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Chief Commissioner,
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Shannon Hanson,
Career Development Practitioners,
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Christine Willow,
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Len Jackson,
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Sharon McLeod

Cara Lenoir,
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BC INDUSTRY TRAINING AUTHORITY

Arden D'Hont,
Human Resources - Indigenous Resourcing Programs, **INDIGENOUS SERVICES CANADA AND WISEN**

September 17-19, 2019 • Vancouver, British Columbia

Human Resource Management for Indigenous Communities

Bringing Cultural Tradition into HR Methodology

Two days of expert advice from those working in and with
Indigenous Communities

- ✓ Incorporating tradition in HR Management approaches
- ✓ Mentoring youth initiatives
- ✓ Positioning Aboriginal women for management roles
- ✓ Best practices and good governance to achieve results
- ✓ Compassionate leadership techniques
- ✓ Dealing with lateral violence and bullying
- ✓ Conflict resolution using traditional practices
- ✓ Legal updates on managers and overtime requirements
- ✓ Duty to accommodate substance abuse and mental illness
- ✓ Managing Indigenous HR in urban environments
- ✓ Building healthcare HR capacities in your community
- ✓ Make the most of your HR team and resources

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Human Resource Management for **Indigenous Communities**

September 17-19, 2019 • Vancouver, British Columbia

DAY ONE PROGRAM AGENDA: TUESDAY, SEPTEMBER 17, 2019

8:00 – 9:00 Registration and Continental Breakfast

9:00 – 9:10

Welcome and Opening Remarks from the Chair

Dena Zavier, Human Resource Consultant to Yukon First Nations, Summit Vision Communication

9:10 – 10:00

OPENING ADDRESS:

Dän K'e Our Way - How Champagne & Aishihik First Nations Strive to Shift Away From Colonialism

Diane Strand, Director of Community Wellness, Champagne & Aishihik First Nation

The Champagne & Aishihik First Nations are moving away from the colonial legacy of DIA and INAC and taking steps to integrate and re-establish Dän K'e (Our Way) into our CAFN Self-Government First Nations. The Dän Tán Gà D jál project is about establishing a holistic and comprehensive Indigenous approach to running a government and delivering, CAFN programs and services for citizens. In order to do this we need to realign our organizational structure, conduct a capacity assessment, provide system wide change management training and provide coaching and mentoring support for management and leadership. We are redefining what our government will look like and how we lead our people in alignment with Dän K'e (Our Way).

10:00 – 10:15

Networking Break



10:15 – 11:15

Compassionate Leadership - Supervising in an Environment Impacted by Intergenerational Trauma

Dena Zavier, Human Resource Consultant to Yukon First Nations, Summit Vision Communication

- Traditional vs. western organizational structures/processes
- Impact on employee performance
- Performance management: mediation vs. discipline
- Going beneath the obvious to address foundational issues around performance
- Difficult conversations - practical communication methods to get the desired results
- Techniques for harnessing the observer effect - the impact of noticing

11:15 – 12:15

High Performing Organizations: People + Success = Business

Kristi Searle, Human Resources Business Strategist, Peoplebiz Consulting Inc.

- Determining the right leadership
- Making your executive management team a strategic business partner
- Strong strategic planning with the board level, executive management and all staff
- The recipe for a success in creating a high performance organization
 - Ignite the passion and drive business
 - Happy staff mean great results
 - Create a highly productive and good culture

12:15 – 1:15

Luncheon Break

1:15 – 2:15

Culture Eats Strategy for Breakfast

Cori Maedel, CEO, Jouta Performance Group

- Exploring the impact of HR not being aligned to your intentional organizational culture
- Integrating community culture into your organizational culture
- Creating policy within a cultural framework
- Managing within a cultural framework

2:15 – 3:15

Lateral Kindness - Applying Tradition to Overcome Aggression

Allana Brown / Holly Sauve, HR Supervisor, Westbank First Nation

- New initiatives dealing with lateral violence and bullying
- Focusing on kindness to overcome trauma

3:15 – 3:30

Networking Break



3:30 – 4:30

Youth Mentorship & Training to Retain Federal Indigenous Employees

Arden D'Hont, Human Resources - Indigenous Resourcing Programs, Indigenous Services Canada and WISEN

4:30

End of Day One

VANCOUVER, BC

EVENT LOCATION: VANCOUVER, BRITISH COLUMBIA

Human Resource Management for Indigenous Communities will be held at a convenient downtown location in Vancouver. Detailed venue information will be forthcoming as it becomes available.

Human Resource Management for **Indigenous Communities**

September 17-19, 2019 • Vancouver, British Columbia

DAY TWO PROGRAM AGENDA: WEDNESDAY, SEPTEMBER 18, 2019

8:00 – 9:00 Registration and Continental Breakfast

9:00 – 9:10

Welcome and Opening Remarks from the Chair

9:10 – 10:00

Managers & Overtime and the Federal Law

Diana Hamilton, Human Resources Manager, Kwikwetlem First Nation

- Examining a wage complaint from an ex employee manager
- Flipped rulings by the Federal Government Supervisor
- Managers were not actually managers in a First Nations Administrative Office
- The importance to have policies in place with regard to overtime
- Getting all staff including managers to take time in lieu of any time worked over and above the regular work day
- Time in Lieu Form

CASE STUDY

10:00 – 10:15

Networking Break



10:15 – 11:15

Indigenous HR in BC - British Columbia Federal Council

11:15 – 12:15

Developing Your Compensation Plan - Art & Science

Jennifer Biddlecombe, Jouta Performance Group

- What is total compensation?
- Start with your compensation philosophy
- Develop the structure
- Keep your plan current through effective policy
- The importance of communication
- Its coming... The Pay Equity Act for federally regulated employers

12:15 – 1:15

Luncheon Break

1:15 – 2:15

The Federal Public Service and Indigenous Strategies

PANEL DISCUSSION

2:15 – 3:15

Update on FNHR and the Law - Your Duty to Accommodate

Mitchell Couling, Woodward & Company LLP

- Prohibition of Discrimination generally in employment under Human Rights Legislation
- Duty to Accommodate
- Employer and Employee Obligations
- Scope of Duty to Accommodate
- Undue Hardship Threshold
- Legal Test for Discrimination

3:15 – 3:30

Networking Break



3:30 – 4:30

PANEL DISCUSSION

Your Duty to Accommodate - Best Practices

Diana Hamilton, Human Resources Manager, Kwikwetlem First Nation

Mitchell Couling, Woodward & Company LLP

- Dealing with mental health, conduct and substance abuse issues with your staff

4:30

End of Day Two

SPONSORSHIP AND EXHIBITION OPPORTUNITIES

Increase your visibility with senior business strategy, technology, analytics, and business intelligence professionals at *Human Resource Management for Indigenous Communities*. A limited number of sponsorship options are available. For more information or to check availability, contact our sponsorship department by telephone at 1.800.474.4829, ext. 224, or by email at sponsorship@infonex.ca.

Human Resource Management for **Indigenous Communities**

September 17-19, 2019 • Vancouver, British Columbia

DAY THREE PROGRAM AGENDA: THURSDAY, SEPTEMBER 19, 2019

8:00 – 9:00 Registration and Continental Breakfast

9:00 – 9:10

Welcome and Opening Remarks from the Chair

Christine Willow, Partner, Chemistry Consulting Group / GT Hiring Solutions Inc.

9:10 – 10:00

Human Resource Capacity Tools for First Nations

Celeste Haldane, Chief Commissioner, British Columbia Treaty Commission

- Why undertake HR Capacity Planning
- Good governance and cultural relevance
- The importance of a participatory approach
- Conditions for successful planning
- Support from Leadership
- Financial and HR planning

10:00 – 10:15

Networking Break



10:15 – 11:15

Training and Development - Needs & Jobs Analysis in Saskatchewan

Michelle Amyotte-Kupusa, Director, Human Resources, FHQ Developments, SK

Thomas Benjoe, CEO, FHQ Developments, SK

- Developing long-term economic independence
- Investing in profitable business ventures
- Advancing community economic development
- Remaining consistent with First Nation's Values

11:15 – 12:15

A Perspective on Reconciliation

Len Jackson, Leaders International

Sharon McLeod

- Capacity building, partnerships, training and employment, all leading to the concept of reconciliation
- The AMTA model used in the HR group at New Gold
- Examples of the AMTA at work
- Bringing us together in community using this approach model
- Partner participation and the willingness to do something different

12:15 – 1:15

Luncheon Break

1:15 – 2:15

CASE STUDY

Child Welfare Agencies & HR Governance

Vickie Whitehead, Director, Aboriginal Client Services, Public Sector, Human Capital, Deloitte

- Using the Medicine Wheel as a governance and analytical tool in HR Management
- Examining the social structure framework from this perspective
- Understanding the importance of spirituality important to healing
- Guiding the social worker / HR Manager to holistic, balanced practice
- Encouraging healthy identity development
- Analyzing the various roles of, and form action plans for, social work practice

2:15 – 3:15

Building Healthcare Capacity for First Nations Through HR Management

- New programs and initiatives to build front line health care for Indigenous communities

3:15 – 3:30

Networking Break



3:30 – 4:30

Supporting Apprentices within Indigenous Communities

Shannon Hanson, Career Development Practitioners, BC Industry Training Authority

Cara Lenoir, Industry Relations Advisor, BC Industry Training Authority

- The benefits of apprenticeship training in First Nation communities
- Understand how the trades training system works
- Aligning trades training opportunities with economic development
- Applying the community-based training model
- Collaborating with partners to train your local workforce

4:30

End of Conference

Human Resource Management for **Indigenous Communities**

September 17-19, 2019 • Vancouver, British Columbia

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1 PRINT YOUR NAME AND CONTACT INFORMATION

Mr./Ms./Mrs. _____ Title _____

Organization _____

Telephone () _____ Ext _____ Fax () _____

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Register for Day One Day Two Day Three

Name of Approving Manager _____ Title _____

Address _____

City _____ Province _____ Postal Code _____

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2 SELECT YOUR PREFERRED PAYMENT METHOD

EARLY-BIRD PRICES AVAILABLE UNTIL JUNE 28, 2019

All prices are subject to GST	GROUP OF THREE OR MORE	GROUP OF TWO	ONE REGISTRANT
One Conference Day	\$799 per person	\$899 per person	\$1,099
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Three Conference Days	\$1,999 per person	\$2,099 per person	\$2,299

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LOCATION:

Human Resource Management for Indigenous Communities will be held at a convenient location in Vancouver, British Columbia. Detailed venue information will be forthcoming as it becomes available.

YOUR REGISTRATION INCLUDES:

Registration fees include all course materials, continental breakfast, lunch, and refreshments. **Parking and accommodation are not included.**

SPONSORSHIP, EXHIBITION, AND PROMOTIONAL OPPORTUNITIES:

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CANCELLATION POLICY:

Substitutions may be made at any time. If you are unable to attend, please make cancellations in writing and email to register@infonex.ca or fax to 1-800-558-6520 **no later than September 3, 2019**. A credit voucher will be issued to you for the full amount, redeemable against any other INFONEX course and which is valid for twelve months (one year) from the date of issue.

Registrants who cancel after **September 3, 2019**, will not be eligible to receive any credits and are liable for the entire registration fee.

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