

# Vancouver Island Symposium

May 13, 2022 - In Person



## The Union Club, Victoria, BC | 4.75 CPD Hours

8:30 – 9:00 am	Registration & Networking
9:00 – 9:15 am	<b>Welcome &amp; Opening Remarks</b>
9:15 – 10:30am	<b>KEYNOTE SESSION</b> <b>Ripping Off the Bandage: The Importance of Safety Leadership in Tomorrow's Workplace</b> Tierra Madani, CPHR - Vancouver Island Brewing
10:30 – 10:45am	<b>Networking &amp; Health Break</b>
10:45 am - 12:00 pm	<b>KEYNOTE SESSION</b> <b>Employment, Labour and Human Rights Law – The Latest</b> Gavin Marshall - Roper Greyell LLP
12:00 – 1:00 pm	<b>Networking &amp; Lunch Break</b>
1:00 - 2:15 pm	<b>KEYNOTE SESSION</b> <b>The Dangers of Fitting In, When you are Meant to Belong</b> Sharde Long, CPHR - Power To Be Adventure Therapy
2:15 – 2:30 pm	<b>Networking &amp; Health Break</b>
2:30 - 3:30 pm	<b>SMALL GROUP ACTIVITY: INTERACTIVE CASE STUDIES</b> Each keynote speaker will rotate and facilitate this session at the attendee tables. (Participants are to follow the same health & safety protocols mentioned below during this activity.)
3:30 – 3:45 pm	<b>Thank you and Closing Remarks</b>

### Important Message from CPHR BC & Yukon's Professional Development Team:

While we navigate the continuum of this pandemic, your safety is our top priority.

Please note a few **mandatory safety protocols** we'll have in place, as we safely welcome you back in person:

- If you do not feel well or have any symptoms prior to the event, for the safety of yourself and others, we ask that you do not come in. This also includes if you are required to self isolate during that time. CPHR BC & Yukon will honour a full refund to those pre-registered and affected by COVID.
- **Mask is not required.** Wearing a mask will be a personal choice.
- Throughout the event, please be mindful and maintain social distancing.

# HR Professional Development

**CPHR**  
British Columbia  
& Yukon

Vancouver Island Symposium | May 13, 2022 | The Union Club, Victoria, BC

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

**9:15 - 10:30 am**  
**KEYNOTE SESSION**

## **Ripping Off the Bandage: The Importance of Safety Leadership in Tomorrow's Workplace**

Safety has been at the forefront of all our employer initiatives over the past few years, during which we've learned so many valuable lessons. Safety Leadership is here to stay and will continue to be a critical component of your organization's People & Culture strategy. It's time to heal from our scars by ripping off the bandages and strengthening our workplace culture as we move forward together!

### **Learning Objectives:**

- Overcoming limiting mindsets through Safety Leadership
- Tips on how to strengthen workplace culture and how to maintain a strong safety culture in a post-pandemic world
- Reflecting on our attitudes towards safety and redefining its meaning through the eyes of employers, employees and those looking from the outside in.
- Incorporating health and safety into your Employer Brand strategy.



### **About the presenter:**



**Tierra Madani** is a Chartered Professional in HR (CPHR) and is a dynamic HR generalist with experience across several industries including manufacturing, tourism & hospitality, and transportation. Tierra was the recipient of the 2018 HR Rising Star Award by CPHR BC & Yukon and was most recently recognized by HR Director Canada as one of the 2019 Top 20 HR Rising Stars.

As a versatile HR leader, Tierra continues to develop within her profession by exploring new perspectives on ways to improve the employee experience and company culture. Change management and Health & Safety have also been at the forefront of her most recent experience as an HR Advisor at Vancouver Island Brewing.

# HR Professional Development



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

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10:45 AM - 12:00 pm  
KEYNOTE SESSION

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**Employment, Labour and Human Rights Law – The Latest**

## About the presenter:



**Gavin Marshall** is a partner at Roper Greyell, practicing in most areas of workplace law. He is also a member of the Management Committee and helps guide the direction and business of the firm.

Gavin's activity is wide-ranging: employment litigation, injunctive relief, collective bargaining in both the public and private sector; OHS critical incidents; workplace human rights; and administrative law and labour arbitration. He has particular depth in handling serious occupational health and safety incidents, labour relations and litigation strategy, and crisis management. Gavin has appeared in every level of court and every kind of workplace tribunal in British Columbia.

He also loves to teach and share his knowledge: Gavin has been a part-time instructor for CPABC for more than a decade, and speaks for other organizations regularly."

# HR Professional Development



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

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**1:00 – 2:15 pm**  
**KEYNOTE SESSION**

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## **The Dangers of Fitting In, When you are Meant to Belong**

In striving for Inclusion we have unintentionally created workplaces where people strive to fit in, rather than belong. Now the question is, do you know the difference? Together we will unpack what it means to belong and how we can support our organizations (and ourselves) to show up and build a culture of belonging through authenticity.

### **Learning Objectives:**

- Understand why fitting in is easy to mistake for belonging
- Strategies behind building a culture of belonging
- Provide effective leadership for HR
- Align HR Strategy with Organizational Strategy



### **About the presenter:**



**Sharde Long** believes in building stronger communities by bringing people together. Her work in Human Resources stems from the belief that working in this field is about building stronger communities through authentic connections and clearly defined rules of engagement. She loves finding creative solutions to complex problems and building vibrant workplaces through structure, culture, training tools and resources that serve both leaders and their teams.

As the recipient of CPHR's 2020 Rising Star award Sharde is an award-winning HR professional, she has a post-degree diploma in human resource management and leadership, an undergraduate degree in psychology with a focus in human motivation, and a certificate in community leadership development. She is currently the Head of People Operations for Power To Be Adventure Therapy, an HR Advisor with Reimagine Work, and an Associate with The Inclusion Project.