



Canada



SHIFTING SANDS II – Transitions

PEI Leadership Forum 2006

Thursday, October 5, 2006

8:30 a.m. to 4 p.m.

Rodd Royalty Inn, 14 Trans Canada Highway

Charlottetown, Prince Edward Island

Cost: \$125

Sponsored and Supported by:
National Managers' Community
PEI Managers' Network
Government of Prince Edward Island
Federation of PEI Municipalities
Veterans Affairs Canada
PEI Federal Regional Council
New Professionals
LINK (Leadership Initiative Networking Knowledge)

Agenda

8	Registration Opens	Courtyard
8:30	Official Welcome Leadership Forum Co-Chairs	Courtyard
8:40	Opening Remarks and Greetings from Champions	
8:45	Keynote: Stopping the Brain Drain: Dealing with Generational Differences in the Workplace Guest speaker Dr. Linda Duxbury, Professor at the Sprott School of Business, Carleton University, Ottawa	Courtyard
10	Networking/Refreshment Break	Courtyard
10:20 to 12	Return to plenary with Dr. Duxbury	
12 to 1:15	Networking Lunch (included in registration fee)	
1:15 to 4 p.m.	Concurrent Workshops (Select one of Workshops A, B, C or D)	

Workshop A

The Art of Hiring Smart

Tim Brennan, The Brennan Group www.HiringSmart.ca

Workshop B

Nurturing Essential Knowledge in Your Organization – The Art and Power of Storytelling

Session will be given by representatives from the
National Managers' Community

www.managers-gestionnaires.gc.ca

Workshop C

Due Diligence: A Practical Approach

James Gormley, Lawyer, Stewart McKelvey Stirling Scales

Workshop D

Collaborative Leadership: The Key to Effective Change in Organizations

Gerry Hopkirk, Coordinator of Graduate Studies, UPEI

4 p.m. – Forum Closes – there is no return to plenary

Morning Keynote Address

**Stopping the Brain Drain: Dealing with
Generational Differences in the
Workplace** with guest speaker Dr.
Linda Duxbury, Professor at the Sprott
School of Business, Carleton University,
Ottawa

Leaders in public service and private
business are being challenged more
and more with attracting and retaining
highly skilled staff across four identified
generational groups that have
remarkable attitudinal differences.
Members of these four groups are being
asked to understand each other's
positions at least sufficiently enough to
work together productively and
harmoniously. Atlantic Canadians are
being recruited to address shortages in
growth centres outside the Atlantic
Provinces and this, combined with
demographic changes, will elevate the
stressors on attracting and retaining
talent.

Dr. Duxbury's new research focuses on
the generational gaps and the changing
demographics that are creating
challenges with staffing, retaining
skilled staff, managing people from
different generations and addressing
business culture. This new research
builds on her earlier work-life balance,
E-business and flexible work
arrangements studies. These core skills
should better prepare public service
and private business leaders with
options to address these stressors.

It isn't the mountains that
wear you out. It's the grain
of sand in your shoe.

(Anonymous)

1:15 to 4 p.m. – Concurrent Workshops (Select one of Workshops A, B, C, D)

Workshop A

The Art of Hiring Smart

Tim Brennan, The Brennan Group
www.HiringSmart.ca

Staying competitive and recruiting talent is becoming more challenging as many experienced managers retire. Come and learn new insights into the difference between top performers and bottom performers, and new processes to find, hire and keep the best people.

Tim Brennan is the Chief Visionary Officer of The Brennan Group of Online companies. After graduating from Queens University, Tim spent 13 years in sales, management, IT, key accounts and human resources with Hostess Frito-Lay. During his time training managers for Eastern Canada, Tim questioned traditional hiring practices that focused on experience and education while ignoring critical factors like job-fit, core values and beliefs. As a result, he developed new insights into the differences between top and bottom performers, and new processes to find, hire and keep the best people. Since 1998, he has been helping North American businesses improve their results by providing the tools and advice to develop their own successful hiring and employee retention programs. To date, over 40 partner companies and 800 organizations throughout North America are using Tim's "Hiring Smart" process.

Workshop B

Nurturing Essential Knowledge in Your Organization – The Art and Power of Storytelling

Session will be given by representatives of the National Managers' Community

Storytelling has been used to learn and share knowledge for generations. It is a compelling form of communication, a way to interact with each other. Stories honour our past, describe our present and can shape our future. They can convey information, build relationships and ignite people into action. Come to hear how organizations all over the world are looking at storytelling as a promising tool for organizational change.

Workshop C

Due Diligence: A Practical Approach

James Gormley, Lawyer, Stewart McKelvey Stirling Scales

The Westray mine disaster significantly changed Canadian expectations of safety for workers and the public. Provincial and Criminal legislation now creates organizational and personal liability for occupational health and safety. Your diligence as a leader is essential to reducing your risk of exposure to prosecution and protecting the safety of your employees and the public.

James Gormley is a partner in the firm of Stewart McKelvey Stirling Scales. He practices in the area of civil litigation with a concentration on occupational health and safety law, medical malpractice defense and criminal law. James has practised in the area of criminal law, in particular as a prosecutor for the Federal Department of Justice. He has defended corporations and individuals in all levels of court and has represented clients in administrative tribunals in professional disciplinary matters in health care, professional liability and employment matters in Prince Edward Island.

James graduated from UPEI and Dalhousie University (LL.B., 1989). He is a member of the Law Society of Prince Edward Island, past president of the Canadian Bar Association Prince Edward Island Branch, past president of the UPEI Alumni Association and serves on the UPEI Board of Governors. He has been a presenter in numerous seminars and lectures in the area of occupational health and safety law and criminal law.

Our moral responsibility is not to stop the future, but to shape it...to channel our destiny in humane directions and to ease the trauma of transition.

Alvin Toffler, futurist

Collaborative Leadership: The Key to Effective Change in Organizations

Gerry Hopkirk, Coordinator of Graduate Studies,
UPEI

As workplaces recruit staff, leaders must adapt to a variety of skill sets ranging from seeking, building and recognizing individual skills to visioning and giving power to others. This practical and interactive workshop exercises 12 of the skills required for managers practising collaborative leadership amongst team members. In today's changing workplace demographics, these various skills are required to build both individual and team effectiveness.

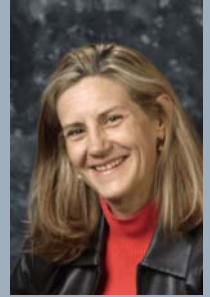
Gerry Hopkirk is Coordinator of Graduate Studies and teaches in the Faculty of Education at UPEI. He has wide experience in teaching, administration and leadership in the private, public and voluntary sectors. He has taught at all levels of school and university, been a school principal and superintendent, a professional development director, a private business consortium vice-president, general secretary of the Division of Mission of The United Church of Canada and Dean of Education at the University of Prince Edward Island. His research interests include leadership development, change, organizational effectiveness, staff development, learning communities and ethics in the workplace. In addition, he does private consulting work with a variety of organizations.

Gerry holds B.Sc., B.Ed., M.A., and Ph.D. degrees. He is committed to encouraging people to develop their leadership potential and to helping organizations become exciting places to work and places which provide exemplary service to clients.

I can't teach you anything. I can only make you think.

Socrates

Keynote Speaker Dr. Linda Duxbury



Linda Duxbury is a professor and researcher at the Sprott School of Business, Carleton University, Ottawa. She received an M.A.Sc. in Chemical Engineering and a Ph.D. in Management Sciences from the University of Waterloo. Her active research interests include managing the new workforce; balancing work and family in the public service, private business and not for profit sectors; organizational and individual impacts of e-business; change management and studying what makes a "supportive" manager; career development in public and high tech sectors; and generational differences in work values. She has recently completed a major follow-up study on work-life balance in which 32,800 Canadian employees participated.

Linda is an accomplished trainer and speaker in the area of supportive work environments, gender and communication and the communication process. She teaches undergraduate and graduate courses at Carleton and has presented more than 250 plenary talks. She has published widely in both the academic and practitioner literatures and her dynamic speaking and teaching has won her awards from national organizations, faculty and students.

When one door of happiness closes, another opens;
but often we look so long at the closed door
that we do not see the one which has been opened for us.

Helen Keller