

## CONFERENCE PROGRAM

### Monday, May 29<sup>th</sup>

4:00 p.m. to 8:00 p.m.  
6:00 p.m. to 10:00 p.m.  
7:00 p.m.

Registration / Information  
Trade Show  
**Opening Reception**

### Tuesday, May 30<sup>th</sup>

8:00 a.m. to 4:00 p.m.  
8:00 a.m.  
8:45 a.m. to 9:15 a.m.

Registration / Information  
Breakfast  
**Opening Ceremonies**

9:15 a.m.

#### **Opening Keynote Speaker: Jim Fisher**

*Making Yourself Effective:  
An Integrated Approach  
To Leadership*

**Jim Fisher** is Associate Dean at the Joseph L. Rotman School of Management, University of Toronto. Jim graduated from the University of Toronto with a BA in political science and economics and from Harvard University with an MBA. After working with McKinsey & Company, he co-founded The Canada Consulting Group, the country's largest Canadian-owned strategy firm before it merged with The Boston Consulting Group. He joined George Weston Limited in 1986 and served as Executive Vice President of Weston Foods, Chairman and President of William Neilson Limited and President of George Weston North American Bakeries. Currently he serves on a numbers of boards, including Canadian Tire Corporation, Atlas Cold Storage and the ICD Corporate Governance College. Twice voted "*Teacher of the Year*" by the second year MBA classes, he teaches leadership, strategy and organization design in the MBA, Executive MBA and Executive Development Programs.

10:30 a.m.

#### **Break - Trade Show**

11:00 a.m.

#### **Plenary Session Speaker: Peter Birch**

*Managing Stress*

**Peter Birch** attended the University of Waterloo, both as an undergraduate and as a graduate student in Clinical Psychology. He has worked as both a Consultant and as the Manager of Employee Assistance and Staff Development for the past 32 years. Peter coordinates a very successful Personal Growth and Well-Being Program for the employees of the Waterloo Region District School Board and their family members. Peter presents workshops on wellness, stress management, communication, team building, visioning, goal setting, action planning etc. throughout Ontario, and has presented many keynote addresses at conferences locally, provincially and nationally. Peter combines humour with content for a highly enjoyable and informative presentation.

12:00 noon

#### **Community Leadership Awards Lunch**

1:30p.m. to 4:00 p.m.

#### **Work/Life Balance Workshop Speaker: Nora Spinks**

*Are You Leading  
By Example?*

**Nora Spinks**, President of Work-Life Harmony Enterprises, has over 20 years experience consulting with corporations, governments and community organizations on work/life issues, across Canada and around the world. She has worked with hundreds of organizations in the private, public and voluntary sectors. She is a recognized authority on this issue; her articles have appeared in the Canadian HR Reporter, The Journal for Quality and Participation and The HR Professional, to name a few. She is a regular guest on television and radio, recently appearing on CBC's The National and Venture as well as on CTV's National News and Canada AM. She is regularly quoted in the national and international press, including in The Toronto Star, The Globe and Mail, The National Post and The Wall Street Journal. Nora achieves her own work-life quality in partnership with her husband. Together they have two children; a son—25 years old and a daughter—12 years old. They also provide support and care for three elderly family members in their seventies and eighties.

6:30 p.m. to 10:00 p.m.

#### **Casual Night Reception/Dinner**

### Wednesday, May 31<sup>st</sup>

7:45 a.m. to 2:00 p.m.  
7:45 a.m.  
8:15 a.m.

Registration/Information  
Breakfast  
**CAMA Annual General Meeting**

9:30 a.m.

#### **Plenary Session Speaker: Kathryn Grad**

*The Leadership Balance:  
Leading vs. management*

**Kathryn Grad** is the President and Owner of KG & A Consulting, Inc. based in Clarksville, Maryland. She is a seasoned facilitator, program leader and course designer working with Fortune 500 companies in Canada, the U.S., and Mexico. Over the last 29 years, she has trained and coached thousands, of CEO'S, Senior Managers and Supervisors. Her highly successful Leadership Program with proven content was developed by Kathryn for global competitors such as GE Industrial Systems, GE Capital, Medical and Aircraft Engines, Hostess Frito Lay, Canada, Campbell Soup, Canada, Velcro Canada and is the Consultant of choice for the Canadian High Performance Manufacturing Consortium. Her process demands self-examination based on the principle that success is directly related to your 'WAY OF BEING' as a Leader.

10:30 a.m.

#### **Trade Show Break**

11:00 a.m.

**Concurrent Workshops:**

**A – Speaker: John Yardley**

*Creating High Quality  
Municipal Workplaces:  
What Your Employees  
Are Telling Us*

**John Yardley** is the Director of Brock University Workplace Health Research Laboratory (WHRL) and currently directs the development, management, and use of a Strategic Human Resource Management database in WHRL. This project includes the development and application of several applied research measurement tools capturing: employee feedback on workplace systems and management elements; health management practices within work organizations; health cost drivers impacting workplace costs and productivity; and workplace and human productivity measures. Since 1982, Dr. John Yardley has developed and organized short training sessions and consulted with a wide range of private and public, professional, and volunteer organizations. Most recently (1999-2005) he has directed WHRL operations that have resulted, to date, in over 120 public and private organizations being surveyed with the an Employee Feedback System surveys (©EFS and ©HWES) using state-of-art web-delivered or scannable surveys, which result in a series of reports, presentations, and action planning sessions with those work organizations.

**B – Speaker: John Perry**

*Improving Quality of Worklife  
in Canadian Municipalities:  
National Quality Institute*

**John Perry** is the Senior Advisor and Senior VP for the National Quality Institute of Canada. Over his career he has chaired the design committees for various NQI private and public sector national Excellence/Quality and Healthy Workplace Criteria. He recently led the development of the NQI Organizational Quality & Wellness Criteria – Health Care Sector, in collaboration with health care professionals across Canada. In partnership with the Toronto District School Board, led the development of the Canadian Excellence in Education Program, a four step implementation and certification process on quality principles/practices for schools. His claim to fame at NQI is the creation of the extremely popular NQI-PEP® (Progressive Excellence Program), four-step implementation and certification process for NQI Quality and Healthy Workplace Criteria. Working with the Canadian Council for Aboriginal Business, he was a member of the development committee, and former Chief Adjudicator, for the CCAB Progressive Aboriginal Relations Program. He is a member of the Steering Committee of The Quality Worklife - Quality Healthcare Collaborative, a national coalition to improve quality of worklife in healthcare organizations across Canada.

12:00 Noon

**CAMA Awards of Excellence Lunch**

1:30 p.m.

**Concurrent Workshops:**

**A – Speaker:**

**Normand Laurence**  
*Synergy*

**Normand G. Laurence** has specialized in the area of university teaching for over 30 years, where he teaches courses in leadership, management skills, behavioural sciences and management development at Universite de Montreal, HEC, Business School. Normand joined Grid International in 1990 as an associate and since then has been working as senior consultant with national and international organizations such as Kruger, Mouvement Desjardins, ABB, Avon, Bombardier, Barr-Rosin, Merck-Frosst, Hospital Ste.Justine, Health Canada, Neurochem, Dana and Bell Canada. His experience also extends to facilitating Grid in Togo, Africa. Normand holds a Bachelor of Arts with a major in Education from Colorado College and Masters studies in Andragogy.

**B – Speaker: Kathy Grad**

*The Distinctions of  
Inspired Leadership*

**Kathryn Grad** - See speaker's biography above

4:00 p.m.

**Closing Ceremonies**

6:30 p.m.

**President's Reception and Dinner**

**Partner's Program – at a glance**

Partner's program includes Opening Night Reception, Tuesday Casual Night, Wednesday Night President's Reception and Dinner, plus the following daytime tours:

**MONTREAL COSMOPOLITAN Tuesday, May 30, 2006, from 9h00 am to 3h00 pm**

Growing from a small 17<sup>th</sup> century French colony, Montréal is today, after Paris, the next largest French-speaking city in the world. This unique tour looks at Montreal's cultural and ethnic diversity. After stopping in the Chinese district, the tour takes you on St. Lawrence Boulevard, the oldest commercial street in Montreal, to see the Eastern European and Portuguese districts. A stop is also planned in the Hassidic Jewish district. The tour ends in « Little Italy » with a walk through the Jean-Talon Market through the stalls of 150 merchants, market garden and horticultural producers. Lunch is included in Little Italy.

**OUR WEATHERPROOF METROPOLIS AND THE QIM Wednesday, May 31 from 9h00 am to 1h00 pm**

Our Underground City is a network of walkways, shops, office buildings, the railway station, hotels and restaurants all linked by our subway system, a most efficient transportation system and each station of our modern and safe subway system has been designed by a different architect. Art in the underground, such as stained glass and sculpture, is a unique part of the Metro visual experience. Conveniently located between the Business District and Old Montreal, the Quartier international DE Montreal (QIM) is a new sector of Montreal featuring arts, urban architecture and world-class design. Built around two major public squares, Square Victoria and Place Jean-Paul-Riopelle, the Quartier international offers its visitors many sights and points of interest : Fountains at the Square Victoria, the most authentic Parisien subway entrance outside of Paris and more than 20 public artworks. Lunch is included in Old Montreal.