

January 18 - 19, 2022 • Virtual Conference

Human Resources - The Big Issues

Actioning Human Resource Imperatives for 2022 and Beyond



YOUR FACULTY CONFIRMED PARTICIPANTS INCLUDE:



Wendy Cukier
Diversity Institute,
Ryerson University

Jesse Adams
Howatt HR Consulting



Norman Keith
KPMG Law, LLP



Geoff Ho
Rogers
Communications
Inc.



Sundeep Gokhale
Sherrard Kuzz LLP

... 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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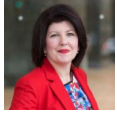
Human Resources - The Big Issues

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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



Evidence Based Strategies, Programs and Policies for Diversity and Inclusion

Wendy Cukier, Founder & Academic Director, Diversity Institute, Ryerson University

- Tracking the progress, impediments and evidence based strategies for promoting diversity within organizations
- How data in leadership can drive change

11:45 - 12:30 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

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



Engaging Employees in Uncertain (and remote) Times

Rob Catalano, Chief Engagement Officer, Work Tango

As the uncertainty of COVID and changing workplace protocols spread through our workplace, it gets challenging to operate and build a fantastic employee experience in our 'new normal.' But in these unprecedented times, employees matter more than ever. This session will discuss:

- The impact uncertain times have on employees and why it's important for companies to respond
- Specific recommendations on how to measure engagement and act on improving employee engagement in the changing workplace
- The mindset and approach that you need to start with as an HR leader
- Examples of companies that are doing it well to inspire action in your organization

14:45 - 15:00 EST Break

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DAY ONE PROGRAM AGENDA: TUESDAY, JANUARY 18, 2022

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.

- People Analytics Vision & Strategy
- Our team and scope of work
- Employee Listening Analytics Deep Dive
 - Where we've been and where we're going
 - Case study of Employee Listening Analytics in action
- Q&A

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

Sundeep Gokhale, Lawyer, Sherrard Kuzz LLP

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!

Jesse Adams, Chief Operating Officer, Howatt HR Consulting

This 45-minute session sets the stage for ensuring the well-being of yourself and your employees is a priority, whether they are remote or returning to office. You will explore specific steps that you can take to ensure that you are ready to help your staff through this next phase of the COVID-19 pandemic. You will also learn the importance of considering how full or empty your own battery might be and help you identify ways in which you can charge your own energy so that you are ready to support your staff.

Objectives:

- Explore how our mental health has been impacted as a result of COVID-19
- Discover three things you can do to take care of yourself and recharge your battery
- Develop a deeper understanding of the factors that will support positive mental health and wellbeing for your employees
- Identify what you can do as a leader to set the stage for healthy and safe workplaces, whether it be remote or back in office

11:45 - 12:30 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

12:30 - 13:30 EST Break

13:30 - 14:15 EST



Employer Best Practices During Covid-19

Sundeep Gokhale, Lawyer, Sherrard Kuzz LLP

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?

DAY TWO PROGRAM AGENDA: WEDNESDAY, JANUARY 19, 2022

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

15:00 - 15:15 EST Break

15:15 - 16:00 EST



Measuring the Impact and Value of Mental Health in the Workplace

Bill Howatt, Founder and President, Howatt HR Consulting

Purpose:

This session will provide HR leaders with a frame of reference for how to link workers behaviors to the P & L. In some sectors and organizations HR is seen as transactional (e.g., facilitates compensation, benefits and hiring) and as a cost center. In contrast, strategic HR has the potential to facilitate human capital strategies (i.e., employee experience, workplace mental health) that can become a revenue center. Dr. Howatt will combine his experience working in the financial sector in Wall Street, operations, HR and workplace mental health to provide a point of view for HR leaders to consider how they can measure the impact of workplace mental health and create a positive ROI.

Objectives:

- Exploring the cost of doing nothing with respect to workplace mental health
- Examining the intersection of human capital and workplace mental health
- Defining how to link behaviors to tangible monetary value
- Understand the financial and non-financial data required to evaluate the impact of workplace mental health initiatives

16:00 EST

End of Day Two

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