



Calgary

9:00 A.M. TO 4:30 P.M.

(Continental Breakfast at 8:30 A.M.)

Hotel Blackfoot

5940 Blackfoot Trail SE, Calgary

April 26, 2016

COST FOR THE FULL DAY CONFERENCE INCLUDES

BREAKFAST, LUNCH, TWO COFFEE BREAKS, ALL FOUR SESSIONS & HANDOUT MATERIALS.

Early Bird Registration:

Payment and registration must be received by February 19, 2016.

Get your registration in by February 19, 2016 and become eligible to win training programs worth \$1000!



Management Today™: Workplace Updates

Today's Critical Issues in Employment Law

Tom Ross, B.A., LL.B., Partner, McLennan Ross LLP

This presentation will address tips and recent developments in the following areas:

- *Medical Marijuana* — Everyone seems to be getting a prescription these days. What are the issues and new developments in respect to medical marijuana in the workplace? What are the accommodation requirements in respect to medical marijuana?
- *Constructive Dismissal* — Given the current economic turbulence, many employers need to find ways to reduce costs and have had to change terms and conditions of employment. What are the options and risks to make such changes without triggering employee termination claims?
- *Employment and Human Rights Update* — What new cases and developments should give you hope or fear in addressing the employment issues in your workplace?



Tom Ross

Losing Balance, Regaining Control: Alberta's Economy in 2016

Todd Hirsch, BA, MA, Chief Economist, ATB Financial

It's been a challenging year for Alberta's economy, but is there a light at the end of the tunnel? The Canadian and global economies remain out of balance, which has weighed down confidence and commodity markets. Here in Alberta, economic stability was lost with a severe slump in oil prices. This has had a painful impact on employment for thousands in our province. But when things are out of balance, regaining control is key. How and when might Alberta's economy get back on track?



Todd Hirsch

Communicating for Success and Results: Difficult Conversations

Charmaine Hammond, BA, MBA, President, Hammond International Inc., Speaker, Consultant

Communication is one of the most common challenges that we all face. This presentation provides you with practical and tactical skills and tools that you can implement immediately for positive results, less drama and better results... the courageous dialogue. Learn how to reduce your own anxiety and help to generate a positive and productive outcome for all parties involved.

Whether the situation involves providing feedback about sensitive issues, correcting performance or conveying bad news, this presentation will help you communicate for success and results up, down and across the organization.



Charmaine Hammond

Bring About What You Think About: Change Your Future Today!

Eddie Lemoine – International Speaker/Author & Employee Engagement Expert

Extensive investigation has been done in the study of changing your thoughts to change your life. Eddie's research-based approach provides participants with immediate techniques they can use in their business and personal lives.

In this high energy session, discuss the three key elements to change your future outcomes. Learn techniques to attract success, abundance, good health and successful relationships. The techniques presented will help implement lasting change.

Discover how to improve business and personal relationships, create more of what you would like to have and less of what you would not, employ the power of emotions, break through fears to achieve higher levels of success, foresee pitfalls along the way and avoid them, achieving the outcome you desire.



Eddie Lemoine

Spring 2016

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