

Dine & Learn 2012 Speaker Biographies

Updates are posted when received.

Christopher Edwards, Templeman Menninga LLP

Workplace Violence - the New Deal in Ontario Workplaces

Christopher J Edwards is a partner in the Kingston office of Templeman Menninga LLP although his practice keeps him on the road most weeks. The substantial portion of his practice consists of acting for management in Labour, Employment and Human Rights matters. He has appeared before all levels of Courts including the Court of Appeal and regularly represents clients before labour arbitrators, human rights adjudicators and the Ontario Labour Relations Board. He is frequently asked to represent employers as Chair of Negotiations Committees in Collective Bargaining, particularly in the Municipal and Fire sectors. He has been counsel in numerous often-cited cases including the leading arbitration decision on workplace violence where he successfully upheld the termination of a 27 year employee in the City of Kingston v. CUPE. He is the President of the Frontenac Law Association and is an elected member of the governing council of the Ontario Bar Association. Christopher will be speaking on the topic "Bill 168 and Workplace Violence - the New Deal in Ontario Workplaces". He will provide insight into the legislation as it has been interpreted by Labour Arbitrators and comment on the importance of properly investigating allegations of workplace violence.

Colin Youngman, Hicks Morley

AODA Update

Hicks Morley is Canada's largest law firm dedicated exclusively to representing employers in all aspects of Human Resources Law. As a lawyer practising out of the Kingston office of Hicks Morley, Colin is regularly engaged on behalf of clients in wrongful dismissal litigation, labour arbitrations, human rights proceedings and OLRB proceedings in both unionized and non-unionized environments. Colin emphasizes proactive and creative solutions to workplace issues and disputes. Colin's previous work experience includes the Frontenac Children's Aid Society in Kingston as a Social Worker. He is a volunteer with Big Brothers Big Sisters Kingston, Frontenac, Lennox and Addington. Colin, and Hicks Morley, continues to be valued and strong supporters of Human Resources practitioners and the Kingston Chapter of the Human Resources Professional Association.

Allen Cramm, WSIB

Lifecycle of a WSIB Claim: How the Office of the Employer Advisor Can Help

Allen Cramm joined the Ministry of Labour - Office of the Employer Adviser (OEA) as an Employer Specialist in 1997. Prior to that, Allen was the Workplace Safety & Insurance Specialist for Canada Post Corporation, as well as practicing law for a private firm in Ottawa. Allen has been extensively involved in representing employers at all levels of the workplace safety & insurance system, including the WSIB Appeals Branch and the Workplace Safety & Insurance Appeals Tribunal - both in mediation and appeal processes. He has lectured many times on labour relations, human resources, administrative law and of course, workplace safety & insurance law for the Law Society of Upper Canada, the Ontario Bar Association, Safe Workplace Associations (ie, IAPA, OSSA), and a variety of other governmental and non-governmental organizations.

Katie Kahn

"Social Media: Grounds for discipline?"

Bridget Glassco, KEYS

Mentoring Partnership

Bridget Glassco has a graduate diploma in Community Economic Development from Concordia University and a Master's in Evidence-Based Social Intervention from the University of Oxford. She began her career teaching English as a Second Language, and moved to the community sector where she has been working for the last 6 years. Bridget has been working at KEYS Job Centre since May 2011, coordinating the new Professional Mentoring Partnership which helps to strengthen the professional networks and employment outcomes of skilled immigrants in Kingston.

John Paul Shearer, KEDCO

Economic Development in Kingston

John Paul Shearer (MBA, University of Glasgow) is Director of Business Development with the Kingston Economic Development Corporation (KEDCO). With expertise in strategic planning, managing operations, marketing, and managing change in public, private and not for profit sectors, JP collaborates with senior levels of municipal, provincial, and federal government to make Kingston a better place to live, work, visit and do business. In 2011, JP was honoured with the Economic Developer of The Year Award from the Ontario East Economic Development Commission.

For more information visit: <http://business.kingstoncanada.com/en/>

Patricia Burns, City of Kingston

Managing the City's HR Needs

Christie Andrus, Human Factor

Beyond the Paperwork – Leveraging Your Role as a People Leader

Christie Andrus, M.A (Organizational Behaviour) is the chief executive of the Human Factor. She has over twenty five years' experience working with organizations and key decision makers on knowing and growing their most important asset: people. In addition to her work across Canada and the US with business and the public sector on hiring and retaining great staff, she has worked as professor of human behaviour and as a national training consultant. Christie's unique view as a former professor and senior business consultant offer distinct insights that are of benefit to progressive organizations wanting to leverage the strengths of their people.

Ms. Andrus uses a strengths based approach called Appreciative Inquiry as the foundation for all her training and consultation sessions. This approach is a powerful, time efficient means of meeting human resource engagement and effectiveness goals that has proven to serve clients across North America well.

Melanie Steers, St. Lawrence College,

(formerly of Family Services EAP)

Enhancing Harmony in the Workplace

As the former EAP Manager with Family Services Employee Assistance Program in Kingston, Melanie has assisted employees and organizations enhance harmony in the workplace through employee counselling services, workplace mediation, team-based interventions and management consultation. Recently, Melanie became the Manager of the Student Health, Counselling and Accessibility Centre at St. Lawrence College.

In this evening's interactive presentation, Melanie will discuss the key factors that contribute to harmonious work relationships and ways that Human Resource professionals can promote a vital and harmonious work environment.

Gillian Watters, KEYS

Youth Employment

Gillian Watters is currently the Director of Programs at Kingston Employment and Youth Services (KEYS) and oversees the Employment Ontario programs, student programs and employment programs for immigrants. She has spent her entire working career in various positions related to helping young people realize their dreams.

Gillian graduated from university during the recession of the early 1980's, and like many young people of that time, she experienced periods of unemployment, underemployment and self-employment, before returning to school to earn yet another degree and finally getting her career on track.

Right now across this country, young people are repeating this cycle of unemployment, interrupted by tenuous employment, and are returning to school and/or the family home. Youth unemployment is approaching the same level of concern as it had 3 decades ago. There are two important differences: this time there is no sign of a government youth employment strategy and Canada's youth unemployment is part of a much larger global crisis. Expect a lively discussion about the causes of this situation and the some potential solutions.

Melissa Seal, Templeman Menninga LLP

Managing Excessive Absenteeism

Melissa is an associate lawyer in the Labour and Employment Practice Group at Templeman Menninga LLP. She regularly acts for employers before the Human Rights Tribunal and the Labour Relations Board, and in arbitrations, Workplace Safety and Insurance matters and employment-related civil litigation matters. When Melissa is not working and the kids are asleep, she enjoys reading with dark chocolate and a good glass of wine.

Melissa will be speaking on Excessive Absenteeism. She will be discussing the challenges it creates and key strategies to address and prevent it. She will also address the mistakes most commonly made by employers in dealing with excessive absenteeism and how to avoid them.

Megan Laan, KFLA Health Unit

Comprehensive Workplace Health Promotion Framework

Megan Laan is a Public Health Nurse with the Workplace Wellness Program at KFL&A Public Health. Megan graduated in 2007 from Queen's University with her Bachelor of Science in Nursing. She has been working in public health since graduation and with the workplace wellness program for the past 4 years. In those four years, Megan has worked on a number of projects including workplace wellness for small businesses, the comprehensive approach to workplace wellness and the importance of healthy policies in the workplace. Deeply interested in how the work environment affects health and can support staff in making healthy changes to their lives.

Erin Armitage, KFLA Health Unit

Motiv8 Initiative / Motiv8 Workplace Series

Erin holds a Bachelor of physical and health education from Queen's University and a Bachelor of applied science in nutrition and food from Ryerson University. She has been working as a registered dietician for the past three and half years both in private and public settings where she has been instrumental in implementing several nutrition focused workplace wellness programs.

Paul Juniper, Industrial Relations Centre, Queen's University

Future of HR in Canada

(MA, Geography (York); CHRP; SPHR; Honorary Life Member, HRP) is the Director of the Queen's Industrial Relations Centre (IRC). Paul is a leading and respected figure in Canada's HR community, with 30 years of experience in human resources and association leadership. Serving as Vice-President of Human Resources for national and international companies, Paul also managed a Toronto-based consultancy, focusing on strategic planning and recruitment. In his role as Director with the IRC, Paul continues to speak to national and international audiences on The Future of HR. In 2011, Paul launched the IRC's inaugural survey, "An Inquiry into the State of HR in Canada.

For full biography visit: <http://irc.queensu.ca/faculty/juniper-paul>

Dr. Mike Condra, Department of Health, Counselling and Disability Services, Queen's University

Mental Health in the Workplace

An Assistant Professor in the Departments of Psychology and Psychiatry and Director of the department of Health, Counselling and Disability Services at Queen's University in Kingston. He has had extensive clinical experience in both inpatient and outpatient settings, and is an instructor in the undergraduate and graduate programmes in the Department of Psychology at Queen's. Dr Condra coordinates the Threat Assessment Team at Queen's and consults with the university's senior administration on issues involving mental health and lethality. He has also developed the Queen's University Crisis Intervention Institute, which provides training and consultation on Crisis Intervention skill and he is a certified Mental Health First Aid trainer. He is an experienced workshop presenter on many topics, including the Assessment of Suicide Risk, Crisis-Intervention Skills, Threat Assessment in a university context, and a variety of mental health issues.

For more information visit: <http://www.queensu.ca/hcds/ds/about/staff.html>

Sue Hedley, Corporate Learning & Performance Improvement, St. Lawrence College

Leading from the middle - leadership challenges specific to middle management