

January 18 - 19, 2022 • Virtual Conference

# Human Resources - The Big Issues

*Actioning Human Resource Imperatives for 2022 and Beyond*



## YOUR FACULTY

CONFIRMED PARTICIPANTS INCLUDE:



**David S. Weiss**  
Weiss International  
Ltd.

**Alex Benay**  
Microsoft



**Geoff Ho**  
Rogers  
Communications  
Inc.



**Norman Keith**  
KPMG Law, LLP



**Blaine Donais**  
Workplace Fairness  
International

... and more

**Leading Human Resources professionals share their experience, information, advice and guidance on:**

- Building culture and connection in the new distributed workforce
- Creating the racially just workplace
- Strengthening equality /effectively pursuing diversity and inclusion in your own organization
- Transformative digital human resources for greater employee engagement
- Draw insights from analytics to improve employee experience, culture and D&I
- Measuring the impact of mental health programs at work
- Global harassment and violence prevention & response
- Leadership-driven HR



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# Human Resources - The Big Issues

January 18 - 19, 2022 • Virtual Conference

## DAY ONE PROGRAM AGENDA: TUESDAY, JANUARY 18, 2022

10:00 - 10:15 EST **Welcome and Opening Remarks from the Chair**

10:15 - 11:00 EST



### **Building Culture and Connection in the New Distributed Workforce**

**Nicole Desloges, SVP, People, Lifelabs**

- Employees as architects of the new strategy
- Employee wellbeing surveys to understand how people are feeling and address pain points
- Necessary changes in policies and programs
- The options: flex work, fully remote and office-based work
- Potential for more diverse hiring when not bound to physical location of the workplace
- The need to be more intentional about culture and cultivating an environment of inclusion, belonging and equality

11:00 - 11:45 EST



### **Creating the Racially Just Workplace in Canada NOW**

**Richard Sharpe, Director, Equity, Anti-racism, Diversity and Inclusion, Department of Justice Canada**

- Where are we now?
- What stands in our way?
- Game plans for progress
- Strengthening equality in your own organization

11:45 - 12:30 EST



### **The Effective Pursuit of Diversity and Inclusion**

**Tina Debos, Director, Diversity and Inclusion, Intact Financial**

Companies need a systematic, business-lead approach to Diversity and bolder action on inclusion. This session will cover steps for achieving DEI, noting challenges and solutions along the way.

- Assessing current efforts and uncovering gaps and challenges
- Identifying clear purposes for DEI, defined by strategy, carried out by specific DEI initiatives and overseen by the governance model
- Implement DEI initiatives across the organization to support all employees
- ID goals and metrics to track progress

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12:30 - 13:15 EST **Break**

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## DAY ONE PROGRAM AGENDA: TUESDAY, JANUARY 18, 2022

13:15 - 14:00 EST

### **Digital and Cultural Transformation - The Essential Paradigm Shift for Human Resources Managers**

**Alex Benay, Global Lead, Government Azure Strategy, Microsoft; Former Chief Information Officer, Government of Canada**

- Why you can't have digital transformation without cultural transformation
- Why enabling digital culture takes clear methodology and disciplined effort
- Core elements of a digital culture
  - Promotes external rather than internal orientation
  - Engage with customers, partners create new solutions
  - Prizes delegation over control
  - Boldness over caution
  - More action less planning
  - Values collaboration more than individual effort
  - Risk taking fosters thinking outside the box
- Steps to a digital culture
  - Articulate change required
  - Activate leadership characteristics and engage employees
  - Align the organizational context to embed the new culture.

14:00 - 14:45 EST

### **Employee Engagement - Trigger for Everything from Productivity to Performance, Attendance and More!**

**Rob Catalano, Work Tango**

Employee engagement is a metric that tells an employer how happy its workers are. A high engagement score indicates workers are satisfied, committed, proud, loyal and understand how their role impacts the organization as a whole. It means high productivity and creativity in peoples' jobs. A low engagement score often means high absenteeism, and low morale. This session will cover:

- Surveys and other tools for measuring employee engagement
- Reasons why employees don't engage/ drivers of engagement
- Traditional versus innovative approaches - what works and for whom?
- Need to engage senior management in the employee engagement process
- Challenges at various stages in the employee life cycle
- Importance of bringing one's whole self to work and tie in to diversity, inclusion and wellness
- Importance of training and development
- Different strokes for different generations within the workforce
- Essentials for engagement
  - Know your employees
  - Find growth opportunities for your employees
  - Link your people to the overall goals of the organization
  - Involve your employees
  - Compensate your employees according to what they value

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## DAY ONE PROGRAM AGENDA: TUESDAY, JANUARY 18, 2022

14:45 - 15:00 EST Break

15:00 - 16:00 EST



### **People Analytics for Data-Driven Decision Making**

**Geoff Ho, Head of People Research & Analytics, Rogers Communications Inc.**



**Lisette Reyes, Lead of Employee Experience Research, People Research and Analytics, Rogers Communications Inc.**

- Why People Analytics is now a major priority
- Providing leaders with the right insights to make strategic decisions
- The employee experience survey, research and action planning
- The employee assessment strategy and programs
- Research and analytics across the employee lifecycle including: talent acquisition, engagement, learning & development, leadership, teams, inclusion, performance, turnover
- Driving evidence-based action and programs

16:00 EST

**End of Day One**

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# Human Resources – The Big Issues

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## DAY TWO PROGRAM AGENDA: WEDNESDAY, JANUARY 19, 2022

10:00 - 10:15 EST **Welcome and Opening Remarks from the Chair**

10:15 - 11:00 EST



### **Leadership-Driven HR:**

#### **Transforming HR's Role to Deliver Greater Value to the Organization**

**David S. Weiss, President & CEO, Weiss International Ltd.**

- What is *Leadership-Driven HR* and why is it urgent?
- What are the five elements in the “F.O.C.U.S.” roadmap to deliver *Leadership-Driven HR*?
- How can participants apply *Leadership-Driven HR* to their organizations?

11:00 - 11:45 EST

### **Making Wellness in the Workplace Work!**

- Development of operational plans to ensure objectives are efficiently achieved
- Planning to ensure business line interests are integrated
- Provide subject matter leadership, advice and counsel to Senior Leadership Team members related to policies, programs, and services
- Place of wellness programs in the organization
- Tracking to monitor progress
- Using internal social media platform to best advantage
- Understanding how employees experience the workplace
- Monitoring stress and other strains that impact your employees
- Surveys to increase your understanding of the hot spots.
- What initiatives are leaders in mental health taking to respond to the needs of the workforce and individuals

11:45 - 12:30 EST



### **Measuring the Impact of Mental Health Programs at Work / How Does Human Capital Accounting Directly Impact the Financials**

**Pamela Steer, Member, Canadian A4S Network; Former CFO, WSIB**

- Programs that support employee mental health may seem like the way forward, but their benefits don't show up on the traditional balance sheet and their impact is difficult to track and calculate.
- Find out how the finance team, in partnership with human resources, analyzed annual costs and benefits related to a mental-health strategy.
- Understand worked examples that describe methods for calculating how mental health projects affect a company's business impact in the long term
- Understand how human capital accounting is being integrated in Financial Reports and how HR impacts the bottom line
- Importance of social issues like diversity, good employee relations, human rights and more will be valued in Human Capital Accounting.

12:30 - 13:30 EST **Break**

## DAY TWO PROGRAM AGENDA: WEDNESDAY, JANUARY 19, 2022

13:30 - 14:15 EST

### **Employer Best Practices During Covid-19**

As an employer you are obligated to keep employees safe but we continue to be in an evolving public health context. This session will provide do's and don'ts for attendees to consider in their own workplaces.

Specifically,

- How to keep employees safe as we ramp up post pandemic return to the workplace
- Specific protocols to consider implementing for return to work and maintaining a safe workplace
- Additional strategies if a portion of your workforce is not vaccinated?
- Can you make vaccination mandatory? Options.
- Proof of vaccination protocols and employee privacy considerations?

14:15 - 15:00 EST



### **Creating a Psychologically Safe Workplace: The Business Case, Implementation Tools and Strategies**

***Blaine Donais, President and Founder, Workplace Fairness International***

The concepts of psychological safety and mental injury prevention at work are creating urgent pressures on employers to respond. This session will assist you develop an effective response:

- Requirements and practical implications of a psychologically safe workplace as identified by the law and by the National Standard on Psychological Health and Safety CSA Z1003.
- Assessing the cultural and organizational health of a workplace
- Workplace Restoration and Workplace Health Assessments as a way of promoting psychological safety in the workplace
- Proactive approaches to workplace health and its relationship to mitigating psycho-social risk factors related to psychological health and safety
- Challenges associated with implementing the psychological health and safety standard

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15:00 - 15:15 EST      Break

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## DAY TWO PROGRAM AGENDA: WEDNESDAY, JANUARY 19, 2022

15:15 - 16:00 EST



### **Discrimination, Harassment and Violence, Prevention & Response - Federal and Provincial Requirements**

**Norman Keith, Partner, KPMG Law, LLP**

- Varying definitions, interpretations and understanding of the challenge
- Human Rights law: a cross Canada perspective
- The growing importance of OHS legislation & regulations
- Privacy expectations and “laws” and respect in the workplace
- Don’t forget the *Criminal Code* in your compliance program
- New Federal Harassment & Violence Prevention Regulation
- Legal requirement for a workplace H&V hazard assessment
- New mandatory elements of an employer’s H&V policy and training
- Intake of complaints and protection of privacy & dignity
- New requirements for investigators and investigations
- Resolution options, preserving evidence and litigation
- Changing union approach to negotiating settlements
- Providing support to employees affected by harassment and violence

16:00 EST

**End of Day Two**

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### 2 SELECT YOUR PREFERRED PAYMENT METHOD

Prices subject to GST / HST	Full Price	Register by December 3
Course for Groups of 3 +	\$ 2,199 each	<b>\$ 1,799 each</b>
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### VIRTUAL CONFERENCE:

*Human Resources - The Big Issues* will be held as a virtual on-line conference. Details on how to access and participate in the event will be sent to all confirmed delegates prior to run date.

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### CANCELLATION POLICY:

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