



2011/2012 Program Brochure

Human Resources Professionals Association of Durham



The Durham Chapter of the Human Resources professionals Association (HRPAD) has approximately 703 Members representing a wide variety of businesses in the area as well other parts of the Toronto GTA.

The members of the HRPAD are committed to making the Durham Region an exemplary community in which to work and achieve successful business results by advocating excellence in the leadership of Human Resources; providing opportunities for professional development and advancement; as well as promoting the Human Resources profession and designation.



Colleagues & Friends,

Welcome to another great year of events for 2011/2012. We have exciting new changes and returning favourites.

Among the new programs are Webinars. It is an excellent opportunity to learn in the comfort of your own home or office. Our "Dine-O-Round" event in November will feature a "must hear" line up of speakers covering the latest business and community topics. Attendees will choose a different speaker to sit with during each course of the dinner. At our December Social there will be the grand draw from those who attended our events in 2011 for four HRPA Conference Passes or one of two Durham Chapter Event passports!

Our popular "Law Series" is back in January and February. In March, we are excited to have David Foot author of "Boom, Bust, Echo" as our Key Note Speaker. As well, we hope that you will join us at the Annual General Meeting. Our guest speaker will be Bill Greenhalgh, CEO, Human Resources Professionals Association.

In June is our one-day conference entitled – Employee Life Cycle. More details to follow.

We want to hear from you! We appreciate your feedback and suggestions. Send your comments to Rebecca Lauzon at rebeccalauzon@admedge.com.

Event times and dates will continue to be broadcast to members. Mark your calendars. Check out our website at www.hrpa.ca/HRPACChapterSites/Durham. We hope to see you this 2011 and 2012.

Sincerely,

Lee Davies
President- HRPA Durham Chapter

2011/2012 Events at A Glance

Sept 11						
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20th Complimentary Webinar

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17th Complimentary Webinar

24th Dine-o-Round

Dec 11						
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8th December Social

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18th Employment Law Part 1

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15th Employment Law 2

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22nd Keynote Speaker David Foot

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8th Annual General Meeting

June 12						
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Annual Conference - TBA



Dine-O-Round



Thursday November 24 2011
Harpo's Restaurant, 44 Stevenson Rd S, Oshawa, ON
Registration 5:00-5:40 pm

This event features five "must hear" line up of speakers. The event is a wonderful opportunity to increase your knowledge and expand your network. Attendees will choose a different speaker to sit with during each course of dinner.

George Leff, Couch & Associates –
Social Networking in the Workplace
George takes a personal and interactive approach to engage the audience so they walk away with a practical understanding of how to leverage the strategies discussed.

Lisa Mattam, MBA. The Mattam Group –
Workplace Diversity & Inclusion
Lisa will consider the top three ideas all HR Professionals should consider when implementing a Diversity strategy.

Jordan Lewis, Jordan Lewis MSW, RSW –
Accommodating Mental Health Issues
This presentation will look at some of the signs and symptoms to be able to address if the employee is having mental health issues and how to have a conversation that is helpful and productive.

Suzanne Schell CRP, ROI Institute Canada –
The Value of HR
Learn why it is important to address accountability, measure the value of high retention, and how to get beyond learning objectives in learning and leadership programs.

Stuart Ducoffe (B.C.L., LL.B, CHRP) – e2r Solutions
Conducting a workplace investigation
Learn the who, what, where, when, and why of conducting a workplace investigation.



Annual December Social



Join Us for Fun Festivities!!

Thursday, December 8, 2011
Oshawa Golf Club, 160 Alexandra St, Oshawa
Registration 11:30 am

Enjoy a premier buffet, and bring a friend. As well, you can have **a chance to win a membership pass for the 2012 Annual Conference** or a Durham Chapter Event passport. There will be draws for other fabulous prizes.

The event will include:

- Interactive Networking – Who am I limerick preparation
- Buffet Luncheon
- Limerick Presentations
- Draws

We are requesting non-perishable food donations for local food banks across the region. Don't miss out - Come join us for a fun-filled afternoon.



Employment Law

Part 1 - Employment Law Update

Erin Kuzz and Katherine Ford- Sherrard Kuzz LLP

Wednesday, January 18, 2012,

Sports Garden Café, 500 West Victoria St, Whitby, ON

Registration 7:30 am

Save \$15.00 if you register for both Part1 and Part 2.

This seminar will review some of the new and emerging areas in employment law, with a specific focus on wrongful dismissal litigation.

Topics will include:

Reasonable notice periods: Are they getting longer?

Damages for "bad faith" conduct post- *Honda v. Keays*

Human rights damages in the wrongful dismissal context

Building a just cause case for performance issues.

Katherine Ford

Katherine Ford is a lawyer with Sherrard Kuzz LLP and represents employers in all aspects of the employment relationship. She assists employers during the hiring and termination process, with employment contracts as well as with workplace training and education. Katherine is also experienced in litigating before the Courts, the Human Rights Tribunal of Ontario, the Labour Relations Board and before labour arbitrators. As a component of her practice, Katherine deals extensively with human rights related matters, including issues of workplace accommodation. She also counsels employers on effectively responding to and defending against wrongful dismissal litigation. Katherine is a Member-at-Large of the National Labour and Employment Section of the Canadian Bar Association, and a member of the Ontario Bar Association. She is called to the Bar in both Ontario and British Columbia. Katherine has written and lectured for and at industry and client seminars on a variety of employment and labour issues. She is a graduate of the University of British Columbia Law School and holds a Bachelor of Arts, Honours Degree, in Psychology from Queen's University.

Back by Popular Demand!!



Employment Law

Part 2 Hot Topics in Accommodation

Erin Kuzz and Katherine Ford- Sherrard Kuzz LLP

Wednesday, February 15 2012,

Sports Garden Café, 500 West Victoria St, Whitby, ON

Registration 7:30 am

How to effectively and appropriately accommodate for human rights-related issues is a difficult area for employers and human resource professionals to navigate.

In this seminar we will cover the following topics:

- What constitutes a disability?
- Must an employer accommodate a request for time off to observe a religious holy day?
- Family status and the request for accommodation: How far does the duty to accommodate extend?
- Tips, traps and best practices for addressing accommodation requests.

Erin Kuzz

Ms Kuzz represents employers in all areas of employment and labour law, appearing before the Labour Board, arbitrators and other tribunals. Having practiced labour and employment law for more than a decade, she has earned a reputation for practical, results-oriented advice. Erin has chaired a number of national labour relations conferences, conducted national audio conferences and regularly speaks at Sherrard Kuzz's *HReview* Breakfast Seminars. She conducts educational and training seminars for employers on a wide range of topics including health and safety, human rights, workplace violence and harassment, collective bargaining, progressive discipline, conducting workplace investigations, attendance management, and remaining union-free. Erin is a Past Chair of the Labour and Employment Section of the Ontario Bar Association. She is widely published and has written extensively about a number of different issues including articles for the Canadian Institute of Chartered Accountants Magazine, Canadian Manufacturers and Exporters Magazine and Canadian Human Resources Reporter Magazine. She has also taught on labour relations issues at both York University and University of Toronto.

Back by Popular Demand!!



Keynote Speaker

Human Resources Professional Association Durham Chapter Proudly Presents:

Economist and Author of The # 1 National Best Seller: Boom, Bust, & Echo – David K Foot



Thursday March 22, 2012

Quality Hotel & Conference Centre, 1011 Bloor St. E, Oshawa

Registration 5:00 pm

Showcase Your Product or Service - reserve a tabletop display today! You can also reserve a table for eight or choose the dinner for one only!

Phone: 905-721-9564 or Email: hrpad@admindedge.com

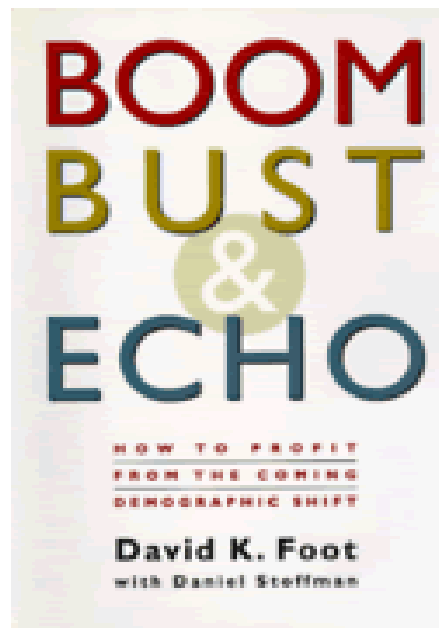
CHANGING DEMOGRAPHICS: HR CHALLENGES AND OPPORTUNITIES

Demographics is the study of people and people are both customers and employees. The human resource changes associated with changing demographics over the past half century are well documented. The opportunities and challenges of the future can be anticipated using the same demographic road map. What will be the future as the Boomers gradually retire?

In his presentation, David Foot outlines future labour market trends in Ontario and Canada and elsewhere and draws out the implications for recruiting, retention and retirement strategies and policies. A Q & A session at the conclusion of his presentation will provide an opportunity for participants to explore their specific interests and concerns.

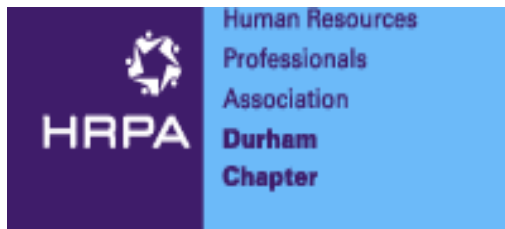
More About our Speaker -David K. Foot, Professor Emeritus of Economics at the University of Toronto, is coauthor of the best-selling books *Boom Bust & Echo: How to Profit from the Coming Demographic Shift** and *Boom Bust & Echo: Profiting from the Demographic Shift in the 21st Century***. These books reflect his research on the relationships between economics and demographics and on the resulting implications for both private and public

policies. Following his undergraduate degree in Australia and his doctorate in economics from Harvard University, Professor Foot's research involved projections of the Canadian economy. Subsequently, he focused on Canada's declining population growth and associated population aging as one of the fundamental and often neglected determinants of the challenges to economic performance and policy. His research has resulted in contributions to a variety of specific fields such as marketing, human resource planning, corporate organization, saving and investing, housing, health, education, recreation and leisure, unemployment, migration, government expenditures, and intergovernmental relations. A number of these themes are explored in two of his previously published books, *Canada's Population Outlook: Demographic Futures and Economic Challenges* and, with Blossom T. Wigdor, *The Over Forty Society*. In addition to academic writings and contributions to professional journals and to the popular media, Professor Foot's work in the area of public policy has included research and submissions to many provincial and federal government commissions and numerous consulting and conference assignments for both private and public organizations. He is a recipient of one of the national 3M Awards for Teaching Excellence and is a two time winner of the University of Toronto undergraduate teaching award.



Co-author of the best-selling books *Boom, Bust & Echo: How to Profit from the Coming Demographic Shift* and *Boom, Bust & Echo: Profiting from the Demographic Shift in the 21st Century*.

- **over 300,000 copies sold in English and French.**
- **#1 for two years on The Globe and Mail's Year End National Best-Seller Lists**
- **together over 156 weeks (3 years) on The Globe and Mail's Best-Seller Lists**



HRPA Durham Chapter Annual General Meeting

Tuesday May 8, 2012
Oshawa Golf Club 160 Alexandra St, Oshawa, ON
Registration 7:30 am

This event includes:

Networking and a breakfast buffet
Review of Financials
Committee Reports
Elections of Board
Guest Speaker: William (Bill) Greenhalgh, MBA, C. Dir.
Announcements

William (Bill) Greenhalgh, MBA, C. Dir.

CEO, Human Resources Professionals Association (HRPA) Bill Greenhalgh was appointed Chief Executive Officer of the Human Resources Professionals Association (HRPA) in April 2006. His previous positions include President of the Globe and Mail, CEO of Thomson's Western Canada Newspaper Group; President of Cinram International; and COO of Shred it International as well as various line and staff positions in general management, operations, marketing and finance with Nortel Networks. He was born in Derry in Northern Ireland and holds a Master's Degree in Business from the London Business School, a Bachelor's degree in Mechanical Engineering from Southampton University, certificates from the Senior Executive Programs in both Manufacturing, and Marketing from Harvard Business School and is a graduate of both The Aspen Institute Executive Leadership Program and the Directors College at McMaster University. Bill also serves as HRPAs Board Secretary and CEO and Board Secretary for the Human Resources Research Institute (HRRRI). He is a member of the boards of both the North American Human Resources Associations (NAHRMA) and The Scarborough Hospital; and a past member of the boards of the Toronto Symphony, the Commonwealth Games Club and the Canadian Foundation for the Preservation of Chinese Cultural Treasures.



HRPA Durham Chapter Annual Conference Details



Full Day Conference - Employee Lifecycle More Details TBA

From attracting the right employees to retaining them, learn how to effectively understand and benefit from the employee lifecycle. Enjoy four expert speakers and a delicious lunch. More information is to follow.

Morning:

Topic 1 - Recruiting - branding your Company, Social Media, Recruitment Strategies

Topic 2 - On boarding/Orientation tools and tactics

Lunch

Afternoon:

Topic 3 - Talent Management - strategies and tools

Topic 4 - Engagement tools/tactics

This full-day conference gives you the means to analyze and improve your organization's employee lifecycle.

Annual General Meeting



**FREE!!!
for
HRPAD Members
2012 AGM**

**No Cash Surrender Value
For use on May 8, 2012
7:30 am**



Stay posted on all of our events at:

