



IPM's 2011 OTTAWA FALL CONFERENCE

IPM's 2011 Ottawa Fall Conference on *Bullying & Fraud:* *What to Do?*

Date:
Tuesday,
November 1, 2011

Time:
9:00 a.m. to 4:30 p.m.
(Breakfast at
8:30a.m.)

Location:
Sheraton
Ottawa Hotel,
150 Albert St.,
Ottawa, ON

Cost for the Full Day
Conference includes
breakfast, lunch,
coffee breaks & all
four sessions.

Get your registration
in by September 26,
2011 and become
eligible to win
training programs
worth \$1000!

Early Bird Registration:
Payment and registra-
tion received by
September 26, 2011



Workplace Bullying, Fraud & Investigations: Recent Trends & Best Practices

*David Elzinga, CA-IFA, CFE, Global
Leader, Forensic Investigative
Services, Grant Thornton LLP*

The link between fraud and bullying exists. Review some real fraud cases where there has been bullying that either precipitated the fraud or allowed it to go undetected. Learn how to develop and implement proper policies and procedures in dealing with bullying and fraud.

Discover a practical approach and best practices in conducting fraud investigations. The principles can be applied to other internal investigations including theft, harassment, conflict of interest, breach of IT policies or allegations of workplace violence. Implement a basic framework for fraud investigations before it begins. Examine your present strategy and process and understand potential problem areas to avoid the courts.



Managing in Quicksand

*Bruce Beakley, Director of
Human Resources, County of
Renfrew*

In today's evolving legal landscape with initiatives like the OHSA's Bill 168, the "new" Ontario Human rights process and the obligations around disability management, one would question why anyone would want to be an employer now? Most of us don't have that choice in the public sector. In the private sector, it is better to work for yourself than for someone else.

Unions and employees have learned how to "roll the grenade" by dropping terms like harassment, bullying and discrimination. How do we respond to these challenges? What are the steps for due diligence?

Obtain valuable insights from an HR perspective about these challenges and gain tips and strategies to better ensure accountability in today's work environment.



Legal Roundup: Fraud & Malicious Prosecution Risk, Proving Just Cause in Fraud Cases and Labour Arbitration Update

*Steven P. Williams, LL.B., Partner,
Emond Harnden LLP*

The recent decision of the Ontario Court of Appeal in *Pate v Galway-Cavendish Township* shows employers that they must proceed carefully when they choose to report employee theft to police.

Evidence may suggest fraud, but will it be enough to prove just cause? The decision to proceed with just cause termination in cases of alleged fraud is difficult. Evidence has to be weighed and all mitigating factors considered. Reviewing arbitral and court decisions, examine factors that contribute to employer success or failure in the hearing room.

Each year, arbitrators and labour boards release a few decisions that every HR/LR person must be aware of. Look at these decisions and why you need to know about them.



Difficult Conversations: How to Get a Grip

*Monika B. Jensen, Principal,
Aviary Group*

We have all held an uncomfortable conversation as a result of poor performance, an investigation into unwelcomed behaviour or attitude and offensive conduct at work. The conversation becomes tough when employees feel the stakes are high, when perception varies regarding the circumstances of the events and when emotions are strong.

It is imperative to be able to express views calmly and with confidence even when the situation or event becomes difficult and frustrating. Learn how to better tackle negative topics.

Review some best practices to assist you in "keeping your cool and emotions under control" in difficult situations. Acquire new skills to offset these situations and dissolve barriers to excellent interpersonal relations with underperforming employees.



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BOOK TODAY AND SAVE!

Don't wait for the last minute to reserve your place. Get involved and stay on top of your field and your industry. **Register three (3) participants from the same organization at the same time and the 4th attends free!** Also, qualify to win training programs worth over \$1000 by registering early. Early Bird registrants are the only ones who are eligible! More information and registration at: www.workplace.ca and click on "Events".

Cost for the full day workshop (includes breakfast, lunch, coffee breaks, all four sessions and handout materials)

Early Bird Registrations:

payment and registration **received by September 26, 2011**

Members of APRC/CMPA/CAAS/CPTA & Students:
\$119 plus HST per person

Non-Members/Guests:
\$139 plus HST per person

Regular registrations:

payment and registration **received after September 26, 2011**

Members of APRC/CMPA/CAAS/CPTA & Students:
\$179 plus HST per person

Non-Members/Guests:
\$199 plus HST per person

Early bird registrants qualify to win management training programs worth \$1000!

Register at www.workplace.ca and click on "Events" OR fill out the Fax-Back registration below

FAX BACK REGISTRATION FORM (613) 721-5850

Ottawa Full Day Conference on November 1, 2011

APRC/CMPA/CAAS/CPTA Members & Students

Non-Members & Guests

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VISA or MASTERCARD Expiry Date Add 13% HST
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Card Holder's Name _____ Signature _____
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Cheque enclosed made payable to IPM (Don't forget to add the 13% HST)
2210-1081 Ambleside Drive, Ottawa, ON, K2B 8C8, 1-888-441-0000 or 613-721-5957 Date _____

Number of colleagues registering with you on this form : _____ Names : _____

NOTE: Payments must accompany registrations. Space is limited so to avoid disappointment, REGISTER NOW!