

SUMMIT ON THE MATURE WORKFORCE

THE BIG SHIFT

ARE YOU READY?

FEBRUARY 6TH - 8TH, 2012

CALGARY CHAMBER OF COMMERCE

Join
a virtual
job fair!

Just because your high experience workers don't make a fuss, **don't make the mistake of not actively managing** their new exit plan.

Is your Pension aligned with your Business and HR Strategy? – find out what over 500 Canadian organizations are saying in this groundbreaking research and what you can do about it.

Find out what your younger managers might not be doing that will hurt the organization

Learn the steps to develop an **older workforce strategy**

Network and join the community we are creating

Find out what the **Alberta Government** is doing

THE BEST EMPLOYERS AWARD FOR 50 PLUS CANADIANS LUNCHEON

Marc Freedman – *Keynote Speaker CEO Civic Ventures, Experience Corps creator of the term "Encore Careers"*



PAST ATTENDEES:

Alberta Government
Alberta-Pacific Forest Industries Inc.
ATCO Gas
Athabasca University
Bayer Inc.
BC Hydro
Benefits and Pensions Monitor
Business Times
Cadillac Fairview Corporation
Calgary Cooperative Assoc. Ltd.
CAMH
Campbell Company of Canada
Canada Revenue Agency
Canadian Labour Congress
Canadian Tire Corporation
CBC
Ceridian
City of Calgary
City of Toronto
Coast Capital Savings
CSA Group
Devon Canada Corp.
DGT-Union Gas
Direct Energy
E.I. Dupont
EDS Canada
Encana Corporation
Enmax Corporation
ESSO
Excell Services
Globe and Mail
Goodmans LLP
Grant MacEwan College
Hamilton Health Services
HRPAO
HRSDC
HSBC Bank of Canada
IBM Canada
Imperial Oil Ltd.
Inco Ltd.
J. Hancock
Kraft Canada
Manpower
Manulife Financial
Merck Frosst
Ministry of Labour
Ministry of CSS & Child & Youth Services
Monster Canada
Morneau Sobeco
National Bank of Canada
Nexans Canada Inc.
NOVA Chemicals Corp.
Ombudsman of Ontario
Ontario Power Generation
Osler Hoskin & Harcourt LLP
Pfizer
Price Waterhouse Cooper
Profit Magazine
Royal Victoria Hospital
Scotiabank
Siemens Canada Ltd.
Standard Life
Statistics Canada
Sun Life Financial
TD Meloche Monnex
The Conference Board of Canada
Toronto Transit Commission
Unilever Canada
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WallMart
Xerox
York Regional Police
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ASSOCIATION OF
CANADA

 **Studies
IN AGING**

 **TalentPool**
Global Employee Resources and Information

 **WORKPLACE
INSTITUTE**

 **Centre for High
Experience Talent**

THE SUMMIT ON THE MATURE WORKFORCE

Part 1 - Will take place February 6th 8:00 am to 1:30 pm (sponsored by the Alberta Government)

Followed by:

Part 2 - Workshops on: Knowledge Transfer, Professional Passport, Collaborative Workplace and developing an Older Workforce Strategy

JOIN US FOR JUST THE MORNING (INCLUDING LUNCH) OR REGISTER FOR THE WORKSHOPS FOR IN-DEPTH LEARNING

FEBRUARY 6th SUMMIT ON THE MATURE WORKFORCE PART 1

- 7:30 am – 8:00 am** Registration, Coffee and Breakfast
- 8:00 am – 8:05 am** **Julie Ball**, Executive Director, Talent Pool Development Society, Calgary Chamber of Commerce, Opening Remarks
- 8:05 am – 8:15 am** **Honourable David Hancock**, Minister, Human Services (invited)
- 8:15 am – 9:00 am** **Shannon Marchand**, Assistant Deputy Minister, Workforce Supports, Alberta Older Workforce Strategy - *Engaging the Mature Worker: An Action Plan for Alberta* (invited)
- 9:00 am – 9:45 am** **Keynote Address: Marc Freedman**, CEO of Civic Ventures, creator of Experience Corps and author of *The Big Shift*



Marc Freedman

Are you Ready for the Big Shift?

Millions of people in their fifties, sixties, and seventies are searching for answers to the question “What’s next?” and are navigating their way to an entirely new stage of life and work, one that could last as long as midlife.

But shifting to a much longer lifespan isn’t as easy as it may seem. Unlike the transition from adolescence to adulthood, managing this process for many is a do-it-yourself project. It need not be that way.

Drawing on powerful personal stories, Freedman will discuss the new stage of life, the implications for today’s workforce, the agenda for organizations that are poised and eager to help, and the vision we’ll need to help millions find their footing in a new map of life.

THE GOAL: to transform the nation’s coming midlife crisis into a midlife opportunity.

9:45 am – 10:00 am Innovations in Older Workforce Practices



Michael Grogan

Barbara Jaworski, CEO Workplace Institute
Michael Grogan, VP Calgary Chamber of Voluntary Organizations.

Will update us on the latest research, government action and practices that employers are exploring and in both NFP sector and private industry.

10:00 am – 10:15 am Break

10:15 am – 11:00 am Pension Panel: Innovation and Shift in Pensions



Barbara Jaworski

Barbara Jaworski, CEO Workplace Institute

Discusses the results of an important national survey looking at the link between organizational strategy, HR strategy and pension design. In collaboration with HRSDC, U of Ottawa, U of Montreal and U of Nippissing. Over 500 Canadian organizations participated.



Jimmy Carboneau

Jimmy Carboneau, Senior Account Manager, Group Retirement Savings Wealth Management and Life and Health Insurance, Desjardins Financial Security

When plan members don’t understand the communications they receive, is it still communication? Member behaviour doesn’t mirror communication efforts. Jimmy will discuss how we fill the gap between financial literacy and an emotional connection so that members make informed decisions.



Chris Brown

Chris Brown, Law Partner, Spectrum HR Law Pension Practice

Chris Brown will discuss the trend away from traditional defined benefit pension plans in recent years, and the impact of that trend on mature workers. Chris will also provide an overview of pension legislation reform in Canada, innovations in pension plan design as they relate to mature workers, and alternatives to pensions that can assist in the attraction and retention of the mature workforce.

11:00 am – 12:00 pm Facilitated discussion and next steps with Employers

12:00 pm – 1:30 pm Best Employers Award for 50 Plus Canadians Luncheon

The 2012 Best Employers Award for 50 Plus Canadians will be presented as part of the Summit on the Mature Workforce Part 1. These awards recognize the efforts and achievements of Canada’s most progressive organizations in the key areas of hiring, training, career development, health care, employee and family benefits, retirement policy, pensions, and pre and post retirement support systems in regard to employees over 50.

WORKSHOPS PART 2

1:45 pm – 4:30 pm **Workshop Knowledge Transfer**

Barbara Jaworski, CEO, Workplace Institute
Marianne Rogerson, Professor, Mount Royal University

- **How do you ensure your employees profit from the experience and knowledge of a more seasoned worker and vice versa?** How can they balance their book learning with wisdom gained over time?
- Mentoring is both a strategic as well as a practical process where **experienced workers share their knowledge** about their area of specialty and the real issues impacting success in a supportive environment. Mentors need to learn how to teach so others will absorb the information
- This workshop explores this high impact, cost effective, career development initiative for all parties as part of a **workforce development program**
- You will be introduced to **processes you can use for mentors and mentees** aligned with your unique business strategies as well as the follow up and support processes
- This workshop will introduce both mentoring for **cultural inclusion** as well as the more practical aspect of mentoring to **teach what you know**

FEBRUARY 7th

8:00 am – 12:00 pm **Workshop Creating a Collaborative Workplace**

Amy Pearl, President, RV Rhodes LLC
Judith Spear Founder, RV Rhodes, LLC: Growth Through Discovery

Some of our greatest opportunities lie ahead. Global product development and distribution, emerging capital markets, never ceasing technology boosts, and other factors give companies hope for a bigger future. Yet, so many keys to future success are embedded in the wisdom and foundation established by our mature workers. **Today's employers are looking for three key things from their workers – the ability to think critically, engage with others and work together collaboratively** – all hallmarks of employees who thrive in, and contribute to, a collaborative work environment.

In Creating a Collaborative Workplace you will learn how to create the work climate essential for **building the right environment for diverse workgroups** to come together through common purpose, quality processes, and consistent communication to achieve success.

Through an interactive process, you will:

- **Explore** four work environments to determine your current environment and the ideal environment within your department or organization
- **Learn** how to eliminate elements of a negative workplace by replacing them with collaboration. The focus includes building a clear and common purpose, open communication, teamwork, and accountability
- **Learn how to capitalize on the strength and power of a mature worker** in a Collaborative Workplace

Luncheon

Workshop The Miracle Tool: The Professional Passport

Amy Pearl, President, RV Rhodes LLC
Judith Spear Founder, RV Rhodes, LLC: Growth Through Discovery

Have you been looking for **one assessment tool to do it all?** **Recruiting, succession planning, competency development, leadership development, team building**...these are just a few of the uses for the Professional Passport. By participating in this interactive workshop, you will:

- **Receive your own Professional Passport profile** to learn how to capitalize on your strengths and avoid what drains your energy
- **Explore** a tool that can be utilized for **all of your workforce assessment needs**.
- **Learn** how to **build a talent management program** based on business strategy, analytics, and action

FEBRUARY 8TH

8:00 am – 12:00 pm **Workshop Developing an Older Workforce Strategy**

Barbara Jaworski, CEO, Workplace Institute

Do you have an older workforce strategy? Every organization has different goals. The means to achieve them will vary depending on the individuals experiences and understanding. Discover the elements to create your own older workforce strategy and learn how to introduce it to your leadership colleagues