

Blue Skies  Grassroots

BC HRMA CONFERENCE • MAY 6-8, '09 • VICTORIA

buildingbusinessresults



www.bchrma.org/conf2009



blue skies (blu' skize') n. pl.

1. A clear cloudless day-time sky is blue because molecules in the air scatter blue light from the sun more than they scatter red light. **2.** A popular song, written by Irving Berlin in 1926. **3. A bigger picture view.**

grassroots (gras' roots') n. pl.

1. The common people thought of as having practical and highly independent views or interests. **2.** Society at the local level as distinguished from the centres of political leadership. **3. The very foundation of a source; the fundamental level or source.**

Featured Speakers



Tim Sanders, business visionary, best-selling author, and one of America's most sought-after speakers, is known for his poignant messages and eloquent delivery. He will enthusiastically reveal what he views as the new competitive logic of business: *being great* now depends on *being good*.



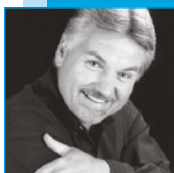
Leonard Brody is a venture capitalist, best-selling author and Co-Founder/CEO of *NowPublic*, among the largest news agencies in the world. He will challenge us to adapt to the workforce of tomorrow using a uniquely Canadian view informed by his powerful grasp of world events.



Tory Johnson, a career expert, is the Founder and CEO of *Women For Hire*, the sole producer of top-calibre recruiting events for women. She is also the Workplace Contributor on ABC's *Good Morning America*, reaching millions of viewers on a wide range of job-related issues and challenges.



The Financial Times of London has cited **Oren Harari** as one of the "Top 40 Business and Management Minds in the World." A best-selling author, acclaimed columnist, renowned consultant, and popular lecturer, Dr. Harari has been redefining how organizations conduct business for over 25 years.



Among North America's top-rated speakers, **Steve Gilliland** lives by the motto "If you take care of people, the business will follow." Implementing this principle, he has helped people grow their businesses and improve their lives by rethinking work, relationships and themselves.

Leading HR professionals know that building business results requires them to focus on two equally-important things: fundamentals AND the big picture.

In challenging economic times, we think this dual-focus approach is particularly important—so much so that we've adopted it as the theme for our much-anticipated **47th Annual Conference**, the largest of its kind in BC. Join over 1,000 business leaders for three exhilarating days of professional development and networking, including four power plenary sessions, 45 educational sessions and 14 keynote presentations.

Blue skies ahead!



SCHEDULE OF EVENTS KEY

TOPIC TRACKS

- Total Rewards: Comp. & Benefits
- Employee & Labour Relations
- Occupational Health & Safety
- Organizational Effectiveness
- Personal Effectiveness
- Professional Practice/ HRIS
- Staffing
- Organizational Learning, Training, Development
- Executive
- Special Session

AUDIENCE E= Emerging M= Mid-Level S= Strategic X= Expert

Schedule of Events

WEDNESDAY MAY 6, 2009

8:30 - 9:30	CHRP & YOU, BC HRMA & YOU SESSIONS; CHRP BREAKFAST
9:30 - 12:30 (Break: 10:50 - 11:10)	<ul style="list-style-type: none"> ■ Let's Talk Pay – Improving Understanding to Drive Results → Jane Lump M-S ■ Disability Management & Human Rights → Marino Sveinson, Sandra Guarascio, Liisa Spoor, James Kondopulos ALL ■ KEYNOTE: Managing Disabilities in the Workplace → Dr. Liz Scott ALL ■ Meeting the Leadership Challenge in a Dynamic Environment → MICA & BC Housing (9:30 - 10:50) ALL ■ Strategic Succession Management → Mark Jackson & Dan Caird (11:00 - 12:30) S ■ KEYNOTE: Activate Your Power → Eitan Sharir ALL ■ Advancing to Boardwalk → David Gibbons E-M ■ It Ain't Rocket Science → Grace Lynn Melnick, Angela Williams, Karen Fudge-Jensen E-M ■ The Business of Talent Management: A Strategy That Works → Nic Tsangarakis & Russel Horwitz M-X ■ KEYNOTE/SPECIAL SESSION: Bringing Workers to Canada: Tips & Pitfalls → Ron McKay E-S
12:30 - 1:30	LUNCH (provided in showcase)
1:30 - 4:30 (Break: 2:50 - 3:10)	<ul style="list-style-type: none"> ■ Designing Incentive Pay Plans That Work → Brian Reidy S-X ■ Changing Workforce Demographics: Labour & Employment Issues → C. Harrison, L. Novakowski, D. Knoechel, T. Sigurdson, N. Sutton E-M ■ KEYNOTE: Accommodating Workers with Addictions → Dr. Ray Baker ALL ■ KEYNOTE: Designing Effective Organizations → Dr. Chris Worley E-M ■ Difficult Conversations → Richard Hart ALL ■ Build Negotiating Skills: A Simulation Workshop → Dr. David Hannah ALL ■ Winning Strategies to Recruit the Best Talent → Sandra Reder & Catherine Worrall M ■ Creating & Presenting a Value Proposition for Learning → Holly MacDonald M-X
4:30 onwards	WELCOME RECEPTION (4:30 - 6:00) & MYSTERY DINNER (6:00 -onwards)

THURSDAY MAY 7, 2009

8:30 - 10:30	OPENING PLENARY: 730 Days From Now: The Future of Canada → Leonard Brody
10:30 - 11:00	BREAK
11:00 - 12:30	<ul style="list-style-type: none"> ■ Managing Reward: Why Line Managers are the Vital Link → Tracy Bosch S-X ■ Labour/Management Collaboration: A Success Story at Alcan → Wayne Peppard & Jeffrey Teather E-M ■ Pandemic Planning – Are You Ready? → John Lavery & Dr. Eric Young ALL ■ KEYNOTE: Built to Change: Designing Flexible Organizations → Dr. Chris Worley M-S ■ Brain Boosting Secrets: Making the Science of Cognitive Fitness Work for You! → Terry Small ALL ■ From Payroll to HR Strategy: Data Mining & HR Analytics → Helen Luketic & Ashley Bennington M-S ■ KEYNOTE: Untapped ROI: Increase Women in Senior Management → Terrill Welch S-X ■ Ahead of the Wave: The Future of BC Public Service Learning → Brigitte Harris, Claire Abbott, and Iris Colyn ALL ■ KEYNOTE: An Intellectual Capital Edge for HR Leaders → Dr. Nick Bontis S-X
12:30 - 1:30	LUNCH
1:30 - 3:00	PLENARY: Enjoy the Ride → Steve Gilliland
3:00 - 3:30	BREAK
3:30 - 5:00	<ul style="list-style-type: none"> ■ KEYNOTE: Work-Life Means Business → Kathie Lingle M-X ■ The Olympics: HR Challenges & Opportunities → Paul Henderson & Carman Overholt ALL ■ Communicating Safety to Workers: Safety & Injury Prevention → Dan Comiskey ALL ■ KEYNOTE: Linking HR Metrics to Organizational Effectiveness → Dr. Nick Bontis S-X ■ Live the Alchemy of Personal Effectiveness → Cheryl Brewster ALL ■ Planning for Downsizing → Nancy Laughton S ■ They Don't Read the Newspapers Anymore! → Ashley Bennington E-M ■ Talent Exploration at TECK: Grass Roots & Global Growth → Jane Hawkrigg M-S ■ KEYNOTE: Transform or Else: HR at the Brink → Dr. Oren Harari S-X
5:30 onwards	PRE-DINNER WINE RECEPTION (5:30 - 6:15, exclusive to dinner ticket holders) & AWARDS GALA (6:30 onwards)

FRIDAY MAY 8, 2009

8:00 - 9:30	CONTINENTAL BREAKFAST PLENARY: Mavericks at Work → Polly LaBarre
9:30 - 10:00	BREAK
10:00 - 11:30	<ul style="list-style-type: none"> ■ KEYNOTE: Raises for Women: When? → Tory Johnson S-X ■ A Year in Review on all Aspects of the Law in the Workplace → Paul McLean & Naz Mitha ALL ■ The WorkSafeBC Appeal Process → Alex Booth ALL ■ Exploring the Possibilities of the Brand-Led Culture → Sharon Habib & Catherine Ducharme M ■ KEYNOTE: Walking, Weight & Wellness → Dr. Martin Collis ALL ■ Women in Leadership: Linking Diversity to Organizational Success → Janice Antaya-Finlayson & Christie Seed S ■ Recruiter Secrets Revealed & Disabilities Work → Stuart Ellis-Myers M-X ■ Building Careers: How to Recruit, Develop & Engage Gen Y → Michelle Ray M-S ■ KEYNOTE: HR Trends in BC: Measures, Metrics & Meaning → Ian Cook & Ken Peacock S-X
11:45 - 2:15	CLOSING LUNCH PLENARY: Saving the World at Work → Tim Sanders

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2009 CONFERENCE REGISTRATION FEES (Prices do not include GST)

PACKAGES	Early Bird (until Feb.20)		Regular (Feb.21 - Apr.21)		Onsite (Apr. 22 onward)
	Online	Manual	Online	Manual	Manual
Member: Single Day	\$700.00	\$736.84	\$800.00	\$842.11	\$850.00
Member: Core (2 Days: Thursday & Friday)	\$900.00	\$947.37	\$1100.00	\$1157.89	\$1200.00
Member: Enhanced (3 Days: Wednesday to Friday)	\$1100.00	\$1157.89	\$1300.00	\$1368.42	\$1400.00
Non-Member: Single Day	\$800.00	\$842.11	\$900.00	\$947.37	\$950.00
Non-Member: Core (2 Days: Thursday & Friday)	\$1150.00	\$1210.53	\$1350.00	\$1421.05	\$1450.00
Non-Member: Enhanced (3 Days: Wednesday to Friday)	\$1350.00	\$1421.05	\$1550.00	\$1631.58	\$1650.00
Student/Retired Member: Enhanced (3 Days: Wed. to Fri.)	\$500.00	\$526.32	\$500.00	\$526.32	\$550.00
NETWORKING & SOCIAL EVENTS					
Awards Gala: Thursday Evening (included in Core, Enhanced and Single Day (Thursday) registration price)					
Non-Attending Member	\$160.00	\$168.42	\$180.00	\$189.47	N/A
Non-Attending Non-Member	\$200.00	\$210.53	\$220.00	\$231.58	N/A
Mystery Dinner: Wednesday Evening (not included in registration; includes transportation to restaurant, taxes & gratuity; does not include alcohol)					
Member	\$45.00	\$47.37	\$45.00	\$47.37	N/A
Non-Member	\$50.00	\$52.63	\$50.00	\$52.63	N/A
Showcase Pass: Single Day (included in registration; price includes lunch & refreshment breaks)					
Non-Attending Member/ Non-Member	\$75.00	\$78.95	\$75.00	\$78.95	\$80.00

How To Register



- Online via credit card at www.bchrma.org/conf2009 (note: register online and receive 5% off!)
- By Fax (credit card payment only): 604. 684. 3225
- By Mail (cheque or credit card payments): #1101 - 1111 W. Hastings St., Vancouver BC, V6E 2J3
- Group Rates: for groups of five or more, contact LWebbThomas@bchrma.org
- All Other Info: please contact us at 604. 684. 7228 or 1. 800. 665. 1961