

REGISTRATION

Ask about getting a booth for your organization at the virtual job fair!

REGISTRATION:

First Name _____ Last Name _____

Title _____ Organization _____

Mailing Address _____

City _____ Province _____ Postal Code _____

Country _____ Phone _____ Fax _____

E-mail _____

You will be subscribed to our online newsletters to keep you up to date on mature workforce trends and news. Please check here to not be subscribed.

Please note that the Summit and workshops will be videotaped and live streamed.

Summit on the Mature Workforce Part 1 Feb 6th 7:30 am – 1:30 pm

\$150 Corporate \$79 Not For Profit Organizations \$150 Virtual Attendance

Summit on the Mature Workforce Part 2 Workshops Feb 6, 7, 8th

Individual workshops only

Feb 6th Knowledge Transfer \$150 In Person Virtual Attendance

Feb 7th Collaborative Workplace \$150 In Person Virtual Attendance

Feb 7th The Miracle Tool \$150 In Person Virtual Attendance

Feb 8th Older Workforce Strategy \$150 In Person Virtual Attendance

Summit on the Mature Workforce Part 1 & 2

\$399 Corporate \$325 Not For Profit Organizations \$399 Virtual Attendance

BONUS

• Register for the Summit on the Mature Workforce and get a one year free subscription to the HR Reporter a \$197 value!

• Register now and have free access to a series of webinars before and after the Summit. These begin in early January, so register as soon as possible to not miss out!

PAYMENT OPTIONS:

1. Register online: www.workplaceinstitute.org

2. Fax your registration and credit card information to 416-981-7213

3. Mail your cheque payable to "Workplace Institute" Suite 4, 2239 Bloor St. W, Toronto, ON M6S 1N7

American Express Mastercard Visa Cheque payable to "Workplace Institute"

Card number _____ Expiry _____

Name on card _____ Signature _____

Call 1-877-610-0109 if you need assistance

CANCELLATION POLICY: All sales are final as there will be a number of webinars for those registered prior to the Summit. The Summit on the Mature Workforce reserves the right to cancel any Summit or workshop if it deems necessary and will, in such event, make a full refund of any registration fee, but will not be responsible for airfare, hotel or other costs incurred by registrants. No liability is assumed by the Summit on the Mature Workforce or Workplace Institute for changes in program date, content, speakers or venue.

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"



Government of Alberta

Desjardins Financial Security

SPECTRUM HR LAW

monster.ca

CALGARY ECONOMIC DEVELOPMENT

CCVO CALGARY CHAMBER OF VOLUNTARY ORGANIZATIONS

hria

HRReporter

HRA BOOM

Kerby Centre

MOUNT ROYAL UNIVERSITY

PSAC

Studies IN AGING

TalentPool

WORKPLACE INSTITUTE

Centre for High Experience Talent

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
- University Of Western Ontario
- WallMart
- Xerox
- York Regional Police
- York University

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

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.



Michael Grogan

10:00 am – 10:15 am Break

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

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 Nipissing. Over 500 Canadians organizations participated.



Barbara Jaworski

Jimmy Carbonneau, 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.



Jimmy Carbonneau

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.



Chris Brown

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.

www.workplaceinstitute.org 1-877-610-0109

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

12:00 pm – 1:00 pm Luncheon

1:00 pm – 5:00 pm 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