

CONFIRMED PARTICIPANTS INCLUDE:



Kristi Searle,
Human Resources Business Strategist,
PEOPLEBIZ CONSULTING INC.



Dena Zavier, Human Resource
Consultant, **SELKIRK FIRST NATION
GOVERNMENT**



Angie Sarsons,
Band Manager,
WEI WAI KUM FIRST NATION



Diana Hamilton,
Human Resources Manager,
KWIKWETLEM FIRST NATION



Mitchell Couling,
WOODWARD & COMPANY LLP



Lori Craig,
Human Resources Consultant

Vickie Whitehead, Director, Aboriginal
Client Services /Public Sector/Human
Capital, **DELOITTE**

Diane Strand, Director of Community
Wellness, **CHAMPAGNE & AISHIHIK
FIRST NATION**

Cori Maedel,
CEO,
JOUTA PERFORMANCE GROUP

Allana Brown,
HR Supervisor,
WESTBANK FIRST NATION

Holly Sauve,
HR Supervisor,
WESTBANK FIRST NATION

Jennifer Biddlecombe,
JOUTA PERFORMANCE GROUP

September 17-19, 2019 • Vancouver, British Columbia

Human Resource Management for Indigenous Communities

Bringing Cultural Tradition into HR Methodology

Two days of expert advice from those working in and with
Indigenous Communities

- ✓ Incorporating tradition in HR Management approaches
- ✓ Mentoring youth initiatives
- ✓ Positioning Aboriginal women for management roles
- ✓ Best practices and good governance to achieve results
- ✓ Compassionate leadership techniques
- ✓ Dealing with lateral violence and bullying
- ✓ Conflict resolution using traditional practices
- ✓ Legal updates on managers and overtime requirements
- ✓ Duty to accommodate substance abuse and mental illness
- ✓ Managing Indigenous HR in urban environments
- ✓ Building healthcare HR capacities in your community
- ✓ Make the most of your HR team and resources

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Human Resource Management for **Indigenous Communities**

September 17-19, 2019 • Vancouver, British Columbia

DAY ONE PROGRAM AGENDA: TUESDAY, SEPTEMBER 17, 2019

7:30 – 8:30 Registration and Continental Breakfast

8:30 – 8:40

Welcome and Opening Remarks from the Chair

8:40 – 9:40

OPENING ADDRESS:

“Our Way” - Discovering Tradition in HR Governance

Diane Strand, Director of Community Wellness, Champagne & Aishihik First Nation

- Reflecting your culture within the legal and admin framework that has been inherited
- Organization structure. Integrating traditional with historic / cultural legacy systems

9:40 – 10:00

Networking Break



10:00 – 11:00

Culture, Protection & Productivity in HR Management

Cori Maedel, CEO, Jouta Performance Group

- Understanding the need for community culture in HR Management
- Fitting the community into organization culture
- Managing change within a cultural framework
- Making sure you have the right HR Manager and structure

11:00 – 12:00

High Performing Organizations - people + success = business

Kristi Searle, Human Resources Business Strategist, Peoplebiz Consulting Inc.

- Determining the right leadership
- Making your executive management team a strategic business partner
- Strong strategic planning with the board level, executive management and all staff
- The recipe for a success in creating a high performance organization
 - Ignite the passion and drive business
 - Happy staff mean great results
 - Create a highly productive and good culture

12:00 – 1:15

Luncheon Break

1:15 – 2:15

Compassionate Leadership - Dealing with Lateral Violence

Dena Zavier, Human Resource Consultant, Selkirk First Nation Government

- New ways of dealing with conflict, building relationships

2:15 – 2:30

Networking Break



2:30 – 3:30

Our Way of Conflict Resolution

Angie Sarsons, Band Manager, Wei Wai Kum First Nation

- New ways of dealing with conflict, building relationships
- Equipping individuals with resources, tools, and healing opportunities

3:30 – 4:20

Mainstream HR Deliverables Using Traditional Values

Lori Craig, Human Resources Consultant

- Using the lens of traditional values to manage your HR deliverables

4:20

End of Day One

VANCOUVER, BC

EVENT LOCATION: VANCOUVER, BRITISH COLUMBIA

Human Resource Management for Indigenous Communities will be held at a convenient downtown location in Vancouver. Detailed venue information will be forthcoming as it becomes available.

Human Resource Management for **Indigenous Communities**

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DAY TWO PROGRAM AGENDA: WEDNESDAY, SEPTEMBER 18, 2019

7:30 – 8:30 Registration and Continental Breakfast

8:30 – 8:40

Welcome and Opening Remarks from the Chair

8:40 – 9:40

CASE STUDY

Managers & Overtime and the Federal Law

Diana Hamilton, Human Resources Manager, Kwikwetlem First Nation

- Examining a wage complaint from an ex employee manager
- Flipped rulings by the Federal Government Supervisor
- Managers were not actually managers in a First Nations Administrative Office
- The importance to have policies in place with regard to overtime
- Getting all staff including managers to take time in lieu of any time worked over and above the regular work day
- Time in Lieu Form

9:40 – 10:00

Networking Break



10:00 – 11:00

Update on FNHR and the Law - Your Duty to Accommodate

Mitchell Couling, Woodward & Company LLP

- Prohibition of Discrimination generally in employment under Human Rights Legislation
- Duty to Accommodate
- Employer and Employee Obligations
- Scope of Duty to Accommodate
- Undue Hardship Threshold
- Legal Test for Discrimination

11:00 – 12:00

Lateral Kindness

Allana Brown / Holly Sauve, HR Supervisor, Westbank First Nation

- New initiatives dealing with lateral violence and bullying
- Focusing on kindness to overcome trauma

12:00 – 1:15

Luncheon Break

1:15 – 2:15

Developing First Nations Salary Pay Scales

Jennifer Biddlecombe, Jouta Performance Group

- Pay equity scales for First Nations

2:15 – 2:30

Networking Break



2:30 – 3:30

Need to Know - Changes to the BC & Federal Labour Codes in 2019

- Changes happening in September 2019

3:30 – 4:20

CASE STUDY

Case Study: Building Capacity

4:20

End of Conference

SPONSORSHIP AND EXHIBITION OPPORTUNITIES

Increase your visibility with senior business strategy, technology, analytics, and business intelligence professionals at *Human Resource Management for Indigenous Communities*. 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.

Human Resource Management for **Indigenous Communities**

September 17-19, 2019 • Vancouver, British Columbia

DAY THREE PROGRAM AGENDA: THURSDAY, SEPTEMBER 19, 2019

7:30 – 8:30 Registration and Continental Breakfast

8:30 – 8:40

Welcome and Opening Remarks from the Chair

8:40 – 9:40

Building Healthcare Capacity for First Nations Through HR

- Meeting the challenges of delivering health care in remote regions
- Encouraging medical staff to remain in regional centres
- The FNHA's plans for developing nurses and telemedicine

9:40 – 10:00

Networking Break



10:00 – 11:00

CASE STUDY

Case: HR Governance Through the Perspective of Culture - A Child Welfare Agency

Vickie Whitehead, Director, Aboriginal Client Services / Public Sector/Human Capital, Deloitte

- Using the Medicine Wheel as a governance and analytical tool in HR Management
- Examining the social structure framework from this perspective
- Understanding the importance of spirituality important to healing
- Guiding the social worker / HR Manager to holistic, balanced practice
- Encouraging healthy identity development
- Analyzing the various roles of, and form action plans for, social work practice

11:00 – 12:00

Training and Development - Needs & Jobs Analysis

- Developing long-term economic independence
- Investing in profitable business ventures
- Advancing community economic development
- Remaining consistent with First Nation's Values

12:00 – 1:15

Luncheon Break

1:15 – 2:15

Supporting Apprentices within Indigenous Communities

2:15 – 2:30

Networking Break



2:30 – 3:30

Capacity Building Using Innovation & Technology

3:30 – 4:20

Human Resource Capacity Tools for First Nations

4:20

End of Conference



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Human Resource Management for **Indigenous Communities**

September 17-19, 2019 • Vancouver, British Columbia

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Organization _____

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Name of Approving Manager _____ Title _____

Address _____

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Company's main line of business _____ Number of Employees: _____

2 SELECT YOUR PREFERRED PAYMENT METHOD

EARLY-BIRD PRICES AVAILABLE UNTIL APRIL 26, 2019

All prices are subject to GST	GROUP OF THREE OR MORE	GROUP OF TWO	ONE REGISTRANT
One Conference Day	\$699 per person	\$799 per person	\$999
Two Conference Days	\$1,299 per person	\$1,399 per person	\$1,599
Three Conference Days	\$1,799 per person	\$1,899 per person	\$2,099

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LOCATION:

Human Resource Management for Indigenous Communities will be held at a convenient location in Vancouver, British Columbia. 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.**

SPONSORSHIP, EXHIBITION, AND PROMOTIONAL OPPORTUNITIES:

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CANCELLATION POLICY:

Substitutions may be made at any time. If you are unable to attend, please make cancellations in writing and email to register@infonex.ca or fax to 1-800-558-6520 **no later than September 3, 2019**. A credit voucher will be issued to you for the full amount, redeemable against any other INFONEX course and which is valid for twelve months (one year) from the date of issue.

Registrants who cancel after **September 3, 2019**, will not be eligible to receive any credits and are liable for the entire registration fee.

Confirmed registrants who do not cancel **by September 3, 2019** and fail to attend will be liable for the entire registration fee.

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