

Fraser Valley Symposium

July 22, 2022 - In Person



Civic Hotel, Surrey, BC | 5.25 CPD Hours

8:30 – 9:00 am	Registration/Breakfast & Networking
9:00 – 9:15 am	Welcome & Opening Remarks
9:15 – 10:30am	KEYNOTE SESSION Conflict Resolution in the Workplace Catalina Rodriguez, CPHR - Forte Law
10:30 – 10:45am	Networking & Health Break
10:45 am - 12:00 pm	KEYNOTE SESSION Innovative Strategies to Recruit & Retain Your Top Talent Nicole Davidson, CPHR - Beacon HR
12:00 – 1:00 pm	Networking & Lunch Break
1:00 – 1:30 pm	MINI SUPER SESSION Managing the Unexpected Annabel Bessem & Douglas Williams - Advisorly
1:30 - 2:45 pm	KEYNOTE SESSION Hybrid Work Model and their Implications Jabeen Boga, CPHR
2:45 – 3:00 pm	Networking & Health Break
3:00 - 4:00 pm	SMALL GROUP ACTIVITY: INTERACTIVE CASE STUDIES Activity Format: Each keynote speaker will rotate and facilitate this session at the attendee tables.
4:00 – 4:15 pm	Thank you and Closing Remarks

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9:00 – 9:15 am
WELCOME & OPENING REMARKS

9:15 - 10:30 am
KEYNOTE SESSION

Conflict Resolution in the Workplace

No matter how many times you say "why can't we all get along", workplace conflict does not go away. In this session we will explore the physiological mechanisms of conflict, and various frameworks to address it.

Learning Objectives:

- How our bodies respond to conflict
- Identify your own triggers
- Identify various frameworks for conflict resolution (environmental scans, facilitated discussions, mediations, investigations, bystander intervention)
- Identify the advantages and disadvantages of the various frameworks



About the presenter:



Catalina Rodriguez has been practicing employment and labour law in B.C. since 2006. She has worked in private practice with a large national firm representing companies, and with a small firm representing mostly employees. She was also in-house counsel for employment matters for a large retailer. Prior to joining Forte Law, where she is currently an employment lawyer and workplace investigator, she was head of employee relations for the Canada operations of a global bank. All of these experiences have given Catalina a broad range of perspectives on workplace issues. She also currently facilitates seminars on workplace harassment through StandUp teams. Catalina brings a coaching, trauma informed, and mindful lens to the practice of law. She is a CPHR and a member of the Canadian Hispanic Bar Association and the Surrey Bar Association. Catalina is also a certified organizational coach.

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10:30 – 10:45 am
HEALTH & NETWORKING BREAK

10:45 AM - 12:00 pm
KEYNOTE SESSION

Innovative Strategies to Recruit & Retain Your Top Talent

As the Great Reset collides with a potential market downturn, it's vital that we, as HR professionals and business leaders, proactively look ahead. In this talk, we'll explore what to expect in the second half of 2022, and how to competitively position your company to recruit and retain the very best talent.

Learning Objectives:

- Innovative, actionable, recruitment and retention strategies for an ever-changing marketplace.
- How to communicate to your employees, giving transparent feedback without demotivating or creating fear.
- How to lean into your top people, even in a downturn, creating an engaging environment for growth and high productivity.
- Tools to support greater flexibility in your workplace.



About the presenter:



Nicole Davidson is CEO & Founder of Beacon HR. With 15 team members across BC, Alberta, and Ontario, Beacon HR helps growing companies find and keep great people through modern approaches to recruitment and retention. Having partnering with over 100+ growing companies, and as a member of Entrepreneurs Organization, Nicole is uniquely positioned to share what works and what doesn't, across industries and business stages. Nicole serves on the Board of the Entrepreneurs' Organization Accelerator Program, is a mentor through Forum for Women Entrepreneurs, a volunteer workforce educator for Mission Possible in the downtown Eastside, and a proud CPHR member.

HR Professional Development

CPHR
British Columbia
& Yukon

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12:00 – 1:00 pm
LUNCH & NETWORKING BREAK

1:00 – 1:30 pm
MINI SUPER SESSION

Managing the Unexpected

We are an innovative EAP that provides immediate action and support to HR professionals and employees, during life's critical moments. As a one-stop service provider, we bridge the gap between employee benefits & real-world needs.

Learning Objectives:

- Simplifying the process
- Identifying gaps in employee benefit packages
- Bridging the gap from filing claims to being reimbursed
- Avoiding decreases in productivity



About the presenters:



Annabel Bessem is a well-diversified leader, consultant, business coach, mentor & legacy planner. Her passion and expertise are helping allied professionals, HR departments, women, organizations, and communities to support others. She now specializes in B2B interactions.



Douglas Williams has over 2 decades of experience helping HR professionals grow talent & add value to their employees' careers. For the last 20 years he has been living in Asia, where he has worked with many of the world's leading companies such as: Microsoft, Nike, PWC & Pfizer, to name just a few. Douglas is a true professional who has a passion for helping employees and HR reps navigate the unexpected.

1:30 – 2:45 pm
KEYNOTE SESSION

Hybrid Work Model and their Implications

Post Pandemic, the hybrid work model is now here to stay. Join us in the discussion of its many benefits but also that employers and staff must take into account. It's essential that HR professionals take all the provisions into account.

In this session, we will review security provisions, worksafe considerations and how to position your organization to maximize its benefits with the hybrid work model.

Learning Objectives:

- What is the Hybrid Work Model?
- How to ensure engagement with a hybrid work model
- Tools to prevent Worksafe related injuries while working remotely
- What security provisions are companies implementing to support working remotely



About the presenter:



Jabeen Boga Jamal, CPHR, SHRM-SCP has been a driving force in Canada's HR industry as a professional, educator and mentor. Jabeen is a Regional HR Business Partner with Revera providing strategic consulting to the leadership team across Western Canada. As a senior HR practitioner with over 7 years of experience, she is accountable for establishing effective employee relations, talent review, succession planning and total rewards. Jabeen is also part of Ashton College's Business Faculty and has been recognized as a Featured Faculty Member for her teaching excellence.

Awarded with HRD's Canada's Rising Star for her significant impact on growth at her past organizations including KPMG and TD Bank, her innovative practices have recognized her as an HR Leader of the future.

Guided by the ethos of giving back to her profession, Jabeen is passionate about the advancement of HR professionals and emerging leaders. It is echoed in her community involvement for not-for-profit organizations including chairing CPHR BC & Yukon's Career Network and serving on the Board of Directors for the North Shore Women's Centre.