

Wednesday, April 24, 2019

8:00 am	REGISTRATION AND BREAKFAST
8:00 am	MORNING WORKSHOP
8:50 am	CONFERENCE WELCOME REMARKS
9:00 am	<p>OPENING KEYNOTE: WHAT IS THE TRUE ROLE OF HR?</p> <p>The role of HR is shifting towards being at the centre of business strategy and a key component for pushing change forward. As technology advances, how can HR deliver value to changing work environments? This session will provide insights in the key to strategic HR:</p> <ul style="list-style-type: none">• Understanding the true role of HR in a fast-changing work environment• Delivering value through automation and technological advances in HR• Building a vision for the future and delivering transformational change• Providing leading edge strategy and innovation to support and drive the business• HR's credibility at the leadership level and how it affects a company's bottom line <p> Todd Wohler, Chief Human Resources Officer, Ritchie Bros. Auctioneers</p>
9:40 am	SESSION BROUGHT TO YOU BY ULTIMATE SOFTWARE
10:20 am	NETWORKING COFFEE BREAK
10:50 am	<p>MAINTAINING YOUR UNIQUE COMPANY IDENTITY THROUGH PERIODS OF CHANGE</p> <p>As organizations continue to scale, navigate digital disruption and respond to the differing requirements of the most age-diverse workforce in history, HR leaders must evolve their company culture to reflect the new business environment whilst retaining the organizations unique identity and core values. How do you walk the tightrope between drive successful change and maintaining culture?</p>

- Evolve in positive ways and remain competitive while being able to maintain the identity and values of your company brand
- Create a positive organizational culture through inclusion and authenticity
- Foster a culture of accountability and learning through open communication
- Link organizational culture to traditional business measures of success



Kristen Rasmussen, Vice President, People and Culture, Telus



Zuleika Sgro, Vice President, Saje Natural Wellness



Terrence Schmaltz, SVP HR & Communications & CHRO, Westminster Savings Credit Union



Kristen Maclellan, Director, Talent, Best Buy

12:15 am

NETWORKING LUNCH

1:15 pm

BREAKOUT SESSIONS

Session brought to you by ADP

Case Study - Using People Analytics to Build Teams While Developing Leaders

SureWerx - one of Canada's Best Managed Companies -- with people dispersed throughout Canada and the USA - partnered to use people analytics to provide Surewerx with the right solutions to increase their dispersed teams' and leaders' effectiveness to support cultural change and drive business results. Join Renée Safrata, CEO of Vivo Team and Anna-Maria Parente, Vice President of Human Resources, SureWerx as they share this case study with you.



Renée Safrata, CEO, Vivo Team



Anna-Maria, VP HR, SureWerx

1:45 pm

AFTERNOON KEYNOTE: A FOCUS ON MENTAL HEALTH & WELLNESS



Karim Mamdani, President and CEO, Ontario Shores Centre for Mental Health Sciences; Canadian HR Champion of the Year Award Winner, Canadian HR Awards 2017

2:15 pm	NETWORKING COFFEE BREAK
2:45 pm	<p>HOW TO WIN THE WAR FOR TALENT</p> <p>Employers in Vancouver are locked in competition to employ the best talent and top performing candidates. What's the secret to engaging the most productive talent while simultaneously facing the new challenges of a global disruptive market? What are the key strategies for retaining talent once its in the door? It's all under discussion from a panel leading Canadian HR executives. They'll cover:</p> <ul style="list-style-type: none">• How to combat the increasing turnover rate in Vancouver and retain top talent• What are the best apps and tools for sourcing top talent?• Using technology to deliver a competitive candidate experience - make it smarter, faster and seamless• Compensation, total compensation and rewards – how to provide a compelling total package• How do you position your brand to attract top talent and engage employees?• Retain your talent by provide ongoing opportunities and incentives <p>Moderator:</p> <p> Antonio Zivanovic, Employee Health, Benefits & Pensions Strategist; CEO, The ReFrame Financial Group</p> <p>Panelists:</p> <p> Lorie Corcuera, Co-Founder & CEO of SPARK Creations & Co. Inc.</p> <p> Nahal Yousefian, Chief People Experience Officer, Mountain Equipment Co-op (MEC)</p> <p> Tracy McDonald, Director, Talent & Culture, Left</p>
3:30 pm	<p>HOW IS AI GOING TO CHANGE THE WORKFORCE LANDSCAPE?</p> <p>As AI technology is rapidly entering the workplace, the discussion continues of how technology disruptions are shaping the future of work and its implications for HR and business leaders. This exciting session will discuss:</p> <ul style="list-style-type: none">• Taking a strategic look at the impact of AI across the workforce and how organizations need to adapt

- Creating a clear AI strategy to adapt to new technologies and determining which roles will remain relevant and valuable
- Leveraging AI to collect data, preform administrative tasks, and reduce time across multiple processes
- Reaping the benefits of early adoption: creating efficiencies in the recruitment process and better matching the right talent to the right role
- Providing your workforce with the right training, development and tools they need to succeed in the digital era.



Matt Burns, Founder, Global HR Collective



Alison Brown, Vice President, HR & Administration, Intracorp Projects Ltd.

4:15 pm

CLOSING KEYNOTE: BEING AT THE FOREFRONT OF DIVERSITY & INCLUSION

Delivering successful D&I programmes has become a strategic priority. What are the latest trends and innovations that help facilitate long-term inclusivity? This session will discuss:

- Exploring diversity beyond demographics
- Securing leadership buy-in for diversity programs and measuring their impact on business performance
- Addressing bias across the workplace, recruitment, selection and reward and recognition
- Creating strategies of how to lead a multigenerational workplace



Rachel Williams, Global Head of Diversity & Inclusion, StubHub



Natalie Scott, Managing Director, Global Benefits & Recognition, BMO Financial Group

5:00 pm

CLOSING REMARKS & NETWORKING COCKTAIL RECEPTION