



# IPM's 2012 OTTAWA SPRING CONFERENCE

## IPM's 2012 Ottawa Spring Conference *on The Changing Face of Today's Workplace*

**Date:**  
Thursday,  
April 12, 2012

**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 February 24,  
2012 and become  
eligible to win  
training programs  
worth \$1000!

Early Bird Registration:  
Payment and registra-  
tion received by  
February 24, 2012



### **Generational Diversity: Legal Aspects in the Changing Face of the Workplace**

*Dan Palayew, B.A., LL.B.,  
Partner, Heenan Blaikie LLP*

Is your HR management practice "age-friendly"? Obtain insights on how to successfully manage a multigenerational workforce including: accommodating an aging workforce and employees with increased family care responsibilities, mandatory retirement and the latest updates on age discrimination case law, legal options and approaches to ensuring smooth succession planning. Bring your own questions on working with four generations for our legal expert.



### **Age Makes a Difference: The Impact of New Demographics**

*Margaret Shannon, B.A. (Hons.),  
LL.B., CMP, Director, Collective  
Bargaining, Interpretation and  
Recourse, Canada Revenue Agency*

We explore the changing attitudes in the workplace and how the changing demographics of the workplace have had an impact on the law, legislation and what is considered acceptable behaviour within the Canadian work environment. This will be approached from the perspectives of two different generations of workers carrying out the same line of work. Areas discussed include employment contracts, employment equity, human rights legislation, harassment, complaints and grievances.



### **Moral Leadership: Doing What's Right for You and Your Organization**

*Craig Dowden, Ph.D.,  
Managing Director,  
André Filion & Associates Inc.*

What are the most effective leadership attributes for both individuals and organizations? We will review an evidence-based argument highlighting the critical importance of the "softer" side of leadership. Specifically, we will examine how humility, empathy, happiness and self-awareness/authenticity are key differentiators of peak performance organizations. This session will highlight how moral leadership is not only doing the right thing, but it is the right thing to do for the health of our organizations.



### **Communication: Bridging the Diversity Gap**

*Wendy Godmere, Certified  
Communications Specialist*

We live in a very diverse culture that carries over both personally and professionally. In this interactive session, review the importance of Diversity in the workplace and how to identify your own Values, both personally and professionally. Explore the seven principles of communicating effectively and how to implement those in the diverse environments that you visit daily. Discover new principle based methodologies that are easily applied leaving you with effective communication strategies to reach your desired outcome.



Sponsored by: Institute of Professional Management • Workplace Today® Online • Association of Professional Recruiters of Canada • Canadian Management Professionals Association • Canadian Association of Assessment Specialists • Canadian Professional Trainers Association

# 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](http://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**  
**February 24, 2012**

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**  
**February 24, 2012**

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

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

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

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Register at [www.workplace.ca](http://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 April 12, 2012

APRC/CMPA/CAAS/CPTA Members & Students

Non-Members & Guests

Name		Title	
Company		Address	
City		Province	Postal Code
Telephone	Fax		Email

VISA or  MASTERCARD

Expiry Date MM YY

Add 13% HST  
(Our GST #: 892341421RT0001)

Card Holder's Name \_\_\_\_\_

Signature \_\_\_\_\_  
*(not valid without an authorized signature)*

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 : \_\_\_\_\_

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