across a wide variety of industries. She learned her craft by first qualifying with a Drama Degree, followed by a post graduate Degree in Organizational Psychology. She is also a Certified Master Practitioner of WEL-Systems Neuro-Linguistic Programming (NLP) and she's a Certified Integral Development Coach through New Ventures West in San Francisco. She teaches others how to communicate and connect more authentically. Over the last decade, leadership engagement, congruence and authenticity have become her passion. Through her keynotes, workshops and individual coaching, Deborah helps leaders to speak and engage with greater presence and impact.



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10:00am - 10:15am

Health Break

10:15am - 12:00pm

Legal Update

Labour law is constantly changing and this year has been no exception. Maintaining current knowledge, understanding legislative trends and issues, and evaluating the potential impacts on human resources practices and policies is critically important for HR practitioners. This session will provide you with a current and timely review of key legislative developments and significant cases affecting labour law that could affect how you conduct the day-to-day business of human resources.

Adriana Wills, of the law firm [Harris & Company](#), received a B.A. and LL.B. from the University of British Columbia and was called to the Bar of British Columbia in 1981.

Adriana provides the full scope of legal services to clients in both the public and private sectors. These services include: strategic planning, risk management, collective bargaining, policy development, training, and advocacy.

Adriana believes in providing practical solutions to the legal challenges faced by clients. Effective legal advice is contextual, taking into account not only the law, but the client's business objectives and realities. Adriana participates regularly at conferences and seminars and has developed targeted training for supervisors and managers.

12:00pm – 1:00pm

Lunch

1:00pm - 2:30pm

Issues & Solutions: Managing Mental Health in the Workplace

This workshop will provide you with practical strategies on how to identify and address mental health issues, including emotional distress, burnout and the effects of economic downturn, especially for 'survivors' left at work. You will view an engaging, multi-media presentation featuring real Canadians who live and work with mental health issues such as depression and anxiety. You will also gain useful information and resources for effective performance management when mental health is a workplace concern. All participants will leave with a workbook of resources.

Laura Allen, MSW, RSW, brings 25 years of professional experience working in both provincial and federal levels of government. She has held a variety of roles, including program manager, counsellor, and educator. In the past 10 years her focus has been in the development and management of Employee Assistance Programs within the Federal Government. She has worked with all levels of management, unions and staff in support of organizational health. She has designed and facilitated training for management, HR and Unions, and provided advice, consultation and strategic direction in support of fair, compassionate and emotionally safe workplaces. She has overseen 30 staff and managed multiple external service provider contracts. Laura understands the complexities facing managers striving to meet organizational expectations and employees' needs, especially in the area of mental health.

2:30pm – 2:40pm

Health Break

2:40pm - 4:30pm

A Succession Approach: Keeping the People You Want

The key to keeping the people you want is to have your employees wanting to stay! Wouldn't it be great to have a system that creates exceptionally loyal teams and rids your office of those dreaded Monday morning blues? Cori Maedel will start you on the road to a successful HR system that invests in your Intellectual Capital, while creating positive long-term effects on your bottom line. Cori does this by giving an understanding of a basic succession framework and giving tips on how to cultivate and keep the people you want.

Corinne Maedel's, CHRP, MBA, PCC, CEC, [Jouta Performance Group](#), diverse professional experience in HR has benefitted many business owners with consistency, strategy and development. She takes the often overwhelming subject of HR and delivers practical, realistic tools for business owners to implement from legal compliance, to recruiting and retention, to development and training. Throughout her career Cori has been able to assist employees, colleagues and senior executives alike to reach their individual and corporate goals and greatest potential. As a Certified Executive Coach Cori has a gift of seeing what is hidden below the surface, teamed with an ability to bring that which is hidden into view. Cori's career has come full circle as the founder of The Jouta Performance Group.

