

YOUR FACILITY HEAR FROM EXPERIENCED LEADERS



Stevan Zonjic, Director, Analysis & Measurement, Office of the Chief HR Officer, **TREASURY BOARD OF CANADA SECRETARIAT**



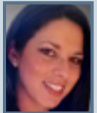
Stacey Ileleji, Senior Analyst and Change Management Specialist, **TREASURY BOARD SECRETARIAT**



Angela Vanikiotis, Manager, Human Resources Policies & Programs, **CANADIAN INSTITUTE OF HEALTH RESEARCH**



Bruno Laroche, HR Strategic Advisor, **HOUSE OF COMMONS OF CANADA**



Karen Figuerola, Director General, HR Operations & Business Strategies, **PUBLIC SERVICES AND PROCUREMENT CANADA**



Zachary Nichol, HR Metrics Analyst, Human Resources, **CITY OF HAMILTON**



Carmen Chaman, Learning Advisor, Canada School of Public Service **OVERNMENT OF CANADA**



Bruce J. Weippert, President & Senior Strategist, **TAP STRATEGY & HR CONSULTING**



Terri Harrison, VP, Consulting Services and Senior Strategist, **TAP STRATEGY & HR CONSULTING**



Michael Grodinsky, Lawyer, **BLG**



David Lahey, Founder, President, **PREDICTIVE SUCCESS CORPORATION**



Russell Loga, Director, Human Resources Planning and Programs, Alberta Municipal Affairs, **GOVERNMENT OF ALBERTA**



Riaz J. Kara, Regional Director, Ontario Region, Canada Labour Program, **GOVERNMENT OF CANADA**



Barry Pitcher, Officer in Charge Career Development & Resourcing, H Division, **RCMP**

Build an Effective HR Analytics Team, Learn How to Take Advantage of Your Data to Improve HR Decision Making!

HR Analytics for the Public Sector

September 25 – 26, 2018 • Ottawa, ON

Take Advantage of Your Data to Improve HR Decision Making!

- Examine the work the Treasury Board Secretariat is doing to support effective decision making and HR planning using analytics
- Get tips for improving evaluation systems to identify top talent
- Discover new approaches to define and develop HR using design thinking
- Explore legal and ethical issues that can come up in HR analytics, and how to avoid them
- Understand the importance of visualization for communicating business information
- Learn how to build and recruit a proper HR analytics team: identifying the talent and skills required
- Get tips, tricks and techniques to build credibility and ensure you're properly managing expectations
- Learn what you can expect from predictive HR analytics in the next ten years

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HR Analytics for the Public Sector

September 25 – 26, 2018 • Ottawa, Ontario

CONFIRMED SPEAKERS INCLUDE:



Carmen Chaman, Learning Advisor, Foundational and Specialized Learning, Canada School of Public Service

In addition to Carman's role as a Learning Advisor for the Canada School of Public Service, she is also an independent consultant, founder of ClearSol Consulting Group (clearsol.ca). Her expertise is in career coaching, language assessment, translation, training, and organizational development. Being a cross-culture proficient professional, Carmen has held leadership roles in community, government and non-for-profit organizations. She has been the President of TESL Ottawa, Board Director of Immigrant Women Services Organization, and current Vice-president of the Peruvian Association. In 2012, she received the Leading Women Building Communities Award issued by the Government of Ontario in recognition of her community work empowering immigrant women. In 2015, for her leadership in re-establishing the Visible Minority Employee Network within INAC, she received an Instant Recognition Award.



Michael Grodinsky, Associate, Borden Ladner Gervais

Michael D. Grodinsky's practice encompasses virtually all aspects of labour, employment, human rights and privacy law. Counseling small, medium and large-size employers on issues relating to effective human resources management, Michael has been recognized for his sound and practical advice and his strategic guidance. Michael is frequently called upon to advise and represent clients with respect to various workplace matters, including hirings, dismissals, disciplinary measures, employment agreements, workplace policies, workplace investigations, electronic communications and social media issues, discrimination claims, harassment claims, restrictive covenants and confidentiality agreements, as well as workplace restructurings, language issues and access to information and privacy law issues.



Terri Harrison, Vice-President, Consulting Services and Senior Strategist, tap Strategy & HR Consulting

Terri Harrison is Co-founder and a seasoned professional who brings operational, HR, and strategic experience to tap Strategy & HR Consulting. Having more than 29 years' combined experience as a business owner, working with clients in the public, private and not-for-profit sectors, Terri has worked both within national and international contexts. Terri's strengths include strategic visioning, gap and solution-finding; she is focused on not only where organizations are going but particularly 'how' they get there.

Riaz J. Kara, Regional Director, Ontario Region of the Canada Labour Program

Riaz currently leads the country's largest region in administering the Canada Labour Code's Occupational Health and Safety as well Labour Standards provisions for federally-regulated industries. Prior, Riaz was the Director of Business and Client Service Strategies for the HR Branch of Public Services and Procurement Canada where he led the creation of a centre of expertise in data analytics, integrated planning as well as business process re-engineering. Additionally, Riaz spent a number of years as a management consultant to C-suite public sector clients, including Deputy and Assistant Deputy Ministers, in the federal public service as well as the BC provincial public service having led over 100 consulting engagements in organizational development, organizational effectiveness, succession management and change leadership.



David Lahey, Founder and CEO, Predictive Success

David Lahey is a consultant, speaker, and author. He is the founder of Predictive Success Group, Inc. with clients such as: Bell, Hudson's Bay Company, Salesforce.com, Mercedes-Benz Financial, Flynn Canada, Magna, Telus, Sofina Foods and 400 other leading organizations. David has had dramatic success as an Enterprise Global Manager, Financial Services at Microsoft in Seattle, WA, and Toronto, ON, growing revenues by over 1200% over 6 years. In 2012-2015, Predictive Success was awarded the Profit 500 Award for the fastest growing new companies for yearly growth. David is the author of three books including *Predicting Success: Evidence-Based Strategies to Hire the Right People and Build the Best Team* (Wiley, 2015).



Russell Loga, Director, Human Resources Planning and Programs, Alberta Municipal Affairs, Government of Alberta

Russell Loga leads the development, planning, and implementation of strategic programs for his clients. After spending over a decade working in various human resources positions in the public sector, Russell believes that to develop strategic solutions to client needs, you need to truly understand their people. His major tool in reaching this understanding is through workforce analytics. His creative solutions to common problems have pushed the standard way of thinking and helped lead to more innovative, efficient, and effective ways of providing human resource service delivery.



Zachary Nichol, HR Metrics Analyst, City of Hamilton

Zachary Nichol is responsible for arming the business and HR team with data-driven insights through analytics to identify critical HR priorities and drive optimal decisions about our people. He ensures that relevant, actionable and insightful metrics and trends are identified and reported accordingly, serving as the technical liaison for HR data/information. He is also responsible for ensuring that human resources information is presented accurately, consistently and in a clear, concise, and business-relevant manner. Prior to joining the city, Zac held various roles with Arcelor Mittal.



Angela Vanikiotis, Manager, Policies and Programs, Human Resources Branch, Canadian Institutes of Health Research, Government of Canada

Holding a Bachelor of Commerce with specialization in Public Policy and Human Resources Management from the University of Ottawa Telfer School of Management, a certificate for Adult Continuing Education in Teaching from St. Francis Xavier University, and possessing over 20 experience in the federal public service, Angela's expertise in the field of Human Resources has been key in advising organizations on the implementation of a number of new initiatives that are deeply founded in human resources management methodologies, principles and practices. Angela supports senior executives, providing valuable and ethical advice, as well as leading teams of professionals to innovate and deliver services in all the HR disciplines, including organization design, performance and talent management.



Bruce Weippert, CHRE, President, tap Strategy & HR Consulting

Bruce Weippert has more than 27 years of strategic leadership and senior human resources experience as a management consultant and senior human resources executive. He is the co-founder of a leading management consulting firm that specializes in strategy, end-to-end HR services and support, and executive coaching. Bruce supports businesses and clients in the federal government, private sector, and with not-for-profits and associations in Canada and internationally, and is a specialist in the areas of organizational strategy, organizational design, change management, learning and development, and business transformations. Bruce's experience leading positive change and delivering progressive strategy and HR-based services to the organizations he has worked with has allowed him to bring an integrated business and HR perspective to serving his client's needs as a consultant.



Stevan Zonjic, Director, Analysis & Measurement, Office of the Chief Human Resources Officer, Treasury Board of Canada Secretariat, Government of Canada

Stevan Zonjic has more than 15 years of experience within the Federal Public Service of Canada. In 2007 he joined Research and Analysis directorate within Canada Public Service Agency (CPSA) where his journey in HR demographics reporting and analysis started. Mr. Zonjic has been responsible for reporting and analysis of FPS workforce and he has been providing HR analytics that have been used to support various government transformation initiatives, program and policy development, and evidence based decision making. He has been leading Analysis and Measurement team within OCHRO/TBS that is responsible for enterprise-wide HR analytics and surveys (Public Service Employee Survey) for the FPS of Canada.

HR Analytics for the Public Sector

September 25 – 26, 2018 • Ottawa, Ontario

DAY ONE PROGRAM AGENDA: TUESDAY, SEPTEMBER 25, 2018

7:30 - 8:30 Registration and Continental Breakfast

8:30 - 8:45

Welcome and Opening Remarks from the Chair

Angela Vanikiotis, Manager, Policies and Programs, Human Resources Branch, Canadian Institutes of Health Research, Government of Canada

CASE STUDY

8:45 - 9:45

Public Service Employee Surveys

Stevan Zonjic, Director, Analysis, Treasury Board of Canada Secretariat, Government of Canada

The Government of Canada is committed to ensuring that ongoing workplace improvement is based on evidence, such as that collected through the employee surveys. Since 1999 the Government of Canada has been conducting public service wide employee survey, i.e. Public Service Employee Survey (PSES), every three years. This survey has allowed the federal public service to identify what it is doing well and what it could be doing better to ensure the continuous improvement of people management practices in government.

Better people management practices lead to better results for the public service, and in turn, better results for Canadians. Last year, a decision has been made to have more frequent employee surveys to closely track the progress of key people management initiatives across the federal public service of Canada. This presentation will show results from the latest public service employee surveys and how the Government of Canada has transitioned to a new environment with regular employee surveys conducted on an annual basis.

9:45 - 10:30

Building and Recruiting a Proper HR Analytics Team

Angela Vanikiotis, Manager, Policies and Programs, Human Resources Branch, Canadian Institutes of Health Research, Government of Canada

- Where does the business want to go?
- Identifying what it needs in terms of people power to get there
- Once you hire that people power, how you keep it powerful
- How you know your strategy is working
- Designing, recruiting and building the data analytics team structure

10:30 - 10:45

Networking Break



10:45 - 11:30

Change Management and Your HR Analytics Program: Leveraging Change Management Principles to Move Your HR Analytics Program up the Value Chain

Stacey Ileleji, Senior Analyst and Change Management Specialist, Treasury Board Secretariat

- Review the analytics value chain
- Change management models and best practices
- Difference between change management and change leadership
- Taking a project management and change management approach to moving your HR Analytics program to the next level
- Change leadership principles that contribute to an organizational culture within HR that is analytics-driven

11:30 - 12:30

Getting on the Same Page: How to Create Goal Congruence Around Data Analytics

Riaz J. Kara, Regional Director, Ontario Region of the Canada Labour Program, Government of Canada

- Understanding the road to a data-driven, business-enabled analytics environment
- Senior Management Goal Alignment - are we on the same page?
- What to stop doing from a data perspective so that you can truly get to the analytics stage
- Recruitment and Retention Issues for Data Scientists and Economists in the Public Sector
- Learn the tips, tricks and techniques to build credibility and ensure you're properly managing expectations throughout the journey

12:30 - 1:30

Luncheon Break

1:30 - 2:30

Succession Planning with Predictive Analytics: People and Change in Government Sector

David Lahey, Founder and President, Predictive Success Corporation

- Incorporating basic HR analytics into your organization by using existing databases
- Finding the metrics that tell the story
- Role of analytics in understanding churn
- Determining factors that include or decrease churn
- Predicting who is at risk - before they walk
- Impact of attrition of high-value employees on business metrics

2:30 - 2:45

Networking Break



2:45 - 3:45

HR Change Strategies for Visible Minority Employees Career Advancement

Carmen Chaman, Learning Advisor, Foundational and Specialized Learning, Canada School of Public Service, Government of Canada

- Learn what is in store for HR analytics
- Preparing for and staying ahead of upcoming changes in the industry
- Common challenges that could come up with the advancement of analytics
- How to compete better

3:45 - 4:30

People Analytics Journey at The City of Hamilton

Zachary Nichol, HR Metrics Analyst, Human Resources, City of Hamilton

This case study will share lessons learned during the development of a People Analytics function and highlight some of the different competencies needed to achieve great results and build an analytical culture.

- How to structure your information to support decision making
- Improving how you convey your message to audiences
- Frameworks to help you focus on the right problem
- Avoiding bias in your analytics
- Using visualization to see patterns in your data

CASE STUDY

HR Analytics for the Public Sector

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DAY TWO PROGRAM AGENDA: WEDNESDAY, SEPTEMBER 26, 2018

7:30 - 8:30 Registration and Continental Breakfast

8:30 - 8:45

Opening Remarks from the Chair

Angela Vanikiotis, Manager, Policies and Programs, Human Resources Branch, Canadian Institutes of Health Research, Government of Canada

8:45 - 9:45

CASE STUDY

Modernizing and Revamping HR in the Public Sector

Karen Figuerola, Director General, Human Resources Operations and Business Strategies, Public Services and Procurement Canada

- The importance of strengthening leadership and investing in employee growth and development
- Benefits of overhauling your HR approaches
- Moving away from outdated systems and shifting towards cloud-based HR tools

9:45 - 10:30

CASE STUDY

Unionized and Non-Unionized Employment Issues

Michael Grodinsky, Partner, Borden Ladner Gervais LLP

- Harassment and discrimination issues
- Drug and alcohol testing: what you need to know
- Privacy issues in the workplace
- Language issues

10:30 - 10:45

Networking Break



10:45 - 11:45

Practical Application of Data Analytics in the Workplace

Bruce J. Weippert, President and Senior Strategist, Tap Strategy & HR Consulting

Terri Harrison, Vice President, Consulting Services and Senior Strategist, Tap Strategy & HR Consulting

- Can HR data-analytics really make for a better workplace?
- Intuition, strategy, and data-drivers for HR decision-making: formulating the right mix
- Practical application of data-analytics in the workplace
- Moving HR from an operational partner to a tactical strategic partner
- HR's role in defining, gathering, and using data for decision-making

11:45 - 12:30

How the Government of Alberta Leverages Workforce Data

Russell Loga, Director, Human Resources Planning and Programs, Alberta Municipal Affairs, Government of Alberta

- Identification of the drivers of change to assist in moving the workforce analytics program forward corporately at the leadership level
- Understanding the complexities with initiating an HR analytics program in a large organization
- Building consistent practices, processes, and definition within the HR system in order to produce timely, accurate, and relevant metrics
- Building the necessary infrastructure and competency to move towards a more effective and efficient future state

12:30 - 1:30

Luncheon Break

1:30 - 2:30

CASE STUDY

HR Analytics in Police Resourcing

Barry Pitcher, Officer in Charge Career Development and Resourcing, H Division, RCMP

- Our use of interactive data records in convert with face-to-face
- How we data mine and how often we verify information
- Leveraging diversity and inclusion in recruiting
- Using HR data to meet clients needs and service delivery
- Successful use of learning plans

2:30 - 2:45

Networking Break



2:45 - 3:45

Younger Talent: Shifting Expectations to Build the Ideal Workforce

Bruno Laroche, HR Strategic Advisor, House of Commons of Canada

- How the employee experience is a key defining factor in today's workplace
- Learn about the increased competition for talent that drive performance
- Understanding and managing expectations in a changing workforce
- Latest developments in leadership, innovation and the employer brand
- Practical insights in recruitment and what this means for the changing expectations of younger talent

3:45 - 4:30

Overcoming and Preventing Privacy and Ethical Issues in HR Analytics

- Avoiding legal and ethical issues that can come up in HR analytics
- Real-life examples of HR analytics gone wrong
- How to prevent legal and ethical issues
- Dos, don'ts, and strategies of using analytics

SPONSORSHIP AND EXHIBITION OPPORTUNITIES

If you would like to increase your visibility with senior human resources and analytics professionals at *Big Data and Analytics for the Public Sector*. A limited number of sponsorship options are available.

For more information or to check availability, contact our sponsorship department by telephone at 1.800.474.4829, ext. 224, or by email at sponsorship@infonex.ca.

OTTAWA, ONTARIO
EVENT LOCATION: OTTAWA, ONTARIO

HR Analytics for the Public Sector will be held at a convenient downtown location in Ottawa, Ontario Detailed venue information will be forthcoming as it becomes available.

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HR Analytics for the Public Sector

September 25 – 26, 2018 • Ottawa, Ontario

WHO SHOULD ATTEND THIS EVENT

- Human Resources Managers and Officers
- People Analytics Managers
- HR Analysts
- Employee Engagement Managers
- Employment Assistance Providers (EAP)
- Disability Managers
- EAP Program Managers
- Human Resources Generalists
- Return-to-Work Managers and Coordinators
- Accommodations Managers
- Diversity and Inclusion Specialists
- Workplace Health and Safety Managers

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LOCATION:

HR Analytics for the Public Sector will be held at a convenient downtown location in Ottawa which could include the Ottawa Conference and Event Centre or the Radisson Hotel Parliament Hill. Detailed venue information will be forthcoming as it becomes available.

YOUR REGISTRATION INCLUDES:

Registration fees include all course materials, continental breakfast, lunch, and refreshments. **Parking and accommodation are not included.**

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Registrants who cancel after **September 11, 2018**, will not be eligible to receive any credits and are liable for the entire registration fee.

Confirmed registrants who do not cancel **by September 11, 2018**, and fail to attend will be liable for the entire registration fee.

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