

REGISTRATION

HRPA 2012 Annual Conference & Trade Show

First Name (Please Print)

Last Name

HRPA Member Number

Please use one form per registrant. Register online or copy this form for additional registrants. For more information go to www.hrpa.ca/AC2012 (applies to cheque and credit card registration).

Conference Fees

Special early bird prices for registrations received by midnight on October 14, 2011.

Regular prices for registrations received after October 15, 2011.

For questions regarding registration, please contact *Exposoft Solutions Inc.*, our Conference registration company, at **1.866.812.3494** or **1.877.969.9092**.

Method of Payment

Registrations will not be processed unless accompanied by payment and session registration. All prices are in Canadian funds. No invoices will be issued.

Visa MasterCard American Express Cheque

Card Number

Expiry Date

Name of Cardholder

Signature

In case of emergency during the conference

Name

Telephone (day)

Telephone (evening)

YES, I will attend the Thursday networking event (included in the full conference package and Thursday single-day package)

I have read and understood the terms and conditions.

Signature

Registration Information

Name

Title

Organization/Company

Address

City

Province/State

Postal Code/Zip

Telephone (work)

Telephone (home)

Fax

Email

HRPA Member

Non-Member

HRPA Member No.

Conference Pricing (HST not included)

	EARLY BIRD (by Oct. 14, 2011)	REGULAR (by Jan. 27, 2012)	SINGLE DAY
CHRP/SHRP Member	\$1,215	\$1,468	\$587
Member	\$1,308	\$1,566	\$711
Full-Time Student Member	\$350	\$350	\$144
Non-Member*	\$1,535	\$1,808	\$767

*Join HRPA as member to take advantage of member pricing. Go to: www.hrpa.ca/join

Subtotal

\$

HST (13%)

\$

Total

\$

HST# R104154273

IMPORTANT INFORMATION

Please read carefully

How to Register

By Mail

Cheque and credit card payments
HRPA Box 3135
Commerce Court Postal Station
Toronto, ON M5L 1K1

Online

Credit card payments only
www.hrpa.ca/AC2012

All conference registrants will receive confirmation within three weeks of receipt and processing of this form. Please contact Exposoft Solutions Inc., our conference registration company, at **1-866-812-3494** or **1-877-969-9092** for any registration queries. We reserve the right to cancel any sessions at no cost to HRPA. In the event of a cancellation due to unforeseen circumstances, any costs incurred by registrants will not be covered by HRPA. Badges will no longer be mailed. They can be picked up at the HRPA conference registration desk, 600 level, Metro Toronto Convention Centre, South Building.

Note: HRPA does not provide invoices for conference registrations. You must attach your HST exemption certificate to your registration form in order to receive the exemption.

Privacy Policy

HRPA is committed to protecting the privacy of your personal information. Data collected from this form will be used for fulfillment purposes and to notify you about HRPA programs and services. For more information, please visit our website at www.hrpa.ca and click on the Privacy Policy link or contact privacy@hrpa.ca.

Key Registration Dates

Early Bird deadline:
October 14, 2011, midnight

Mailed (postmarked) and faxed registration cutoff:
Monday, January 16, 2012

Online registration closes:
Friday, January 27, 2012 at 5:00 pm.

Delegates wishing to register after January 27, 2012 are welcome to do so on-site. Session selections available on a first-come, first-served basis. Members registering on-site will need to provide proof of HRPA membership to receive the discounted rate.

Select Your Sessions Early

Register ASAP to get your top picks! All delegates are required to select sessions at the time of registration for each time slot, or indicate if they do not wish to select a session in that time slot.

Session registration is on a first-come, first-served basis. For online session selections, visit www.hrpa.ca/AC2012. You will be prompted to select another session if your first choice is full. **OR fax/mail this form with payment – select both your first and second choices (1, 2) for each time slot.** Please note, this program is subject to change based on speaker cancellations and additions.

Conference Options

Full-conference package includes the opening ceremony, all six keynotes, trade show and all sessions. **Single-day package** includes two keynotes, trade show and all sessions for that day.

Conference Fees

Register by midnight October 14, 2011 to save money with the early bird discount. Regular fees apply for all registrations received from **October 15, 2011 to January 27, 2012**.

Recertification Points

This conference is your ultimate recertification opportunity. CHRP members earn **30 points for attending the entire HRPA 2012 Annual Conference & Trade Show** (10 points/day). HRPA encourages attendance as a great way to further your professional development and connect with your colleagues. Don't miss out!

Cancellations, Refunds or Transfers

Requests for cancellations or refunds must be received in writing. If cancellation is received:

- On or before **December 2, 2011**, you will receive a full refund less a \$50 administration fee
- From **December 3, 2011 to January 2, 2012**, you will receive a 50 per cent refund of fees paid

No refunds will be issued for no-shows or cancellations received after **January 2, 2012**. If you are unable to attend, you may send someone else in your place.

Hotels

The conference host hotel is:
InterContinental Toronto Centre
225 Front Street West, Toronto, ON M5V 2X3
Rate: \$193 for single or double occupancy.
Cutoff date January 9, 2012.

For More Information

Please contact HRPA: **416-923-2324** or toll-free **1-800-387-1311**

REGISTRATION Continued

First Name (Please Print)

Last Name

HRPA Member Number

Session Pre-selection Required

Register early to get your top picks! Delegates are required to select sessions at time of registration. Please select first and second choices (1, 2) for each time slot.

Please note

This program is subject to change based on speaker cancellations and additions.

WEDNESDAY, FEBRUARY 1, 2012

7:00 am – 8:00 am – Early Morning Sessions

- 100 Welcome to Your Brain
- 101 UnHuman Resources: Navigating the Social Media Minefield
- 101A I am not attending a session in this time slot

8:15 am – 10:00 am – Keynote

- 102 What Got You Here Won't Get You There
- 102A I am not attending a session in this time slot

11:10 am – 12:00 pm

- 103 Averting a Crisis: Dealing with Potential Bill 168 Situations
- 104 Leadership High Potential: From Confusion to Acceleration
- 105 Slow Down to Speed Up
- 106 Bully or Effective Leader? When Supervisors Go Too Far
- 107 The 2% Difference: Your Retirement Depends On It
- 108 Crossing the Canada-U.S. Border: Why It's Not So Easy Now
- 109 Cultivating Your Corporate Culture
- 110 Injuries, Illnesses and Frustration: Managing Employee Medical Leaves
- 111 Success Habits That Pay Big Dividends!
- 112 Talent Mobility Trends for the Global Workforce

- 113 Aim High! Five Steps to Hiring and Keeping A-Level Talent

- 114 What's Trust Got To Do With It?

- 115 Age Discrimination and the Duty to Accommodate: Managing the Dynamics of an Aging Workforce

- 116 Seven Humour Habits for Workplace Wellness

- 117 Evaluating Retention Strategies for High Performers

- 118 Human Capital Analytics: The New Competitive Advantage

- 119 Proving the Value of HR Initiatives

- 120 Influencing Powerful People in the "Flat" Organization

- 121 Controlling the Absence Virus

- 122 Employee Engagement: A Facilitated Problem-Solving Session

- 123 Building and Branding Benefits: A Strategic Planning Approach

- 124 HR as a Driver of Innovative Intelligence

- 125 Social Networking Websites and Employee Conduct

- 126 Incenting High Performance Executive Talent: Driving Results from Compensation Dollars

- 126A I am not attending a session in this time slot

12:00 pm – 2:00 pm – Keynote

- 150 The Canadian Economy, Business & HR

- 150A I am not attending a session in this time slot

2:30 pm – 4:30 pm – Super Session

- 151 The Wealthy Barber Returns

- 151A I am not attending a session in this time slot

3:10 pm – 4:00pm

- 152 Dealing with WSIB "Repeat Offenders"

- 153 Strategies for Effective Investigation Report Writing

- 154 Tools and Strategies for Navigating the Canadian Entry Visa and Work Permit Application Process

- 155 Managing Performance-Ravaging Toxic Communication Styles: What To Do?

- 156 Courageous Coaching: It's Not Easy ... It's Your Job!

- 157 Employee Handbook Deficiencies: Is Your Organization Protected?

- 158 Sun Life Canadian Health Index

- 159 Being Accountable for Accountability: HR, Accountability and Strategic Success

- 160 Lifting the Hood on Benefits Plans: How to Optimize Benefits while Minimizing Current and Future Expense

- 161 The Real Costs of Failing to Terminate Problematic Employees

- 162 WSIB's Work Reintegration Program at One Year

- 163 The Right Leader, in the Right Place, at the Right Time

- 164 Leaving on a Jet Plane? Travel Insurance for Dummies

- 165 Grief in the Workplace: Three Strategies That Make a Difference

- 166 Using Focus Groups for Successful HR Initiatives

- 167 Be the CEO of Your Health: Get the Benefits You Desire

- 168 The Cultural "Fit" Factor: How to Attract, Retain and Repel the Right Employees

- 169 Employment Standards Act Snakes and Ladders

- 170 How Human Resources Leaders Can Fill the Strategy Management Gap

- 171 Tales from the Bar Stool™

- 172 Mastering Difficult Dialogue: Tackling Confrontation While Maintaining Relationships

- 173 A Systematic Approach to Managing Accommodation Risk

- 173A I am not attending a session in this time slot

THURSDAY, FEBRUARY 2, 2012

7:00 am – 8:00 am – Early Morning Sessions

- 200 Participation: The Key Ingredient for Employee Engagement
- 201 The Search for AWESOME Leadership
- 201A I am not attending a session in this time slot

8:15 am – 10:00 am – Keynote

- 202 Leadership
- 202A I am not attending a session in this time slot

11:10 am – 12:00 pm

- 203 Production Plant-Based Variable Pay Plans
- 204 Union Knocking on the Door: What Do You Do?
- 205 The AODA: Overcoming Challenges and Reaping Rewards. The Journey Continues
- 206 Building a High-Engagement Workplace
- 207 An Easier Way to Have Those Tough Conversations
- 208 Leverage Social Media to Recruit Top Talent
- 209 Solving the Problem of Abrasive Leaders
- 210 Networking Legal Services in Europe and Beyond
- 211 Breakthrough Strategies for Communicating Change

- 212 Is Your Independent Contractor Really an Employee? An Update on the Law on Independent Contractors and the Consequences of Getting It Wrong

- 213 Pension Grow-In Benefits: How This Will Change Your Employee Termination Practices in Ontario

- 214 Social Media and the Workplace: A Constantly Shifting Landscape

- 215 Are Your Managers Being Hijacked? Negotiate for Their Power

- 216 Terminations: A to Z

- 217 Effectively Manage A, B and C Players

- 218 Diversity Now: Navigating the Ever-Expanding Web of Diversity in Today's Workplace

- 219 High-Performance Teams Start at the Top: The Journey of an Executive Team's Development

- 220 Courageous Leadership: Using Courage as a Competency to Transform the Workplace

- 221 Current and Emerging Payroll Issues 2012

- 222 When to Look Behind the Complaints and Start an Investigation

- 223 Airing Your Laundry ... What Compensation Disclosure Rules Mean for Your Organization

- 223A I am not attending a session in this time slot

12:00 pm – 2:00 pm – Keynote

- 250 Rediscovering Play: Bringing Fun and Passion to Your Work—and Life

- 250A I am not attending a session in this time slot

2:30 pm – 4:30 pm – Super Session

- 251 Everyone Owns the Results! Instilling Accountability from Top to Bottom

- 251A I am not attending a session in this time slot

3:10 pm – 4:00pm

- 252 Developing a Hiring Strategy to Grow Your Company

- 253 Don't Do that! Do this! Preventing Workplace Meltdown

- 254 Create a Powerful Presence Through Image and Protocol

- 255 Leading Innovation: The Most Critical Leadership Competency for Business Growth

- 256 Working Beyond Borders: Unleashing Creativity, Flexibility and Speed within Organizations

- 257 Mobility at Work

- 258 Your Brain in Negotiations: Mental Traps and Overlooked Strengths

- 259 Quebec: The Distinct Society

- 260 Do They Get It? Rate Your Employees' Financial Literacy

- 261 A Passport to Effective Foreign Worker Recruitment: Understanding Canadian Immigration

- 262 Executive Presence: How to Polish Your Inner Self and Impact Others Better

- 263 Why Business Continuity Is a Competitive Edge

- 264 What Flavour Is Your Benefits Plan?

- 265 Modern Management Is Obsolete: Are You Ready?

- 266 Maximizing Adult Learning for Better Performance and Results

- 267 Pay Equity: Are You Compliant? 20 Years and Counting

- 268 Nine Minutes on Monday: The Quick and Easy Way to Turn Managers into Leaders

- 269 Surviving Resolution-Resistant Super-Conflicts and Changing Organizational Culture!

- 270 How to Improve the Success Rate of Hiring Decisions

- 271 The Ten Key Components of High Impact Succession Planning

- 271A I am not attending a session in this time slot

FRIDAY, FEBRUARY 3, 2012

7:00 am – 8:00 am – Early Morning Sessions

- 300 The Key to Developing People, Passion and Productivity
- 301 Putting Humour to Work
- 301A I am not attending a session in this time slot

8:00 am – 9:45 am – Keynote

- 302 Disciplined Dreaming: A Proven System to Drive Breakthrough Creativity

- 302A I am not attending a session in this time slot

10:00 am – 11:30 am – Super Session

- 303 Visualizing Business Strategies: Using Images to Think, Innovate and Drive Business

- 303A I am not attending a session in this time slot

10:25 am – 11:15 am

- 304 Breaking the Silence on Mental Health in the Workplace
- 305 You Now Have the Floor: Ace Those Impromptu Presentations!
- 306 The Great Workplace: How to Build It, How to Keep It and Why It Matters

- 307 Foreign Workers: Avoiding Costly Recruitment and Termination Mistakes

- 309 Creating Shared Values Through Corporate Social Responsibility

- 310 Wall Décor or Business Tool? Strategies for Turning Your Core Values into Performance

- 311 Assessing and Improving Leadership Judgment

- 312 Diligent Employees and Technology: Managing Round-the-Clock Expectations

- 313 HRIS as a Tool for Becoming More Strategic

- 314 Storytelling for Business

- 315 The Growing Use of Contractors: Is This a Risk to Your Business? How Do You Measure and Contain the "Real" Cost?

- 316 Underpaid...but Happy!

- 317 Applying Lean Thinking in HR: A Case Study

- 318 High Quality Conversations: Communicating the Difficult Message

- 319 Workplace Accommodation for Physical and Mental Disabilities in a Unionized Environment

- 320 The Nuts and Bolts of Negotiating Severance Packages

- 321 Health and Safety Due Diligence: What HR Needs to Know

- 322 Compensation and Risky Business: The Rise of Compensation Risk Reviews

- 322A I am not attending a session in this time slot

12:10 pm – 1:00 pm

- 350 Speak Like a Leader: The 11 Biggest Management Presentation Mistakes and How to Avoid Them

- 351 Key Criteria for Creating an Engaging Incentive Program in a Changing Corporate Landscape

- 352 Accessibility for Ontarians with Disabilities Act Update: Implementing the Integrated Accessibility Standards

- 353 Maximizing the Impact of L&D: Mindset, Skills, Deliberate Process

- 354 Move Beyond Measuring Employee Engagement: Start Improving It

- 355 HR by the Numbers: How to Become a True Business Partner

- 356 Help! My Foreign Workers Have to Leave. What Do I Do?

- 357 Turning Conflict into Collaboration by Engaging Instincts

- 358 Back to Basics: The Return of the Manager

- 359 Recruiting and Onboarding New Canadian Talent

- 360 Business Continuity/Contingency Planning in the Event of a Labour Disruption

- 361 What Makes the Most Admired Companies Great: A Formula for Success

- 362 Managing Social Media in the Workplace

- 363 How the 13 Habits of Systems Thinkers Can Benefit HR

- 364 Understanding Civil and Administrative Actions: The HR Professional's Survival Guide

- 365 Towards an Accessible Ontario

- 366 New Direction for Executive Pay

- 366A I am not attending a session in this time slot

1:00 pm – 3:00 pm – Keynote

- 370 Talent (R)Evolution: Future-Focused Strategies for Leveraging Human Capital

- 370A I am not attending a session in this time slot