



CAHRMA

Canadian Aboriginal Human Resource Management Association

Session Descriptions **Wednesday April 15, 2015**

A1

Choose the Best Training Program for Your Community
Six Steps to Guide Your Decision Making Process
Presenter: Matt Adolphe

This workshop provides the skills needed for a community to make the right choice when choosing a training to employment program. This is important if we want to set our youth and community up for success. Otherwise, in the end, if the program does not produce results for the participants, everyone loses in the process. Training providers, course participants, and the community as a whole want to see everyone benefit. However, it is up to the community to have clear process in place for judging the usefulness of a program, so it has a positive impact on the community. So, let's examine what the six-step approach to assessing training programs looks like.

A2

Performance Management
Presenter: Lorraine Desmarais

Organizations expect supervisors to complete an annual performance review for each of their staff as part of effectively managing individual and team performance. However do you have employees and/or supervisors who dislike the performance management process? Does your organization have a framework or model to navigate the performance management process that is not effective?

As First Nations, Metis or Inuit peoples we will look at ways to blend mainstream western frameworks of conducting performance management processes with the seven sacred laws that act as a spiritual foundation or way of life.

Objectives:

- Examine common barriers to effective performance (appraisals) management.
- Examine a traditional approach to developing performance management in your organization.
- Discuss how to create a culture of respect and trust within the performance development process.
- Explore your role in supporting the performance management process.

A3 -

10 Secrets to Successful Benefits Plan

Presenter: Andrew Clarke

The content of my present will reveal the 10 secrets of what employers need to know about running successful benefit plans:

- 1) How does your advisor get paid?
- 2) What are inducements and why do they increase costs?
- 3) How can changes be made to a plan without your knowledge?
- 4) How can group insurance premiums go up when claims experience goes down?
- 5) How to decrease group insurance premiums without decreasing benefits.
- 6) How to make the Non-Insured Health Benefit (NIHB) program a first payor
- 7) Why generic brand drugs are just as good as brand name drugs?
- 8) Why is your pension regulator changing from OSFI to the province?
- 9) What is the difference between gross and net rates of returns?
- 10) At what asset levels should pension management fees reduce?

B1

“Connecting Aboriginals to Industry: A Blueprint for Action”

Presenter: Ron Peters

The presentation will focus on developing a “blueprint” and action plan for employment readiness programs to Connect Aboriginals to Industry (CAI), and will cover the following:

- Manitoba’s successful Connecting Aboriginals to Manufacturing programs
- CAI Program Goals: start with the end in mind
- CAI “DNA”: key elements for success
- CAI Business Practices
- Focus on developing project Partnerships
- Building customized Training Program Modules
- Stakeholder driven / needs based Action Plans
- Delivering Employment Readiness
- Measuring Success
- Next Steps for local Aboriginal communities

B2

Shifting Complacency and Sense of Entitlement to Engagement and Productivity

Presenter: Charlotte Larocque and Tal Moore

Ultimately, businesses need to make money to survive. It is the people within the company that copulate success or failure, and it is their thinking that determines expansiveness or deterioration.

Consider the following:

- Cost implications of unsafe, disengaged and complacent workers
- The impact of ineffective communication and transfer of knowledge
- Why a positive attitude, trust and rapport matter to you, the company and the future
- Why is this so important and WIIFY (What’s in it for you)

Everything in life is 20% technical (mechanical) and 80% psychological. By progressing into a new way of thinking, and investing in peoples' psyche, transformation into a positive culture is not only inevitable; it results in measurable and sustainable results.

B3

How to Craft a Personal Financial Plan

Presenter: Andrew Clarke

Session Descriptions **Thursday April 16, 2015**

C1

Look Before You Leap: A Practical Guide to Getting Started with eLearning

Presenter: Roberta Everson

Think eLearning might make your training more accessible, engaging, and manageable or cost effective, but not sure where to start? This session provides the answers you need to get started:

- What is eLearning?
- How is it being used in Aboriginal communities and organizations?
- How can it benefit your organization and your learners?
- How do you know if eLearning is right for your organization and your learners?
- What do you need to implement eLearning?
- How do you get it?
- How much does it cost?

C2

Duty to Accommodate

Human Rights legislation

Duty to accommodate employees – what does it mean and how does it apply in workplace.

Undue hardship – how and when does an organization show undue hardship and what constitutes undue hardship.

Bonafide Occupational Requirement.

What are employer and employee responsibilities in the duty to accommodate.

C3

"Don't Get Board, Know Your Role"

Presenter: David Wynne

Aimed at Chiefs and Councils, this session talks about the role and responsibility of the Board and Directors of the community and companies within the community. Learn how to direct your community towards success without having to control all the details. Understand your required commitment as well as your liability and responsibility for the decision that you make or don't make. A Board governing and operating properly builds a strong and vibrant community.

D1**Successful Fundamental: Building Relationships Between Communities and Companies for Meaningful Employment****Presenter: Charlotte Larocque**

Progressive, expanding companies are committed to providing first class products and/or services. Savvy businesses believe that it starts with their team members. They offer competitive pay and great benefits, yet they may find it difficult to obtain and retain quality team members. Knowing that there is a Skilled Labour shortage, these companies are looking for an alternative, sustainable solution to creating a highly engaged, productive and retainable workforce through partnerships with First Nation Communities across the country. Looking beyond the technical skills, they are seeking highly motivated team members with the willingness to continuously learn and grow. This team will possess great work ethics, take pride in quality work and have a positive and professional attitude.

This presentation will outline a program that bridges the gaps, overcomes barriers and delivers results. Everything in life is 20% technical/mechanical and 80% psychological. Times are changing, so must our thinking. After all, nothing changes if nothing changes!

D2**Employment from Both Sides****Presenter: Beverly McIntosh and Brenda Miller De-Rom**

We will be talking about what we have done to create awareness within the First Nations Communities regarding career opportunities. Also what we have done to retain and advance associates in their career progression.

D3**HR for Non HR Managers****Presenter: David Wynne**

An introduction to the field of Human Resources showing the depth and complexity of the field by showing all the different areas of HR, how they interact, the responsibilities held by the HR practitioner and how it supports the business process.

The presentation is aimed at those who are not involved in HR to help them understand why it is important to have an HR professional and allow that person to make the decisions that will support the organization.