

# Registration Form

Please use one form per registrant. Register online or copy this form for additional registrants. For more information go to [www.hrpca.ca/AC2017](http://www.hrpca.ca/AC2017) (applies to cheque and credit card registration)

## Conference Fees

Special early bird prices for registrations received by midnight on October 16, 2016.

Regular prices for registrations received after October 16, 2016 midnight to January 25, 2017.

For questions regarding registration, please contact CONEXSYS Registration, our Conference registration company, at 1-800-661-5319 or 905-405-8415 or Fax 1-800-628-8838 or 905-405-9870.

### Contact Information \*indicates required field

|                             |                 |                   |
|-----------------------------|-----------------|-------------------|
| * First Name (Please Print) | * Last Name     |                   |
| Title                       | * Email         |                   |
| HRPA Member No.             | HRPA Chapter    |                   |
| * Telephone (Work)          | Telephone (Alt) |                   |
| * Company                   |                 |                   |
| * Address                   |                 |                   |
| * City                      | * Prov/State    | * Postal/Zip Code |

### In Case of Emergency during the Conference

|                   |                     |
|-------------------|---------------------|
| * Name            |                     |
| * Telephone (Day) | Telephone (Evening) |

### What is your age?

|   |   |   |   |
|---|---|---|---|
| <input type="checkbox"/> Under 25 Years | <input type="checkbox"/> 25 to 34 Years | <input type="checkbox"/> 35 to 44 Years | <input type="checkbox"/> 45 to 54 Years |
| <input type="checkbox"/> 55 to 64 Years | <input type="checkbox"/> 65 or older    |   |   |

### Number of years in HR?

|                                      |                                    |                                   |                                  |
|--------------------------------------|------------------------------------|-----------------------------------|----------------------------------|
| <input type="checkbox"/> Less than 1 | <input type="checkbox"/> 1-5       | <input type="checkbox"/> 6-10     | <input type="checkbox"/> Over 10 |
| <input type="checkbox"/> Student     | <input type="checkbox"/> Not in HR | <input type="checkbox"/> Industry |                                  |

**YES**, I will attend the Wednesday networking event (included in the full conference package and Wednesday single-day package)

We strive to provide an atmosphere of respect and are committed to ensuring that everyone who attends our events feels welcomed. Therefore, if you have a disability and require any special assistance, please let us know immediately, prior to attending, and we will do our best to meet your needs.

Please contact [jgibson@hrpca.ca](mailto:jgibson@hrpca.ca) or (416) 923-2324 ext 336.

**I have read and understood the terms and conditions.**

SIGNATURE \_\_\_\_\_ DATE \_\_\_\_\_

**Yes**, I agree to receive promotional prize draws and information from exhibitors.



### Conference Pricing (HST not included)

|                          | EARLY BIRD<br>(by Oct. 14, 2016) | REGULAR<br>(by Jan. 25, 2017)    | SINGLE DAY                     |
|--------------------------|----------------------------------|----------------------------------|--------------------------------|
| CHRP Member              | <input type="checkbox"/> \$1,333 | <input type="checkbox"/> \$1,615 | <input type="checkbox"/> \$646 |
| CHRL Member              |                                  |                                  |                                |
| CHRE Member              |                                  |                                  |                                |
| Member                   | <input type="checkbox"/> \$1,434 | <input type="checkbox"/> \$1,716 | <input type="checkbox"/> \$778 |
| Full-Time Student Member | <input type="checkbox"/> \$393   | <input type="checkbox"/> \$393   | <input type="checkbox"/> \$164 |
| Non-Member*              | <input type="checkbox"/> \$1,697 | <input type="checkbox"/> \$1,970 | <input type="checkbox"/> \$843 |

|              |           |
|--------------|-----------|
| Subtotal     | \$        |
| HST (13%)    | \$        |
| <b>Total</b> | <b>\$</b> |

\*Join HRPAs as member to take advantage of member pricing. Go to: [hrpca.ca/join](http://hrpca.ca/join)

HST# R104154273

### Method of Payment

|                               |                                     |   |                                 |
|-------------------------------|-------------------------------------|---|---------------------------------|
| <input type="checkbox"/> Visa | <input type="checkbox"/> MasterCard | <input type="checkbox"/> American Express | <input type="checkbox"/> Cheque |
| Card Number                   |                                     | Expiry MM/YY                              |                                 |
| Name of Cardholder            |                                     | CCV #                                     |                                 |

SIGNATURE \_\_\_\_\_ DATE \_\_\_\_\_

### How to Register

**By Mail**  
Cheque and credit card payments  
HRPA Attn: Registration  
150 Bloor Street West, Suite 200  
Toronto, Ontario M5S 2X9

**By Fax**  
Credit card payments only 1-800-628-8838 or 905-405-9870

All conference registrants will receive confirmation within three weeks of receipt and processing of this form. Please contact CONEXSYS Registration at 1-800-661-5319 or 905-405-8415 or Fax 1-800-628-8838 or 905-405-9870 for any registration queries.

**Note:** HRPAs does not provide invoices for conference registrations. You **must** attach your HST exemption certificate to your registration form in order to receive the exemption.

We reserve the right to cancel any sessions at no cost to HRPAs. In the event of a cancellation due to unforeseen circumstances, any costs incurred by registrants will not be covered by HRPAs.

**Privacy Policy**  
HRPA is committed to protecting the privacy of your personal information. Data collected from this form will be used for fulfillment

purposes and to notify you about HRPAs programs and services. For more information, please visit our website at [www.hrpca.ca](http://www.hrpca.ca) and click on the Privacy Policy link or contact [privacy@hrpca.ca](mailto:privacy@hrpca.ca).

### Key Registration Dates

Early Bird deadline:  
October 16, 2016, midnight

**Mailed (postmarked) and faxed registration cutoff:**  
Friday, January 6, 2017

**Online registration closes:**  
Friday, January 25, 2017 at 5:00 pm.

Delegates wishing to register after January 25, 2017 5:00 pm are welcome to do so on-site. Members registering on-site will need to provide proof of HRPAs membership to receive the discounted rate.

### Session Pre-selection Required

All delegates are required to select sessions at the time of registration for each time slot.

Session registration is on a first-come, first-served basis. For online session selection, visit [www.hrpca.ca/AC2017](http://www.hrpca.ca/AC2017). Fax or Mail this form with payment - select both your first and second choices (1, 2) for each time slot. Please note, this program is subject to change.

### Cancellations, Refunds or Transfers

Requests for cancellations or refunds must be received in writing. If cancellation is received:

- On or before **November 11, 2016**, you will receive a full refund (less a \$50 administration fee.)

- From **November 12, 2016 to December 16, 2016**, you will receive a 50% refund of fees paid.

No refunds will be issued for no-shows or cancellations received after **December 16, 2016**. If you are unable to attend, you may send someone else in your place.

### Hotels

The conference host hotel is:

**InterContinental Toronto Centre**  
225 Front Street West  
Toronto, ON  
M5V 2X3

Rate: \$199 for single or double occupancy. Cutoff date **January 5, 2017**.

Register at: <https://resweb.passkey.com/go/2017HRPA> or call 1-800-235-4670 and ask for HRPAs 2017.

**For More Information**  
Please contact HRPAs: 416-923-2324 or toll-free 1-800-387-1311

# Registration Form *Continued*




Session Pre-selection Required Register early to get your top picks! Delegates are required to select sessions at time of registration. Please select first and second choices ( 1, 2) for each time slot.

## Please note

This program is subject to change based on speaker cancellations and additions.

## February 01, 2017

### 7:00 AM–8:00 AM

- 101 Rise
- 102 Brexit: British, European and International implications

### 8:15 AM–10:00 AM

- 103 Lead the Work: Organizing New Organizational Forms, Intermediaries & Alternate Work

### 10:00 AM–11:00 AM

- 104 The Do\_s and Don\_ts of Drafting Employment Documentation
- 106 Panel on Psychological Health and Safety \_ A Vision for your Future Efforts
- 107 The Power of Mindfulness in the Workplace
- 108 The Evolution of Sales Compensation
- 109 Supporting Transfer of Learning in the Workplace
- 110 Deep Dive into Collaboration
- 111 Powerful Questions to Enhance Team Effectiveness
- 112 Health & Safety in your Pocket: There's an App for That
- 113 Employer Do\_s and Don\_ts in Responding to a Union Organizing Drive
- 116 How Could I Have Assumed that a Release on a

- Facebook Page Would Be Grounds for Dismissal? Social Media & Employee Dismissal
- 117 Get your Managers to Step Up and Lead \_ Transforming Managers into Leaders
- 118 Employment Standards: The Questions You Should Be (Afraid of) Asking
- 119 HireUp: Raising the Bar on Corporate Social Responsibility
- 120 The Business of Storytelling
- 121 Major Trends in Mobility
- 122 Make Them Believe They are Ferraris
- 123 For Your Own Good: Persuasion for Fun and Profit
- 124 Growing Intrapreneurship: Three Key Steps to Engaging Innovation in your Organization
- 129 The Future of Work: How the Internet Economy is Reshaping Markets for Talent
- 136 Meet Rebecca Durcan \_ HRPAs Regulatory Counsel
- 138 Everyday Coaching for HR Professionals
- 145 The Power of Inspired Employees
- 148 Pay for Performance: Canadian Executive Compensation Overview

### 12:00 PM–2:00 PM

- 125 How to Create a Social Movement

### 3:00 PM–4:00 PM

- 114 The Revolution Will Not Be Televised: How Programmatic Marketing Techniques and Technologies are Quietly Changing Talent Acquisition Forever
- 115 How Innovative L&D Helps Integrate Internationally Trained Employees
- 126 Thriving in the Age of Distraction
- 127 Medical Marijuana in the Workplace: Balancing Safety Concerns, Accommodation and Choice of Medication
- 128 The Evolution of Regulating Human Trafficking and the Role of HR
- 130 Reigniting the Desire to Return to Work after Critical Illness
- 131 Reigniting a Values Based Recognition Program \_ Ryerson Case Study
- 132 Taking the Workplace Bully by the Horns
- 133 A Business Leader's Expectations of HR
- 134 Temporary Foreign Workers: Are you Ready for Compliance Reviews and Inspections?
- 135 Thinking about Testing for Drugs and Alcohol? A Human Rights Approach
- 137 The Future's Not Ours to See

- 139 The Agile Workforce: Alternatives to the Traditional Full-time Employee
- 140 Family Matters: Helping Employers Navigate Requests for Family Status Accommodation in the Workplace
- 141 Are Employers Dealing with a Coping Crisis or a Mental Health Crisis?
- 142 Five Core Essentials for Leading Virtual and Remote Teams
- 143 To Pay or Not to Pay: The Termination Debate over Bonuses, Commissions, Stock Options and Pensions
- 144 Religious Accommodation in a Diverse Workplace
- 146 Make Shift Happen: HR's Pivotal Role in Leading Organization Change
- 149 Insights on Advancing your HR Career
- 150 Applying Behavioural Science in Changing Behaviours
- 151 Advanced People Analytics to Drive Enhanced Business Outcomes

### 4:30 PM–5:30 PM

- 147 Happier People, Happier Organizations

## February 02, 2017

### 7:00 AM–8:00 AM

- 201 Speak Up and Stand Out: How to Structure your Presentations, Master your Fears, Captivate your Audience, and Be Outstanding

### 8:15 AM–10:00 AM

- 202 Leadership BS: Fixing Workplaces and Careers One Truth at a Time

### 10:30 AM–11:30 AM

- 203 Is Gwyneth Paltrow Wrong About Everything?
- 204 Employee Experience: Creating an Organization where People Want to Show Up, Not Need to Show Up
- 205 The Walking Dread! Avoiding the Zombie Syndrome at Work by Building a Team that can Survive Anything
- 206 Finding your Ultimate State of Flow
- 207 The Leadership Effect: How the Strength of your Leaders Impacts Recruiting
- 208 Using Building Excellence (BE) to Maximize Human Capital ROI
- 209 Healthy Tension \_ Mastering Unsolvble Problems through Polarity Management
- 210 Addressing Racial Discrimination: What Employers

- Need to Know
- 211 The Expectation Gap: Who We Are, Who Others Think We Are, and Who We Should Be
- 212 Improving Mental Health at Work: Promising Practices for Employers to Adopt
- 213 \_Why Should I Work for You? \_ Attracting the Best Talent to Your Business
- 214 Soft Skills are the New Hard Skills
- 215 Sometimes Notice Just Ain't Enough
- 216 Difficult Employee or Employee with a Difficulty?
- 217 The Applicant is the Customer! Giving a Great Experience in the Interview Process
- 218 Culturally Intelligent Talent Management \_ New Ways to Recruit, Develop, and Retain Internationally Trained Talent
- 219 What Does it Really Take to Create High Performing Teams? Harnessing the Power of Collective Intelligence
- 220 Canadian Immigration 101: What you Don't Know can Hurt You
- 222 Building Engagement: Empowering People to Perform
- 223 Thriving in a 24/7 World
- 233 NSFW (Not Safe For Work) Compensation: A Case Study

- 243 Finding the Strategy in HR Analytics: Linking HR to Business Value
- 247 How Engagement Surveys are Ripe for Disruption
- 249 The Rapidly Changing Landscape of Performance Management

### 12:00 PM–2:00 PM

- 224 Hunger in Paradise

### 3:00 PM–4:00 PM

- 221 Has the Annual Performance Review and Rating Really Been Blown Up? The Realities and the Myths Examined
- 225 Colleges: Your Talent Recruitment Partner
- 226 Rethinking Relocation and Risk: New Paradigms, New Exposures
- 227 Coaching at the Executive Level to Increase your Influence
- 228 Current and Emerging Payroll Issues
- 229 The Pay Equity Journey: A Primer, the Pitfalls and the Positives
- 230 Vacation Pay \_ The Next Class Action Frontier?
- 231 What Every Canadian HR Professional Should Know about U.S. Business Immigration Law
- 232 Hiring Due Diligence
- 234 Peak Performance in Unforgiving Climates,

- Changing Industries & Unstable Markets
- 235 Practical Strategies to Build Team Resilience
- 236 Accommodating Disabilities in the Workplace: How and When to Ask for More Medical Information
- 237 How to Hold Someone to Account (Without all the Drama)
- 238 How to Say "No" without Feeling Guilty
- 239 Characteristics of High Performance Learning Organizations
- 240 Applying Behavioural Science to Problem-Solving
- 241 How to Hire, Support and Retain Inspired and Loyal Employees
- 242 Talent Pipelining: Optimizing Your Talent Acquisition Function For Speed And Value Creation
- 245 The Power of Silence: A Visionary Tale
- 248 Applying Lean Thinking to HR Delivery
- 250 The Core Elements of a Meaningful Recognition Program
- 251 DNA 360 \_ A Self-assessment Tool to Evaluate the Performance of the HR Function in a Systematic, Methodical and Constructive Manner

### 4:30 PM–5:30 PM

- 246 Economorphics: The Trends Turning Today into Tomorrow

## February 03, 2017

### 7:00 AM–8:00 AM

- 301 Be a Career Champion: Training to Win on the Bad Days Too
- 302 Talent Identification in the Digital World

### 8:15 AM–10:00 AM

- 303 The Game Changer: Craft a Culture Fit for the Future of Work
- 304 What\_s Holding Women Back: A look at Female Ambition in Canada
- 305 Your Keys to the C-Suite
- 306 Indigenous Inclusion: Tapping into the Indigenous Workforce Opportunity
- 307 Evolving Total Rewards: Find, Keep & Reward the Talent You Need
- 308 The Role of HR and L&D in Coaching Activities
- 309 Bill 168 VWH \_ A Practical Translation and Application for Everyone in the Workplace
- 310 Working from Home: Strategies for Success for Employees & Employers
- 311 I Am Who I Am: Accommodating the Transgender Employee in the Workplace
- 312 On the Clock: Time Theft, Unpaid Overtime and the Disappearing Lunch Hour
- 313 Leading with Grit, Passion & People: Evolve or Die
- 315 Root Causes behind Poor Collaboration between Teams

- 316 Off Duty Conduct \_ When can Activity Outside the Workplace End the Employment Relationship?
- 317 Purpose-driven Leadership: Talent Strategies to Turn your Company into a Socially Conscious Organization
- 318 Creating a Fair Workplace: What You Need to Know about Pay Equity
- 319 Networking Lessons from a Reluctant Networker
- 320 Know your Criminal Background Check \_ Hiring More Confidently in Canada and Abroad
- 321 Three Talent Mindshifts for High Performance Digital Enterprises
- 322 Bring Data Science to HR: Empower your HR Strategy with the Intelligence of Thousands of Recruiters and Decades of Industrial Experience
- 323 Disruptive Technologies and Business Opportunity
- 324 Point-Counter-Point: The Future of Employer-Sponsored Prescription Drug Plans in Canada
- 325 3 Secrets to Managing Reactions in Difficult Conversations
- 328 Unleashing Excellence \_ The Employee Experience
- 338 In a World of Disruption, Do We Still Need HR?
- 347 Barriers and Challenges for both the Aboriginal Communities and Organizations Seeking Aboriginal Employees in Northern Ontario

### 1:00 PM–2:00 PM

- 314 Escalator: Jobs for Youth Facing Barriers Initiative \_ A Project by CivicAction and HRPAs
- 326 Privacy, Confidentiality and the 21st Century Employee: The Top 5 Legal Developments you Need to Know
- 327 Handling the Politics of Workplace Bullying
- 329 AODA: What you need to Know for Private Sector Organizations
- 330 Evolution of Canadian Workplace Mental Health Strategies over the Last Ten Years
- 331 I've Just Been Promoted... HELP! How to Succeed as a New Leader
- 332 Do We Have to Investigate? What Ontario's Sexual Violence and Harassment Action Plan Act (Bill 132) Means for Employers
- 333 Avoiding Liability: How to Protect your Organization from Costly Common Employment Related Mistakes
- 334 Pillars of Health \_ Truly Sustainable Health and Wellness in the Workplace
- 335 Why Outsourcing Leadership Development is Bad for Your Business
- 336 Building Your Resilience Reflex \_ How to Shift from Chaos to Control
- 337 What Kind of Leader Do You Want to Be?

- 339 Ten Tips for Improving your Ability to Attract and Retain Millennials
- 340 Metrics-Driven Recruitment: Using Data Insights to Attract Great Candidates in the Canadian Markets
- 341 Talent Acquisition Trends
- 342 Culture and Reputation by Design \_ Aligning Business Decisions and Purpose to Win with Employees, Customers and Shareholders
- 343 New and Evolving Issues in Workplace Accommodation
- 344 No More Report Cards: Why Ditching Performance Reviews and Embracing Development Plans is Good Business
- 346 Talent + Engagement = Performance. An Integrated Approach to HR Transformation
- 348 Tipping Point of Leadership Consciousness & Balance
- 349 Best Workplace Branding \_ Strengthening your EVP

### 2:00 PM–4:10 PM

- 345 Because I Said I Would