

Speech to Chartered Professionals in Human Resources

April 26, 2019

Senate Speech to

Chartered Professionals in Human Resources

Kamloops, BC

April 26th, 2019

Event Information

Interior Symposium: Lead, Engage, Retain (Kamloops)

Date: April 26, 2019

Event start time: 9:00am Pacific Time

Location: Sandman Signature Kamloops Hotel

Join us for an interactive experience specifically designed to optimize your organization's leadership, engagement and retention through the HR lens.

In an era of ever-changing corporate conditions and an appetite to sustain high quality culture practices, we'll gather for what promises to be a highly attuned, interactive and action packed morning full of tangible take-aways and perceptual shifting moments, leaving you with the power to *lead, engage and retain* in style. This is a symposium not to be missed!

Time: Registration 8:30-9:00am; Presentation 9:00am-12:30pm

Venue: Sandman Signature Kamloops, 225 Lorne Street, Kamloops, BC V2C 1W2

CPD Hours: 3.0

Agenda:

Registration	8:30 - 9:00 am	
Session 1 "Lead"	9:00 - 10:00 am	HR Competency
Resilient Leadership: A Senator's Reflections on Leading with Integrity and Respect	Senator Bev Busson	• Strategy
Session 2 "Engage"	10:15 am - 11:15 am	HR Competency
Changing the Face of Your Culture Through Engagement	Ian Gibson, CPHR, The Gisborne Group	• Engagement
Session 3 "Retain"	11:30 pm - 12:30 pm	HR Competency
Applied Retention Strategies – A Working Session	Lane Sherman, PeopleStuff	• Workforce Planning & Talent Management

Registration Deadline	Early Bird (April 5th)	Regular (April 23rd)
Member	\$189.00	\$239.00
Non-Member	\$239.00	\$289.00
Student & Retired Member	\$139.00	\$189.00



All pricing excludes applicable taxes. HST/GST # 119446714

A full refund, less a \$25 processing fee, will be issued for cancellations submitted at least one week prior to an event or workshop. Attendee substitutions are permitted; however, member/non-member rate differences will apply. Please submit cancellation or substitution requests by fax (604-684-3225) or e-mail (pd@cphrbc.ca).

Please note that this policy does not apply to conferences, exams or no-charge registrations. CPHR exam fees are non-refundable if registration is canceled after the registration deadline. Please note our deferral policy.

Program Details

Topic: Resilient Leadership: A Senator's Reflections on Leading with Integrity and Respect

Presenter: Senator Bev Busson

Session Time: 9:00 - 10:00 am

Description:

Effective leadership is the key to success in any organization. With a relationship of trust established by mutual respect, great things happen. Respect for oneself, for those you work with, and for the values of the organization, are essential in the equation. Beginning, as a member of the first troop of women in the RCMP, to becoming the first female Commissioner of the Force, leading 25,000 personnel, and ultimately a Senator, Bev will share her views from different perspectives, on how to lead, retain and engage those you seek to inspire.

About the presenter:



Bev Busson was sworn into the Senate on September 27th 2018. She is a proud trailblazer for women in the workforce. With a law degree from the University of British Columbia, her career as a police officer was a career of firsts. Born in Nova Scotia and after graduating from Nova Scotia Teachers' College, she joined the first class of women to enter the Royal Canadian Mounted Police (RCMP). She has worked in various positions from uniform policework to other duties including investigating frauds, drugs and serious crimes as one of the first women to work in plain clothes.

Bev rose steadily through the ranks becoming the first female commissioned officer, the first female Criminal Operations Officer, the first female Commanding Officer of a Province and the first female Deputy Commissioner of a Region. Her challenging of gender-based barriers, and her increasing expertise in security, resulted in her being named one of Canada's Most Powerful Women by the Women's Executive Network in 2006 and later that year was the first woman named to lead the RCMP as the 21st Commissioner.

Following her retirement from the Force, Bev served as a member of the RCMP Reform Implementation Council, and as an advisor to the Government on National Security, among other ventures. She has also volunteered on a number of endeavours including serving as a director of the Justice Institute of British Columbia, and the Okanagan College Foundation, and participating in the Women's Executive Network Mentorship Program.

For her contributions to Canadian law enforcement and security, Bev Busson was named Commander of the Order of Merit of Police Forces by the Governor General, awarded the Vice Chief of Defence Staff Commendation, the Order of British Columbia and was ultimately recognized as a Member of the Order of Canada.

Topic: Changing the Face of Your Culture Through Engagement

Presenter: Ian Gibson, CPHR

Session Time: 10:15 - 11:15 am

Description:

The premise of this session is that too often leaders fail to connect/consult/check in with their key resource – those who *'live in the water every day'*. Through story, examples, & conversation the goal is to create opportunity for one or more 'ah ha' moments to occur for you to integrate into your HR practice.

In this presentation, you will learn:

- Key learning points – 5 R's of engagement
- Respect – how our attitude towards one another impacts how we engage with others
- Reality – authenticity in how we represent ourselves to others impacts how we engage with others
- Recognition – how we recognize accomplishments impacts how we engage with others
- Re-enact – how we apply lessons learned impacts how we engage with others
- Reap – what we have 'sown' impacts how others engage with us

About the presenter:



Ian Gibson is the Corporate Director of HR for The Gisborne Group, an industrial construction and fire protection company based in Burnaby. He also chairs the CPHR Advisory Council for Greater Vancouver. Ian is a believer in relationship leadership and his overarching goal is to make a positive impact in the lives of the people he lives with, works with and interacts with.

Topic: Applied Retention Strategies – A Working Session

Presenter: Lane Sherman

Session Time: 11:30 am - 12:30 pm

Description:

This session is a guided facilitation where we will build on your current knowledge by walking through some steps to clarifying your retention strategy. Participants will leave the session with an understanding of critical factors in successful retention strategies and will have an opportunity to apply this information to their own environments.

In this presentation, you will learn:

- Understand your "why" for retention
- Discuss critical factors that impact retention – obstacles and opportunities
- Explore tools to support retention strategies
- Identify stakeholders and strategies to engage them

About the presenter:



Lane Sherman is an Organizational Development consultant and the founder of his firm – **PeopleStuff**. He has an MA in Leadership (Royal Roads) and is the author of the book “**The Keys to Collaboration: How to build a great team or fix the one you’ve got**”. Lane has been working with organizations for over 15 years with a focus on aligning people to unleash potential.