



Leading Workplace Change

 **A National Discussion on Workplace Health & Safety**



EXPLORE
current issues



STIMULATE
creative solutions

INSPIRE
workplace change



March 8 & 9, 2010
National Capital Region





Leading Workplace Change

EXPLORE current issues, STIMULATE creative solutions and INSPIRE workplace change. Join hundreds of health and safety professionals from across the country and the Canadian Centre for Occupational Health and Safety (CCOHS) at Forum III – **Leading Workplace Change** on March 8 & 9, 2010 in Canada's National Capital Region (Gatineau, Québec).

FACILITATORS

The Canadian Centre for Occupational Health and Safety (CCOHS) is Canada's national resource for the advancement of workplace health and safety. CCOHS promotes the total well-being – physical, psychosocial and mental health – of working Canadians by providing information, training, education, management systems and solutions that support health and safety programs and the prevention of injury and illness.

Forum Advisory Committee

The Forum III Advisory Committee consists of the following representatives from the CCOHS Council of Governors

Stuart MacLean – WCB of Nova Scotia

Jean Dalton – representing Canadian Manufacturers and Exporters

Matthew Firth – representing the Canadian Union of Public Employees (CUPE)

A complete list of CCOHS' Council of Governors is on CCOHS' website at www.ccohs.ca/events/forumIII/facilitators.html

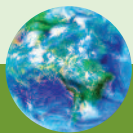
Forum III **Leading Workplace Change** is a two-day national event that will bring together subject experts, workers, employers, and governments to share their knowledge and experience around the rapidly evolving workplace.



Throughout the key discussion topics of the internal responsibility system, participatory ergonomics, workplace violence, and training and knowledge transfer, a common thread becomes apparent – the critical role that leadership can play in affecting workplace change.

Featuring speaker sessions, case studies, panel and group discussions, and an innovation and best practices showcase, Forum III is an opportunity for participants to explore and better understand how leadership in the workplace can significantly impact the health and safety needs of workers.

This will be CCOHS' third national forum. The most recent, held in Vancouver, BC, brought together hundreds of participants from across Canada who shared their experiences while putting forth recommendations on emerging health and safety issues in changing workplaces.



KEEPING IT GREEN

CCOHS is making every effort to minimize the environmental impact of the Forum in as many aspects as possible, and we ask for your assistance in this endeavour.

Opening and Welcome



Invitée d'honneur – L'honorable **Lisa Raitt**
Ministre du Travail

Keynote Presentation: Leading @ the Speed of Change



Leading is easy when things are smooth. It's when the going gets tough that our leadership is truly tested – and most needed. How we respond – as Leaders, Followers, or Wallowers – determines our personal effectiveness and organizational culture.

Presenter: JIM CLEMMER, Practical Leadership Strategist and best-selling author.

— REFRESHMENT BREAK —

Session 1: Leadership within the System – The Canadian



OH&S system is based on the principle of the Internal Responsibility System (IRS). This approach has been fairly successful over the past 30 years in reducing rates of injury and disease. It is also recognized that leadership and management commitment are necessary to accomplish significant impact in OH&S. This presentation will examine the dynamics between the IRS and leadership, and how they can positively influence and strengthen the culture of safety.

Presenter: DR. JULIAN BARLING, Professor of Organizational Behavior and Psychology in the Queen's School of Business, and Associate Dean with responsibility for the Ph.D, M.Sc and Research programs in the School of Business.

Panel Discussion: Employer and Labour Perspectives on Leadership and Responsibility



– In this interactive session, panelists will share their observations and provide answers on the internal responsibility system, management commitment, and leadership, from the perspectives of employers and labour.

Panelists: CATHY WALKER, Former National Health and Safety Director of the CAW (Canadian Auto Workers Union) | FRANK SAUNDERS, Vice President Nuclear Oversight and Regulatory Affairs, Bruce Power.

— LUNCHEON —

Session 2: Implementing Successful Participatory Ergonomic Programs: Opportunities and Challenges



This presentation will examine some of the key factors that affect the successful implementation of participatory ergonomics in workplaces. Specific topics to be addressed include the composition of ergonomic teams, the roles and responsibilities of team members, the process of group consultation among team members and the importance of support among different workplace stakeholders.

Presenter: DR. NANCY THEBERGE, Professor in the Departments of Kinesiology and Sociology at the University of Waterloo.

Case Studies: Successful Implementation of Participatory Ergonomics



– Two perspectives on this question are detailed in this session. One case is told from a management perspective at a manufacturer of polyurethane foam products. The other case is told from a worker's perspective in the automotive industry.

Facilitators: DAN DUBBLESTYNE, Health, Safety and Environment Director at The Woodbridge Group | WYATT CLARK, National Ergonomic Coordinator / Chrysler Canada / Canadian Autoworkers Union (CAW).

— REFRESHMENT BREAK —

Workshops: Participatory Ergonomics Leadership & Responsibility

Opening Remarks

Session 3: Towards a National Prevention Strategy for Workplace Violence in Canada

This session will present an overview of the hazards of violence in the workplace, outline preventive measures to reduce the potential for violence, and suggest how workplaces can apply leadership to prevent violence in the workplace. Plus, you'll learn about Canadian workplace trends regarding workplace violence and psychological harassment, and walk away with insights to establish a comprehensive prevention program that meets your legal and regulatory obligations.



Presenters: GLENN FRENCH, President of the Canadian Initiative on Workplace Violence | ANTHONY PIZZINO, National Director of Research, Job Evaluation and Health and Safety for the Canadian Union of Public Employees.

— REFRESHMENT BREAK —

Session 4: Four Generations – Four Approaches to Work: Enhancing Training & Coaching for All

Organizations today face the challenge of creating high-performing environments that produce results, while maintaining a safe and healthy work environment for all employees. Your workplace is comprised of four generations (Traditionalist, Baby Boomer, Gen X and Gen Y). Each of these cohorts possesses unique identities that translate into different behaviors in the workplace. It is important for leaders and colleagues alike to be able to tap into the values and expectations of each generation in order to increase levels of engagement, team performance and health and safety.



Presenter: GISELLE KOVARY, Managing partner and co-founder of n-gen People Performance Inc.

— LUNCHEON —

Workshops: Violence Prevention Training & Knowledge Transfer

Workshop Reports: Strategies, recommendations, and outcomes from all Forum III workshop sessions will be reviewed and shared.

Closing Remarks

FEATURES

Expert Presenters

Tripartite Representation

Participant Interaction

Showcase of Innovation and Best Practices

Simultaneous Interpretation

Continuing Education Points

FORUM III SPONSORS



Small Business Banking



Public Service Alliance of Canada
Alliance de la Fonction publique du Canada



REGISTRATION

Register online at
www.ccohs.ca/events/forumIII

Individual Registration **\$549**

Student, Group and Members rates are also available.
Call 1-800-668-4284 for details and to register.

Note: 5% GST extra on all fees

Registration includes:

-) participation in all sessions and workshops
-) lunches & refreshments
-) seminar materials

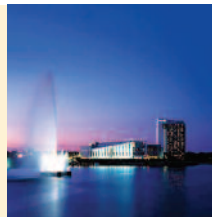
4 ways to register

Phone **1-800-668-4284** (Canada / US)
905-570-8094
Fax **905-572-4500**
E-mail **clientservices@ccohs.ca**
Online
www.ccohs.ca/events/forumIII

LOCATION

Hilton Lac Leamy

A special Forum III room rate of \$159 CAD/night* is available until February 4, 2010, or until the group block is sold-out.



*2 double beds Lakeview
or 1 king bed Lakeview

Book your room by visiting the Forum III website at www.ccohs.ca/events/forumIII/ and clicking on the link to the Hilton Lac Leamy or contacting the hotel directly at:
Phone: 1-819-790-6444
Fax: 1-819-790-6408

3, Boulevard du Casino, Gatineau-Ottawa, PQ J8Y 6X4

Credits:

Attendance at Forum III earns the following credits:

Board of Canadian Registered Safety Professionals (BCRSP) – 1.0 Certified Maintenance Points (CMPs)

Canadian Registration Board of Occupational Hygienists (CRBOH) – 2.0 Registration Maintenance Points (RMPs)

American Board of Industrial Hygiene (ABIH) – 1.5 Certified Maintenance Points (CMPs) to CIHs/CAIHS

Ontario Kinesiology Association (OKA) – 13 primary category CESP points

Canadian Nurses Association (CNA) – While this educational activity is not officially endorsed by the Canadian Nurses Association (CNA), nurses may claim it as a continuous learning (CL) activity toward renewal of the CNA certification credential if it is related to their nursing specialty. Pre-authorization from the CNA Certification Program is not required. Participants are encouraged to retain a confirmation of attendance.

Additional credits are pending.



Forum III is a scent-free / smoke-free event.

To ensure the comfort and health of all Forum participants, smoking will not be permitted at any of the Forum sessions. Please avoid use of perfume, cologne, or other scented personal products. We appreciate your consideration.



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