

Program

Thursday, November 2, 2017 (Day One)

- 8:00 am – 9:00 am **Registration**
Coal Harbour Ballroom Foyer
- 9:00 am – 9:15 am **Welcome and Overview**
Renzo Del Negro, CEO
Coal Harbour Ballroom
- 9:15 am – 10:45 am **Keynote Speaker: Unlocking Happiness at Work**
Jennifer Moss, CEO, Plasticity Labs

As author of the book, *Unlocking Happiness at Work*, Jennifer has made the study of happiness in the workplace her passion and professional focus. Jennifer will share current research and strategies drawn from her Ontario project, "the HERO Generation," which explores the impact of healthier educators on students' academic outcomes. Balancing research and real-world case studies, Jennifer presents informative and inspirational stories for school district leaders to consider in their building of strong organizational cultures.
- 10:45 am – 11:00 am **Refreshment Break**
Coal Harbour Ballroom Foyer
- 11:00 am – 12:30 pm **Plenary Session: Building a Strong Organizational Culture — Whose Responsibility Is It?**
Tracey Gurton, Sauder School of Business, UBC

A healthy culture fosters many positive outcomes, including lower turnover, greater engagement and productivity, and collaborative team environments. Tracey will identify the necessary factors and practices that make organizations special, unique, and capable of supporting the organization's vision. Starting with an examination of what organizational culture is, Tracey will explore the most effective leverage points for maintaining our culture's strengths as well as investigate how culture can be a leadership tool.
- 12:30 pm – 1:15 pm **Lunch (provided)**
Coal Harbour Ballroom Foyer



1:15 pm – 2:15 pm

Working Sessions

Session A: Legal Tips for Avoiding Culture Woes

Lindsie M. Thomson and Sari A. Wiens, Harris & Company LLP

With many districts hiring additional staff this school year, ensuring new hires adopt healthy workplace habits that contribute to positive school culture is critical. Lindsie and Sari will provide participants with legal tips they can implement in their districts to avoid problems that impact culture, with a focus on four key topics: evaluation, conversion, harassment, and social media. Discussion will include lessons learned and steps that can be taken to proactively address issues before they become arbitration cases.

Room: Coal Harbour A

Session B: Strategies to Maximize Your Recruitment Efforts

Simon Lewis, 6S Marketing and Janet Stewart, BCPSEA

As district's recruitment needs grow and competition for candidates increases, leveraging your district's unique culture and differentiating your organization from others is important. Simon will share strategies used in his work with post-secondary institutions to ensure that you showcase the best of your culture to maximize the candidate "fit" with your district. Janet will frame Simon's suggestions within our K-12 context and share additional tips to assist retention.

Room: Coal Harbour B

Session C: The Connection Between Health and Work

Kathy Wright and Maureen Carradice, BCPSEA

Individual health and wellbeing inside and outside the workplace is recognized as an important component of maximizing an organization's culture. How people feel about their lives, including their jobs and their relationships with the people around them, contributes to their overall health and wellbeing. Kathy and Maureen will explore key factors contributing to an individual's sense of health and wellbeing in the workplace and what leaders can do to support their employees.

Room: Grouse Room

2:15 pm – 2:45 pm

Refreshment Break

Coal Harbour Ballroom Foyer

2:45 pm – 3:45 pm

Working Sessions A, B and C (repeated)

4:00 pm

Wine and Cheese Reception

Hosted by Morneau Shepell

Coal Harbour Ballroom Foyer



Friday, November 3, 2017 (Day Two)

- 7:30 am – 8:30 am **Breakfast (*provided*)**
Coal Harbour Ballroom Foyer
- 8:30 am **Welcome**
Coal Harbour Ballroom
- 8:30 am – 9:15 am **Legal Landscape Update**
Jennifer Duprey and Rosalie Cress, BCPSEA

Jennifer and Rosalie will update attendees on significant cases of interest to the sector and will share some of the recent successes of the Employment Practices Liability Program.
- 9:15 am – 10:30am **Keynote Speaker:**
Implementing a Healthy and Supportive Workplace Culture
Allan Seckel, CEO Doctors of BC

As the CEO of Doctors of BC, Allan has worked to establish and operationalize a healthy, vibrant, and positive workplace culture. Allan will share his experience as well as the specific strategies and approaches implemented to enrich Doctors of BC as a great place to work.
- 10:30 am – 11:00 am **Refreshment Break**
Coal Harbour Ballroom Foyer
- 11:00 am – 12:15 pm **Working Sessions**

Session D: Mental Health and Labour Relations — Creating a Psychologically Healthy Workplace
Dr. William Howatt, Morneau Shepell

A supportive culture can positively impact mental health and wellbeing in the workplace. Dr. Howatt discuss what leaders can do to mitigate risk and facilitate mental health, including exploration of the link with environmental factors and how *total health + resiliency* collectively impacts employees' mental health.

Room: Coal Harbour A

Session E: Addressing Workplace Dysfunction
Marli Rusen, Arbitrator, Mediator, Investigator

Workplace dysfunction (between individuals and among teams) exists in every workplace. How we address this dysfunction significantly contributes to our workplace culture. Marli and her MIRROR method will help participants understand how to best deal with these challenging issues so that they can truly build sustainable and successful teams.

Room: Coal Harbour B
- 12:15 pm – 1:00 pm **Lunch (*provided*) and Closing Remarks**
Coal Harbour Ballroom Foyer
- 1:00 pm – 2:15 pm **Working Sessions D and E (repeated)**