



Join us for this one-day workshop, featuring 2 dynamic speakers, on navigating the modern workplace

**WEDNESDAY, FEBRUARY 12, 2020**  
Trade & Convention Centre • Saint John, NB

**EARLY BIRD RATE!**  
Register before January 1  
**\$439 + HST**  
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After January 1  
**\$489 + HST**

Registration: 8:30 am  
Morning workshop: 9 am – noon  
Lunch: 12 – 1 pm  
Afternoon workshop: 1 – 4 pm

Coffee & lunch provided

To register, please email:  
sarah@infopoweredolutions.com

## HOW TO MAKE WORKPLACE HARASSMENT LAWS WORK FOR YOUR LEADERS AND ORGANIZATION

Employers now have new occupational health and safety obligations that target workplace harassment and violence. While these legal requirements increase employer responsibilities, they also provide important opportunities to improve your workplace culture and productivity. This workshop curriculum has been designed to ensure that your efforts to comply with OHS legislation achieve maximum benefits for your organization.

### LEARNING OBJECTIVES:

- **Design or review your Policy for full coverage**  
Ensure that your organization's anti-harassment and anti-violence policy is comprehensive and covers complex occurrence such as off-duty and social media harassment;
- **Train your leaders and staff efficiently and effectively for maximum impact**  
While you are required to train your staff, the format of that training isn't prescribed. Learn research-based tips that boost learning and change employee behaviours;
- **Understand when to investigate internally and when to retain an external**  
Past court decisions have identified a workplace investigation "gap" that has cost some employers hundreds of thousands of dollars in litigation costs and damages. Learn how to minimize your risk of falling into that gap!
- **When harassment occurs, address it constructively**  
A finding of harassment is only a starting point for improving your workplace culture and productivity. By examining effective but little-known processes for resolving harassment complaints, you can design a cost-effective, time-effective and risk-reduced approach to solving interpersonal conflicts.



### Kelly VanBuskirk, Q.C.

- 25+ years as a labour and employment lawyer
- Chartered arbitrator
- WSNB-approved anti-harassment trainer
- Author of "Why Employees sue"



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## HOW TO USE COACHING TO LEAD TO EFFECTIVELY RESOLVE WORKPLACE CONFLICTS

Coaching is proving to be one of the fundamental skills of leadership. Effective coaching is inspiring, motivating and challenging. A good coach builds confidence, provides actionable feedback and unleashes creativity and talent. It is leadership in action.

### LEARNING OBJECTIVES:

- Explore what coaching is .... *And is not*
- Support understanding the distinct differences between Coaching and Mentoring
- Create clarity on how the business community is embracing coaching in the development of leaders
- Educate participants on how to determine when to have 'coaching conversations'
- Teach two 'Core Coaching Skills' to implement in the workplace
- Encourage participants in gaining insights into how they can use coaching to lead their respective organizations
- Ensure participants leave with an Action Plan on how they will enhance their coaching skills post-workshop



### Dave Veale

- Certified Executive Coach
- Professional Certified Coach
- Has provided coaching services to top companies in North America, Europe and Asia

**VISION**  
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