

# Registration Form

Please use one form per registrant.

Register online or copy this form for additional registrants.

For more information go to [www.hrpaconference.ca](http://www.hrpaconference.ca)

(applies to cheque and credit card registration)

## Conference Fees

Special early bird prices for registrations received by midnight on October 31, 2018.

For questions regarding registration, please contact CONEXSYS Registration, our Conference registration company, at 1-800-661-5319 or 905-405-8415 or Fax 1-800-628-8838 or 905-405-9870 or email [conferenceregistration@hrpa.ca](mailto:conferenceregistration@hrpa.ca).

### Contact Information \*indicates required field

* First Name (Please Print)		* Last Name	
Title		* Email	
HRPA Member No.	HRPA Chapter		
* Telephone (Work)		Telephone (Alt)	
* Company			
* Address			
* City	* Prov/State	* Postal/Zip Code	

### In Case of Emergency during the Conference

* Name	
* Telephone (Day)	Telephone (Evening)

### What is your age?

<input type="checkbox"/> Under 25 Years	<input type="checkbox"/> 25 to 34 Years	<input type="checkbox"/> 35 to 44 Years	<input type="checkbox"/> 45 to 54 Years
<input type="checkbox"/> 55 to 64 Years	<input type="checkbox"/> 65 or older		

### Number of years in HR?

<input type="checkbox"/> Less than 1	<input type="checkbox"/> 1-5	<input type="checkbox"/> 6-10	<input type="checkbox"/> Over 10
<input type="checkbox"/> Student	<input type="checkbox"/> Not in HR	<input type="checkbox"/> Industry	

**YES**, I will attend the Wednesday networking event (included in the full conference package and Wednesday single-day package)

We strive to provide an atmosphere of respect and are committed to ensuring that everyone who attends our events feels welcomed. Therefore, if you have a disability and require any special assistance, please let us know immediately, prior to attending, and we will do our best to meet your needs.

Please contact [kcarr@hrpa.ca](mailto:kcarr@hrpa.ca) or (416) 923-2324 ext 336.

**I have read and understood the terms and conditions.**

SIGNATURE \_\_\_\_\_ DATE \_\_\_\_\_

Yes, I agree to receive promotional prize draws and information from exhibitors and sponsors



### Conference Pricing (HST not included)

	EARLY BIRD (by Oct. 31, 2018)	REGULAR	SINGLE DAY
CHRP Member	<input type="checkbox"/> \$1,333	<input type="checkbox"/> \$1,615	<input type="checkbox"/> \$646
CHRL Member			
CHRE Member			
Member	<input type="checkbox"/> \$1,434	<input type="checkbox"/> \$1,716	<input type="checkbox"/> \$778
Full-Time Student Member	<input type="checkbox"/> \$393	<input type="checkbox"/> \$393	<input type="checkbox"/> \$164
Non-Member*	<input type="checkbox"/> \$1,697	<input type="checkbox"/> \$1,970	<input type="checkbox"/> \$843

<input type="checkbox"/> \$40	Subtotal	\$
Wednesday Networking Event only (Guest pass)	HST (13%)	\$
*Join HRPA as member to take advantage of member pricing. Go to: <a href="http://hrpa.ca/join">hrpa.ca/join</a>	Total	\$

HST# R104154273

### Method of Payment

<input type="checkbox"/> Visa	<input type="checkbox"/> MasterCard	<input type="checkbox"/> American Express	<input type="checkbox"/> Cheque
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Card Number	Expiry MM/YY
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Name of Cardholder	CCV #
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SIGNATURE \_\_\_\_\_ DATE \_\_\_\_\_

### How to Register

**By Mail**  
Cheque and credit card payments  
**HRPA Attn: Registration**  
**150 Bloor Street West, Suite 200 Toronto, Ontario M5S 2X9**

All conference registrants will receive confirmation within three weeks of receipt and processing of this form. Please contact CONEXSYS Registration at 1-800-661-5319 or 905-405-8415 or Fax 1-800-628-8838 or 905-405-9870 for any registration queries.

**Note:** HRPA does not provide invoices for conference registrations. You **must** attach your HST exemption certificate to your registration form in order to receive the exemption.

We reserve the right to cancel any sessions at no cost to HRPAs. In the event of a cancellation due to unforeseen circumstances, any costs incurred by registrants will not be covered by HRPA.

**Privacy Policy**  
HRPA is committed to protecting the privacy of your personal information. Data collected from this form will be used for fulfillment purposes and to notify you about HRPA programs and services. For more information, please visit our website at

[www.hrpa.ca](http://www.hrpa.ca) and click on the Privacy Policy link or contact [privacy@hrpa.ca](mailto:privacy@hrpa.ca).

**Key Registration Dates**  
Early Bird deadline:  
October 31, 2018, midnight

**Mailed (postmarked) registration cutoff:**  
Friday, January 4, 2019

**Online registration closes:**  
Friday, January 25, 2019 at 5:00 pm.

Delegates wishing to register after January 25, 2019 5:00 pm are welcome to do so on-site. Members registering on-site will need to provide proof of HRPA membership to receive the discounted rate.

### Session Pre-selection Required

All delegates are required to select sessions at the time of registration for each time slot. Session registration is on a first-come, first-served basis. For online session selection, visit [www.hrpaconference.ca](http://www.hrpaconference.ca). Fax or Mail this form with payment – select both your first and second choices (1, 2) for each time slot. Please note, this program is subject to change.

### Cancellations, Refunds or Transfers

Requests for cancellations or refunds must be received in writing. If cancellation is received:

- On or before **November 9, 2018**, you will receive a full refund (less a \$50 administration fee.)
- From **November 12, 2018** to **December 14, 2018**, you will receive a 50% refund of fees paid.

No refunds will be issued for no-shows or cancellations received after **December 14, 2018**. If you are unable to attend, you may send someone else in your place.

### Hotels

The conference host hotel is:  
**InterContinental Toronto Centre**  
225 Front Street West  
Toronto, ON  
M5V 2X3

Rate: \$205 for single or double occupancy. Cutoff date **December 27, 2018**.

Register at: <https://book.passkey.com/go/HRPA2019>

**For More Information**  
Please contact HRPA:  
416-923-2324 or toll-free  
1-800-387-1311

# Registration Form *Continued*

First Name (Please Print)

Last Name

HRPA Member No.



**Session Pre-selection Required:** Register early to get your top picks! Delegates are required to select sessions at time of registration. Please select first and second choices ( 1, 2) for each time slot.

**Please note:** This program is subject to change based on speaker cancellations and additions.

January 30, 2019

## 8:00 AM—8:50 AM

- Leading Voices Amplify Call for Change: #MeToo

## 9:00 AM—10:00 AM

- The 5 Second Rule – Achieve Breakthrough Performance in Your Career & Life

## 10:30 AM—12:00 AM

- Ask an Expert

## 11:00 AM—12:00 PM

- Leveraging Strategic Workforce Planning to Have a Stronger Voice in the Boardroom
- Current and Emerging Payroll Issues
- Fitting the Puzzle Pieces: The Law of Disability Management
- Canadian Immigration: 5 Things HR Professionals Must Master
- Business as Unusual: Maintaining a Kick-ass Culture Through Mergers, Acquisition and Growth
- Top-Down or Bottom-Up: What is the Best Approach to Change Management?
- The Employee Experience: Designing for Moments that Matter
- Canadian Corporate Immigration: Don't Get Caught with Your Foreign Workers Down
- Self-Awareness Through Science: Improving Workplace Performance Through Cognitive Diversity

- Substance Abuse In the Workplace
- Restoring the Workplace: #AfterTheInvestigation
- Work with a Mentor: Secret Sauce for Your Career Success
- The Ego-Continuum: "Shitty Leadership 2.0 – So What Now?"
- Recruiting Outside Your Bubble
- Diversity and Inclusion in the Workplace: Nurturing Your Business and Maintaining the Law
- Misconduct at Work: Lessons from Behavioural Science
- How does a Startup in San Francisco Compete for Top Talent?
- 2017 CSA Office Ergonomic Standard: Steps to Ensure Compliance
- Motivating and Retaining Employees in Unionized Workplaces
- Preparing for the Future: The 5 Investments in Talent Acquisition Every Organization Needs to Prepare for 2020!
- Practice Makes Perfect: Three Missing Pieces in Leadership Development
- Managing Moments of Disconnect — The Gift of Authentic Leadership in the Age of Uncertainty
- Civility Matters
- EY's AI Journey: Our Success with Conversational HR and Beyond
- Building the Climate for Innovation

## 1:00 PM—2:00 PM

- Unlocking Creativity: How to Solve Any Problem and Make the Best Decisions

## 3:00 PM—4:00 PM

- The Implications of the Sexual Violence and Harassment Action Plan Act on Your Workplace
- Managing the Mental Game
- The Future of Health Insurance is About Health, Not Insurance
- What to Do When the Inspector Arrives
- Do Good to Lead Well: The Power of Humility
- Building a Business Case for Employers to Actively Recruit and Retain People with Mental Illness
- Workplace Appreciation — Learning 5 Languages that will Change your Culture
- Beyond Canada 150: Bringing Indigenous Reconciliation to Life in Your Organization
- Behavioural Insights for HR: Lessons from the "Nudge Unit"
- Be Your Own Talent Agent: Career Self-Management for New HR Graduates
- A Lot Can Happen in a Year of Employment (Standards): The ESA Amendments, One Year In
- Bill 148 Amendments to the Labour Relations Act: One Year Later

- Financial Literacy in the Workplace — An Employee Engagement Strategy
- Gig Work and the Evolving Talent Landscape: What You Need to Know to Succeed
- Using People Analytics to Transform Businesses
- What Do You Need to Know? Ask a Leading Employment Lawyer and a Senior HR Practitioner Your Burning Questions
- We are Losing the Ability to Think and What to Do About It
- A Moment on the Edge: How Small Encounters Change Lives
- Social Learning — Collaborating to Create Solutions to Today's Complex Issues
- Learning Lessons Through Improv
- Gender Equality in Canada — How Are We Doing?
- A Step by Step Guide to Best Workplace Branding for Your Organization

## 3:00 PM—4:30 PM

- Ask an Expert

## 4:30 PM—5:30 PM

- How to Move Like a Maverick: Combination of Inspiration, Information & Entertainment

January 31, 2019

## 7:00 AM—8:00 AM

- True or False? 10 Science-Based Facts and Fictions About People in Workplaces
- Strength-Based Leadership: How to Engage Employees to Improve Organizational Culture

## 8:30 AM—9:30 AM

- Design Your Life — Design Thinking

## 10:30 AM—11:30 AM

- AI for HR...What You Need to Know and the Future Ahead
- A Taste of Mindfulness for Yourself and Your Employees
- The Key to Leadership Success: Self-Awareness and Emotional Intelligence
- Better Business Outcomes Through Workforce Security: A Business Case Framework
- Leadership Lessons from the Non-Profit World on Becoming a Great Workplace
- HR and IT — Partners in Change!
- People Analytics at Rogers Communications: New Mindsets, Skillsets and Toolsets for Higher-Value Insight Generation
- The Bleeding Edge: Blockchain, AI and the Application of Technology

- Investigating Organizational Culture from the Outside
- Dances with Case Law
- Advancing Your HR Career Panel Discussion: Insights from HR Leaders
- Marijuana, Alcohol and Other Drugs in the Workplace
- Hacking the Fear of Public Speaking
- Building a Resilient Workplace & Personnel Through Crisis – The SHIFT Approach®
- How Neuroscience Can Help Your Employees Take Responsibility for Their Own Engagement
- You're Only as Great as Your Candidate Experience
- Experience Connection: HR & Marketing Can Rock the Bottom Line
- Humanizing Cultures: The Power of Love and Compassion in the Workplace
- The Power of Networking to Advance Your Career in HR

## 10:30 AM—12:00 PM

- Ask an Expert
- Talent Impact Assessment

## 12:00 PM—2:00 PM

- Your Ego is Not Your Amigo

## 3:00 PM—4:00 PM

- Separation and Divorce are Workplace Issues: Helping Organizations Reduce the Costs of Separation and Divorce in the Workplace
- Talent Disruption in Financial Services
- It's Not You, It's Me — Personal Development Leadership Development
- "Can We Talk?"
- Top 10 Tips for Communicating Effectively
- Labour Market Impact Assessments: How to Maximize Your Success
- How To Survive a Pay Equity Audit
- The Voice of Business Leader on HR – A Panel Discussion
- Employee Benefits – How to Prepare for Your Renewals
- Managing Social Media Disasters
- Laughter and Chocolate: Endorphin Golden Gate
- Living Leadership: How to Create a Culture Where Everyone Acts Like a Leader... Regardless of Their Title or Role
- The EQ Leader in the Fourth Industrial Revolution

- Leadership in the Times of #MeToo — A Values Proposition
- Empathy, Vulnerability and Gratitude — Soft Skills That Lead to Big Results
- Growth Through Acquisition; How You Can Standardize Your Health and Safety Program
- TLC = RC Recipe — Wellness that is Baked In, Not Bolted On, Means Progress
- Spark New Ideas and Fuel Results
- Addressing Sexual Harassment with Institutional Courage
- Squirrel — The New Norm
- Freedom and Flexibility: How to Manage the Rise of the Remote Worker
- Applying Lean Thinking to HR Delivery
- National Pharmacare — Who Speaks for You?
- Allyship in Action: Supporting LGBTQ+ Employees at Work
- Do You Have a Well Defined Talent Philosophy?

## 4:30 PM—5:30 PM

- The Necessary Evolution of Diversity & Inclusion: The Three "Rs" Critical to Building a Truly Inclusive Workplace

February 1, 2019

## 7:00 AM—8:00 AM

- Unstoppable Tracy Schmitt: Crush Your Leadership Roadblocks
- What HR Strategy Can Learn from Marketing

## 8:30 AM—9:30 AM

- What Global QE from Tokyo to Toronto Means for You, Me, and Emerging Markets

## 10:00 AM—11:00 AM

- Troublesome Terminations: Ending the Employment Relationship in Difficult Circumstances
- Digital Video AI in the Interview Process — Transforming Talent Insights and Competency-based Hiring
- How to Modernize L&D for the Millennial Mindset
- The New Reality: Immigration and Doing Business in the United States
- Why Emotional Intelligence isn't Enough: Developing Social Intelligence in a Social World
- 5 Ways You Can Boost Company Sales
- Bodies Don't Lie... Body Language and the Significance of Colour in Wardrobe
- Keep Calm and Call Your Business Partner: A Presentation and Panel Discussion on the Future of the HRBP Role

- H Not R: Communicate Like They're Humans — Not Resources
- 5 Ways to Use Mindfulness to Combat Stress in the Workplace
- Influence Greatness: 6 Key Elements to a Highly Effective Organizational Culture
- Shifting Your Circadian Rhythm for Shift Workers
- 4 Day Weekend: Designing our Work Schedule Around Our Needs
- Enter the Champion — A Guide to Onboarding Senior Leaders
- The "New"/Old ESA Under Bill 47
- Professional Business Email Etiquette and Multigenerational Communication
- The Evolution of Employee Voice — 2019 Trends
- Does Your Retirement Plan Measure Up? A New Approach to Attracting Talent, Reducing Stress, and Improving the Bottom Line
- Artificial Intelligence and the Future of Human Resource Management
- Practical Strategies for Managing Chronic and Traumatic Stress Claims in the Workplace
- Bad Boss or Bully? How to Know the Difference and What to Do About It
- How to Grow Human Capital Using Financial Intelligence
- Designing with People in Mind

## 11:30 AM—1:00 PM

- #MeToo: A Year in Review

## 12:00 PM—1:00 PM

- Leading Integrity
- Pro Tip: How to Give Career Advice (from a Career Development Professional)
- #AfterMeToo: What Does This Mean for Your Company?
- Is Non-Disclosure a Non-Start? The Appropriateness and Enforceability of NDAs in the Workplace
- Fired Up & Focused: Navigating Change and Creating a Culture that is Fired Up and Focused on Delivering Exceptional Results
- Coaching: An Indigenous Lens
- Innovation In Total Rewards
- How to Leverage Data in an Increasingly Competitive Talent Landscape
- Getting it Together: Integrating Best Policy and Practices for Cancer and Chronic Disease in the Workplace
- Ask an Expert: The Wrap-Up
- Remember: Bots Can't Tell Stories
- The Heart of the Matter: Conducting a Successful Investigation Interview

- Anonymized Recruiting: Unconscious Bias
- Your Best Ten Minutes a Day
- Budgeting 101: The Myths, Realities & How to Cross the Finish Line Together
- Difficult Conversations
- The Art of Intentional Optimism
- Legal Update on Chronic Mental Stress Claims Under WSIB
- Failure is an Option: Creating Space in Our Work Lives to Take Risks
- Dynamic Leadership: Leading the Way in a VUCA World
- The Human in HR Analytics
- Brand New You: Developing Your Personal Brand as an HR Professional
- Carving Recognition Budget Out of the Total Rewards Pie for Higher ROI
- Agile Project Management for eLearning Development

## 2:10 PM—3:10 PM

- Good is the New Cool