

**JUNE  
2009  
24 - 26**

# CAAT Human Resources Conference



**Focus on  
Leadership**

## Kempenfelt Conference Centre

3722 Fairway Road

Innisfil, Ontario

705.722.8080

### DIRECTIONS

Take Hwy. 400 North toward Barrie. Take Exit 90 for Mapleview Drive. Turn right at Mapleview Dr. E. Turn left at Huronia Road. Turn right at Big Bay Point Rd. Turn left at Fairway Road.  
3722 Fairway Road.

### SERVICES

All bedrooms are equipped with hair dryers, irons, ironing boards, alarm clock radios, and television and satellite channel services. Internet Access: Dial up access in all bedrooms (charges apply). Wireless Access available in all areas of buildings.

### RECREATION

Sauna, whirlpool, fitness room, pool table, shuffleboard, darts, ping pong, tennis, badminton, golf driving nets, horseshoes, basketball, baseball, soccer, volleyball, bicycles. Equipment for these activities can be borrowed from the Front Desk.

Local Golf Courses:  
Allandale, Harbourview and Innisbrook.

Business Services include a client computer centre to access the internet, pick up email messages or use word processing, scanning or burning CDs. There is a nominal charge for printing, photocopying or faxing.

## Conference at a Glance

### Wednesday, June 24

11:00 a.m. Arrival, Check-in and Registration  
12:00 – 12:45 Lunch  
01:00 – 01:10 Welcome and Introductions  
01:10 – 02:30 Keynote Speaker: Dr. Vince Molinaro *"The Pathway to Build Strong Leadership Capacity"*  
02:30 – 02:45 Break  
02:45 – 04:00 Ms. Kim Rogers, Succession Planning (Follow-up from Dr. Molinaro)  
04:00 – 05:30 Mr. Brian Bell, e-learning tool for AODA Customer Service  
06:00 – 07:00 Dinner  
07:00 – 09:30 Plenary – Colleges Ontario Networking

### Thursday, June 25

07:30 – 08:45 Breakfast  
09:00 – 10:15 **Concurrent Workshops**  
1) Workplace Solutions – Angela Guenther – Account Manager  
2) Improving Your Expertise with the Academic Collective Agreement Morris Uremovich, Associate Director, Academic, The Council  
3) Creating an Environment of Dignity and Respect - Lori Nemeth, Manager, Organizational Development and Learning, Fanshawe College  
10:15 – 10:30 Break  
10:30 – 12:00 **Concurrent Workshops**  
4) **Support Staff Job Evaluation Session**, Karen Cullen, Executive Director, HR Services & Organizational Development, Loyalist College  
5) Antibullying – Danielle Van Druenen, Coordinator, Development Centre, St. Lawrence College  
6) Creating a Strategic Human Resources Plan – Lynn Stoudt, Principal, Mercer Ltd.  
12:00 – 01:00 Lunch  
01:00 – 02:30 Keynote Speaker: Dr. Anne Golden "On becoming a Top Employer"  
02:30 – 06:00 Social Time / Allandale Golf Course  
06:00 – 07:00 Dinner  
07:00 – 09:30 Networking at the fire pit and pool table

### Friday, June 26

07:30 – 08:45 Breakfast/Check Out  
09:00 – 10:30 HRCC Meeting  
Law Updates & Review, Hicks Morley, Jason Green & Daniel Michaluk  
10:30 – 10:45 Break/Check Out  
10:45 – 12:00 Plenary: Cracker Barrel – Give a Gem/Take a Gem (aka Best Practices)  
Pandemic Planning  
Internal Communications with Employees  
Social Media – Facebook; twitters; blogs  
Terms & Conditions of Employment for non full time employees  
12:00 – 12:15 Wrap Up, Evaluation

## Workshop Descriptions

### Wednesday, June 24

1:10 – 2:30

**Keynote: “The Pathway to Build Strong Leadership Capacity”**

Dr. Vince Molinaro  
Room: Centre Hall

Leadership capacity is mission critical in today's organizations. However, many struggle to build the leadership they will need to succeed. In this session, Vince Molinaro will explain why the leadership gap persists in organizations today. He will then discuss how organizations need to think about leadership for the future, and present a practical and proven seven-step pathway that Colleges can implement to build strong leadership capacity.

**Session Objectives:**

Explore of building leadership capacity has become a new organizational capability

1. Understand the three dimensions of leadership capacity
2. Learn about the seven-step pathway to build strong leadership capacity and how it applies in a College environment.

2:45 – 4:00

**Succession Planning: A Priority for Academic Institutions  
(Follow-up from Dr. Molinaro)**

Kim Rogers  
Room: Centre Hall

Succession planning is becoming a heated topic of conversation within academic institutions. The alarming number of senior managers and academics who are nearing retirement within most Ontario colleges and universities poses a real threat to the achievement of these institutions' strategic plans. Many are recognizing the importance of implementing a comprehensive succession planning process. In this workshop you will learn how to apply many of the tried-and-tested succession planning principles and practices being used in the private sector to academic institutions. You will acquire practical tools and tips for determining your future leadership requirements, identifying your critical positions and prioritizing areas of succession risk across your institution, and exploring options to assess and accelerate the development of key staff.

4:00 – 5:30

**Accessible Services for Colleges – Customer Service Standards  
e-learning tool for AODA**

Brian Bell  
Room: Centre Hall

This presentation will provide an introduction to the new resources regarding the Accessibility for Ontarians with Disabilities Act (AODA). Colleges in the province of Ontario are now mandated to provide training to employees on how to provide customer service to people with disabilities. Accessible Services for Colleges is a new e-learning resource which has been designed to help colleges meet the training requirements under the new Customer Service Standards of the AODA.

## Thursday, June 25

### 09:00 – 10:15 Concurrent Sessions

(Please choose one)

#### Workshop 1

##### **Workplace Solutions**

Angela Guenther  
Room: TBA

Workplace Solutions offers you a unique option- a package of services that will complement your employee benefits program by providing information and advice to groups or individuals at your worksite. This is a no cost program Sun Life has been offering to their Group clients across Canada since 1998.

#### Workshop 2

##### **Improving Your Expertise with the Academic Collective Agreement**

Morris Uremovich  
Room: TBA

The session is aimed at providing information that may assist managers and administrative leaders as they engage in the academic workload assignment process. There are a number of areas in the collective agreement where a better understanding and interpretation of language can improve our administration of the contract. The session will draw upon best practices, awards and settlements, and applicable jurisprudence.

#### Workshop 3

##### **Creating an Environment of Dignity and Respect**

Lori Nemeth  
Linda Morrison, co-facilitator  
Room: TBA

Dignity and Respect – we all want this! This session promises to get to the root of these values and provide practical solutions for you and your College. Culture change is always a journey – learn how to get your College on its way.

### 10:30 – 12:00 Concurrent Sessions

(Please choose one)

#### Workshop 4

##### **Support Staff Job Evaluation Session**

Karen Cullen  
Room: TBA

Have you wondered whether you should modify a PDF or change a rating during the grievance process? Or how to prepare for an arbitration hearing? Or what to do if new evidence is brought before the arbitrator? Then this workshop is for you.

A panel of experts in the job evaluation system, collective agreement language, and the grievance/arbitration process will discuss key aspects starting with the complaint process through to the arbitration hearing. The success of this interactive session also depends upon input from participants, so bring your "burning questions" for discussion with the panel.

**Workshop Panel** – no bio's will be provided.

Karen Cullen, Executive Director, Human Resources Services and Organizational Development, Loyalist  
Andre Durette, Coordinator, Staff Relations, Cambrian  
Sandi Johnson, Associate Director, Support Staff, Council  
Angela McCallum, Consultant  
Dan Michaluk, Hicks Morley (bio received)  
Sheila Wilson, Labour Relations Manager, Fanshawe

#### Workshop 5

##### **Antibullying**

Danielle Van Druenen  
Room: TBA

Bullying – a genuine challenge in our society today. With the inclusion of an antibullying clause in our support staff collective agreement, and the likelihood of similar language in our next academic one, this session is one you'll want to attend. As a train the trainer session, you'll have a practical approach to take back to your

		College.
<b>Workshop 6</b>	<b>Creating a Strategic Human Resources Plan</b> Lynn Stoudt Room: TBA	Human Resources as a Strategic partner . . . as the competition for talent continues to get tougher, the tough need to get going! Moving your HR function from a service role to a strategic role is more important now than ever. Attend this session to learn how to build a Human Resources Strategic Plan and how to leverage it to support your College's Strategic Plan and annual Business Plans.
<b>1:00 – 2:30</b>	<b>Keynote: "On Becoming A Top Employer"</b> Dr. Anne Golden Room: TBA	"A CEO's Perspective on the role that Human Resources plays in a company becoming one of Canada's top Employers".
<b>2:30 – 6:00</b>	<b>Social Time / Allandale Golf Course</b> <b>Reservation Deadline:</b> <b>Friday, May 22, 2009</b>	<b>Golf</b> is available at Allandale Golf Course (next to the conference centre). If you are interested in golfing, please email Meagan Simpson at Georgian College <a href="mailto:msimpson@georgianc.on.ca">msimpson@georgianc.on.ca</a>

## Friday, June 26

<b>9:00 – 10:30</b>	<b>Hicks Morley</b> Jason Green & Daniel Michaluk Room: Centre Hall	Hicks Morley's Year in Review  Join Dan Michaluk and Jason Green of Hicks Morley for a review and discussion of the up-to-the-moment legal developments most significant to College human resource professionals. The session will include content on part-time certification, collective agreement administration, human rights, privacy and more and will include a significant question and answer component.
<b>10:45 – 12:00</b>	Discussion Period Room: Centre Hall	<ul style="list-style-type: none"> <li>• Plenary: Cracker Barrell – Give a Gem/Take a Gem (aka Best Practices)</li> <li>• Pandemic Planning</li> <li>• Internal Communications with Employees</li> <li>• Social Media – Facebook; twitters; blogs</li> <li>• Terms &amp; Conditions of Employment for non full time employees</li> </ul>

## About our Facilitators

### Keynotes



**Vince Molinaro**, is Managing Director – Central Region with Knightsbridge Human Capital Solutions. He is responsible for leading the organizational and leadership solutions practice of Knightsbridge. The practice specializes in providing integrated consulting services in the areas of strategy facilitation, team effectiveness, leadership capacity, executive coaching and assessment, organizational measurement.

Vince has dedicated his career to helping leaders and their organizations build strong leadership capacity for competitive advantage. An insightful practitioner, Vince is uniquely able to turn innovative ideas into practical solutions—he is known for taking the complex and making it simple and actionable. He is a strategic advisor to senior executives and boards on the issues of leadership capacity and succession management. He is called upon by the media for his innovative opinions on leadership. An engaging speaker, Vince conducts keynote presentations within corporations, international conferences and business schools.

He received his Doctorate from the University of Toronto and has degrees from Brock University and McMaster University.

Vince has also published extensively in journals and business magazines. He is the author of two books. *Leadership Solutions* (co-authored, Jossey-Bass, 2007) and *The Leadership Gap* (co-authored, Wiley 2005).

**Anne Golden, Ph.D., C.M.**, has been President and Chief Executive Officer of The Conference Board of Canada since October 2001. Previous to that, Dr. Golden served as President of The United Way of Greater Toronto for 14 years. She has gained national recognition for her role in the public policy arena through chairing two influential task forces: one in 1996 for the provincial government on the future of the Toronto area, and another in 1998 for the City of Toronto and the federal government on homelessness. Anne is also a member of the Board of Directors of the Toronto Region Research Alliance.

Author of numerous publications on public policy issues, Dr. Golden has held research positions including Director of Policy Research for the Ontario Liberal Party (1981-82), Special Advisor to the Provincial Leader of the Opposition (1978-81) and Research Coordinator for the Bureau of Municipal Research (1973-78).

In 2003, Dr. Golden's commitment to social justice was recognized in her appointment by the Governor General as a Member of the Order of Canada. She has received honorary doctorates from University of Western Ontario (2008), Royal Roads University (2005), the University of Toronto (2002), York University (2000) and Ryerson Polytechnic University (1997), as well as an honorary diploma from Loyalist College (2005). In 2004 she received the Urban Leadership Award for City Engagement from the Canadian Urban Institute, as well as the WXN Canada's Most Powerful Women: The Top 100 Award. In 2003 and in 2002, the National Post's annual ranking of Canada's brightest and best women executives named Dr. Golden among the elite of Canada's businesswomen. In August 2000, she was named one of the "City of Toronto's Top 10 Power Brokers" by the National Post; and in 1993 she was chosen by Toronto Life magazine as one of the "Eight Best People in Metropolitan Toronto."

## Workshop Facilitators

**Brian Bell**, President and owner of The Wired Schoolhouse, a custom content eLearning firm focused on creating training content for adults in the workplace. TWS is five years old and located in Toronto. TWS created the Serve-Ability training for MCSS and has done related work for the Coalition for Persons with Disabilities, the Ministry of Citizenship and Ontario Lottery and Gaming.

Brian has an undergraduate degree in Psychology (Learning and Memory) from the U of T, and an MBA from Queen's. His role in the company is to act as project manager and he recently received his PMP designation.

**Danielle van Dreunen**, full-time professor (since 1987) in the School of Business – Kingston, including a secondment to CIDA to establish a Business Education Centre in St. Lucia, W.I. For many years a regular presenter at Eastern Region development activities and in the private sector, Danielle is a graduate of SLC's Teacher of Adults program now seconded to the college's Human Resources Department as Coordinator of the Development Centre.

Danielle has lived in the UK, Barbados, St. Lucia, Spain, both Quebec & Ontario and has travelled to 35 countries. She is passionate about learning; specifically about cultural differences - whether they are on Canadian soil or overseas; gardening; live jazz & foreign films; and photography. Looking at life through multiple lenses, Danielle is convinced that most people do not start their days thinking about how they are going to mess up someone's life...tho' there are exceptions! Bullying concerns her deeply and she urges us to think carefully about differences and "the other."

**Angela Guenther**, Account Manager, Workplace Solutions

Angela has been in the financial services industry for nearly 30 years, the last 20 with Sun Life Financial. At Sun Life Financial, her tenure has been divided by various roles in our investments area, on the front lines in local financial centres and on the Workplace Solutions (WPS) team. As a Workplace Solutions Account Manager for over 6 years, Angela currently manages the WPS activities for over 40 plan sponsors in Canada ensuring the timely delivery and easy accessibility to the services provided to employees in these workplaces.

### Hicks Morley

**Dan Michaluk**, acts as an advocate on behalf of the firm's clients in a variety of employment and non-employment matters with a special focus on information and privacy law. Dan has advised public and private sector clients on privacy compliance and records management initiatives and security breaches, has represented clients in responding to access-to-information appeals and has represented unionized employers in privacy-related grievance arbitrations. Dan received a Bachelor of Commerce in 1994 and an LL.B. in 1997. Prior to joining the Firm, he was the Director of Operations for a start-up business simulation software company.

**Jason Green**, practices labour and employment law on behalf of a variety of public and private sector clients. He frequently acts as employer counsel in grievance arbitrations, wrongful dismissal and civil litigation, and human rights complaints. In addition, Jason provides on-going strategic advice to management on the full range of labour and employment issues in the workplace.

**Lori Nemeth**, HBA, B.Ed, M.Ed, Fanshawe College

Lori Nemeth joined Fanshawe College in March 2006 to fill the newly created position of Manager, Organizational Development and Learning. Before joining Fanshawe, Lori consulted in the area of individual and organizational development at the London Health Sciences Centre and St. Joseph's Health Care, London and several small firms. The majority of Lori's career was spent at Canada Trust where she held a number of progressive roles in the Learning and Development department. Lori was involved in the creation of the Organizational Learning and Development program at Fanshawe and taught in the program. Over the past two years at Fanshawe, she has been involved in interventions aimed at evolving a culture of respect including policy development, training and development and a staff and student communication campaign.

**Linda Morrison**, Unleashing Potential

Linda's career spans 35 years. Early in her career she worked as a nurse in a variety of positions within her profession– an RPN, an RN, as a professor of nursing at Fanshawe College, and as a trainer of hospital employees at every level. In 2004, Linda went into private practice and opened her own company Unleashing Potential, in 2006. She provides services to support organizational development of individuals or corporations. Linda focuses her energy into supporting clients with Talent Management solutions in the areas of Performance Management, Profiling Solutions, Coaching, Change and Transition Management. She is particularly interested in the impact a Respectful Workplace strategy has on retention and quality of work life. Linda is the facilitator of the "Leading and Sustaining and Respectful Workplace" course in Fanshawe's Leadership Development Program.

**Kim Rogers**, Senior Consultant, Knightsbridge Human Capital Solutions

Kim combines her Ph.D. in Industrial/Organizational Psychology and her 10+ years of consulting experience to advise her public and private sector clients on strategic leadership and talent management issues. A certified coach with the International Coach Federation, Kim spends much of her time assessing and coaching executives in a wide range of industries. Before becoming a consultant, Kim worked in the area of change management at one of Canada's largest natural gas distributors and had the opportunity to work at the International Labour Organization, a specialized agency of the United Nations in Geneva, Switzerland.

**Lynn Stoudt**, B.A., CMC, CHRP, is a Principal in Mercer's Human Capital practice. She has over 20 years of experience in human resources management and consulting. She assists organizations in a wide variety of sectors in identifying, developing and implementing solutions related to organizations talent management, culture and performance, as well as the impact of organizational change. Her background includes strategic human resource planning, competency based performance management, compensation policies, and the design, implementation and review of salary structure including short-term incentive programs. Prior to joining Mercer in 2001, Lynn worked with an international organizational development and assessment firm where she served as project manager for the outsourced recruitment, assessment and selection process for several highly specialized positions within a transportation agency. She also spent several years with another major management consulting firm, practicing in the areas of competency based recruitment and performance management programs, career development and succession planning, human resource planning and business change implementation.

**Morris Uremovich**, Associate Director, Academic, The Council

Morris has had a long and rich history with the colleges starting as a faculty member at Confederation, then moving into academic management with a diverse range of programs. Not one to sit idle, Morris moved to the nation's capital wherein as Executive Dean he had lead a large team within the Faculty of Technology and Trades. In addition to recently serving on the Academic Bargaining Team, Morris was also Co-Chair College Workload Monitoring Group at Algonquin.

# 2009 CAAT Human Resources Conference

## Accommodation & Meal Reservation Form

**Register no later than Friday, May 15, 2009**

**★NOTE: PLEASE COMPLETE ONE FORM FOR EACH PARTICIPANT**

Name: \_\_\_\_\_ Organization: \_\_\_\_\_

Please select **ONE** of the following packages. All accommodation & meal prices include taxes (PST & GST).

Package #1 – Wednesday June 24 <sup>th</sup> to Friday June 26 <sup>th</sup> , 2009	PRICE
Includes accommodation, meals, workshops, coffee breaks and refreshments from Wednesday lunch to Friday before lunch.  <input type="checkbox"/> \$410 – Single Occupancy <input type="checkbox"/> \$360 – Per Person (Based on DOUBLE Occupancy) Roommate: _____	\$
Package #2 – Wednesday June 24 <sup>th</sup> & Thursday June 25 <sup>th</sup> , 2009	
Includes accommodation, meals, workshops, coffee breaks and refreshments from Wednesday lunch to Thursday before lunch.  <input type="checkbox"/> \$205 – Single Occupancy <input type="checkbox"/> \$180 – Per Person (Based on DOUBLE Occupancy) Roommate: _____ <input type="checkbox"/> \$26 – Please add if you are staying for Lunch on Thursday – Rate is Per Person	\$
Package #3 – Thursday June 25 <sup>th</sup> & Friday June 26 <sup>th</sup> 2009	
Includes accommodation, meals, workshops, coffee breaks, refreshments from Thursday lunch to Friday before lunch.  <input type="checkbox"/> \$205 – Single Occupancy <input type="checkbox"/> \$180 – Per Person (Based on DOUBLE Occupancy) Roommate: _____	\$
No Accommodation – Meals Only – Please ADD to above if required	
<input type="checkbox"/> <b>Breakfast – \$ 11.00 per day</b> <input type="checkbox"/> Thursday June 25 <sup>th</sup> <input type="checkbox"/> Friday June 26 <sup>th</sup> <input type="checkbox"/> <b>Lunch – \$37.00 per day</b> (includes morning coffee break and unlimited use of beverage stations) <input type="checkbox"/> Wednesday June 24 <sup>th</sup> <input type="checkbox"/> Thursday June 25 <sup>th</sup> <input type="checkbox"/> <b>Dinner – \$ 26.00 per day</b> <input type="checkbox"/> Wednesday June 24 <sup>th</sup> <input type="checkbox"/> Thursday June 25 <sup>th</sup>	\$
<b>TOTAL:</b>	\$
<b>Please make cheques payable to:</b>	Georgian College Human Resource Services Room C349 One Georgian Drive Barrie, ON, L4M 3X9  Attention: <b>Meaghan Simpson</b> Tel: 705-728-1968 Ext. 1630 Fax: 705-722-1503
Please indicate if you have any food allergies or dietary requirements (vegetarian, vegan, lactose intolerant, nut allergies etc...):	
<input type="checkbox"/> Smoking <input type="checkbox"/> Non-Smoking ( <b>Cannot guarantee</b> – 1 <sup>st</sup> Come, 1 <sup>st</sup> Serve)	
<input type="checkbox"/> CTMC (Main Building) <input type="checkbox"/> Bayview Building <input type="checkbox"/> Marden (The Lodge) ( <b>Cannot guarantee</b> – 1 <sup>st</sup> Come, 1 <sup>st</sup> Serve)	
Would you be interested in sharing accommodation if space becomes limited? <input type="checkbox"/> Yes <input type="checkbox"/> No	

