

# HRPA2020

Annual Conference  
& Trade Show

Power Up HR  
January 22-24

## Registration Form

Please use one form per registrant.

Register online or copy this form for additional registrants.

For more information go to [www.hrpaconference.ca](http://www.hrpaconference.ca)  
(applies to cheque and credit card registration).

### Conference Fees

Special Early Bird prices for registrations received by midnight on October 31, 2019.

For questions regarding registration, please contact CONEXSYS Registration, our Conference registration company, at **1-800-661-5319** or **905-405-8415** or Fax **1-800-628-8838** or **905-405-9870**.

#### Contact Information \*indicates required field

* First Name (Please Print)	* Last Name	
Title	* Email	
HRPA Member No.	HRPA Chapter	
* Telephone (Work)	Telephone (Alt)	
* Company		
* Address		
* City	* Prov/State	* Postal/Zip Code

#### In Case of Emergency during the Conference

* Name	
* Telephone (Day)	Telephone (Evening)

YES, I will attend the Wednesday networking event (included in the full conference package and Wednesday single-day package)

We strive to provide an atmosphere of respect and are committed to ensuring that everyone who attends our events feels welcomed. Therefore, if you have a disability and require any special assistance, please let us know immediately, prior to attending, and we will do our best to meet your needs.

Please contact [swarren@hrpa.ca](mailto:swarren@hrpa.ca) or (416) 923-2324 ext 345

I have read and understood the terms and conditions.

SIGNATURE

DATE

Yes, I agree to receive promotional prize draws and information from exhibitors and sponsors

### Conference Pricing (HST not included)

	EARLY BIRD (by Oct. 31, 2019)	REGULAR	SINGLE DAY
CHRP Designate CHRL Designate CHRE Designate	\$1,333	\$1,615	\$646
HRPA Member	\$1,434	\$1,716	\$778
HRPA Student Member	\$393	\$393	\$164
Non-HRPA Member*	\$1,697	\$1,970	\$843
Wednesday night networking event only (guest pass)	\$40		
Giving Back: The Shoebox Project: Thursday night CSR event	\$40		

\*Join HRPA as a member to take advantage of member pricing. Go to: [hrpa.ca/join](http://hrpa.ca/join)

**Group Rates:** Qualifying groups of 10 or more people may purchase full HRPA2020 passes at a discounted rate. Please contact [conference@hrpa.ca](mailto:conference@hrpa.ca) for more information.

Do you hold a CHRP, CHRL or CHRE designation with HRPA or any other designation or certification for which Continuing Professional Development hours are required?

Yes  No

Subtotal	\$
HST (13%)	\$
Total	\$

HST# R104154273

#### Method of Payment

<input type="checkbox"/> Visa	<input type="checkbox"/> MasterCard	<input type="checkbox"/> American Express	<input type="checkbox"/> Cheque
Card Number		Expiry MM/YY	
Name of Cardholder		CCV #	

SIGNATURE

DATE

#### How to Register

**By Mail**  
Cheque and credit card payments  
HRPA Attn: Registration  
150 Bloor Street West, Suite 200  
Toronto, Ontario M5S 2X9

All conference registrants will receive confirmation within three weeks of receipt and processing of this form. Please contact CONEXSYS Registration at **1-800-661-5319** or **905-405-8415** or Fax **1-800-628-8838** or **905-405-9870** for any registration queries.

**Note:** HRPA does not provide invoices for conference registrations. You must attach your HST exemption certificate to your registration form in order to receive the exemption.

We reserve the right to cancel any sessions at no cost to HRPA. In the event of a cancellation due to unforeseen circumstances, any costs incurred by registrants will not be covered by HRPA.

**Privacy Policy**  
HRPA is committed to protecting the privacy of your personal information. Data collected from this form will be

used for fulfillment purposes and to notify you about HRPA programs and services. For more information, please visit our website at [www.hrpa.ca](http://www.hrpa.ca) and click on the Privacy Policy link or contact [privacy@hrpa.ca](mailto:privacy@hrpa.ca).

**Key Registration Dates**  
Early Bird deadline: October 31, 2019, midnight  
**Mailed (postmarked) registration cutoff:** Friday, January 3, 2020

Delegates wishing to register after online registration closes January 17, 2020 at 5:00 pm are welcome to do so on site. Members registering on site will need to provide proof of HRPA membership to receive the discounted rate.

**Session Pre-selection Required**  
All delegates are required to select sessions at the time of registration for each time slot.

Session registration is on a first-come, first-served basis. For session selection, visit [www.hrpaconference.ca](http://www.hrpaconference.ca). Fax or mail this form with payment - select both your first and second choices

(1, 2) for each time slot. Please note, this program is subject to change.

**Cancellations, Refunds or Transfers**  
Requests for cancellations or refunds must be received in writing. If cancellation is received:

- On or before **December 13, 2019**, you will receive a 50% refund of fees paid
- After **December 13, 2019** no refunds will be issued. If you are unable to attend, you may send someone else in your place.

**Hotels**  
Please visit [www.hrpaconference.ca/register/hotels/](http://www.hrpaconference.ca/register/hotels/) to book your room at a preferred rate at our Host Hotel.

**For More Information**  
Please contact HRPA: **416-923-2324** or toll-free **1-800-387-1311**

# Registration Form *Continued*

First Name (Please Print)

Last Name

HRPA Member  
No.

Session Pre-selection Required: Register early to get your top picks!  
Delegates are required to select sessions at time of registration.  
Please select first and second choices ( 1, 2) for each time slot.

Please note This program is subject to change based on speaker cancellations and additions.

## January 22, 2020

### 7:00 AM—8:00 AM

- Moneyball for Business: Strategic Talent Management
- Dare to Matter: How HR Professionals Rise to Significance

### 8:30 AM—9:30 AM

- Shaping the Future of Work: 21st Century Skills

### 10:15 AM—11:45 AM

- Flawless Consulting – Part 1

### 10:45 AM—11:45 AM

- Driving Engagement and Connections with Your Early Talent through a Universal Student Experience
- Cannabis is Legal. How to Safely Manage the Impact of Legalization in Your Workplace
- Accommodation in Today's Workplace
- #MeToo...Now What?
- Overdone Strengths: A Window into Blind Spots, Conflict, and Personal Development
- Practicing Recognition: How to Give Meaningful

### Recognition to People Every Day

- Empowering Women for Innovation and Business Success
- Future of Safety: Compliance and Beyond
- How Technology is Making Our Work Lives Worse
- Separation and Divorce: Yes, These Are Workplace Issues. What HR Needs to Know
- Can I Have a Base Pay with a Side of Pay Equity? Ontario's Pay Equity Act: The Key Ingredient in Your Compensation Review

### 1:00 PM—2:00 PM

- How AI Will Keep the "Human" in HR

### 2:30 PM—4:00 PM

- Uncover Your Authentic Leadership Values – Part 1

### 3:00 PM—4:00 PM

- Psychologically Safe Leadership
- Towards Creating a Mindful Workplace
- It's Not the End, But You Can See it from Here:

### Post-Investigation Steps and Considerations

- Labour Market Impact Assessment: How to Get Them
- Computer Forensic Implications – 5 Sins of Workplace Investigations
- Strategic Planning for HR Professionals: What Do I Need to Know?
- Empathy – The Super Power Every Business Leader Needs
- Chronic Mental Stress Claims: Assessing Its Impact on Conducting Workplace Investigations, Privacy, and Choice of Pursuing Legal Remedies
- Communicating Change When It's Not Really Your Job
- Why a Strong Community Investment Strategy Makes Good Business Sense
- The DNA of Great HR Pros: Transforming Yourself and Your Team to World Class

### 4:15 PM—5:15 PM

- Best Self: The Freedom When You Know the Difference

## January 23, 2020

### 7:15 AM—8:15 AM

- WTF? 7 Cultural Changes
- The Meta-Skilled Organization: Building the Capacity to Evolve

### 8:30 AM—9:30 AM

- Beating Your Bias

### 10:00 AM—11:30 AM

- Flawless Consulting – Part 2

### 10:30 AM—11:30 AM

- Coaching as a Key Leadership Strategy
- How Modernizing the Global Payments System will Disrupt the Future of HR
- The "Wins" of Change: Law and Strategy in Changing Workplaces
- Can I Bring My Hamster to Work? What You Need to Know About Service Animals and Emotional Support Animals in the Workplace
- An Aging Workforce and the Risks and Solutions to Be Aware Of
- Managing Conflict in Your Organization

- Using AI to Optimize Selection and Development Practices
- Diversity and Inclusion: What Does the Data Tell Us About Getting It Wrong and Right?
- Workforce of the Future
- Building a Culture of Engagement
- Ask the Expert

### 12:45 AM—1:45 PM

- What's Ahead for the Canadian and Global Economies

### 2:00 PM—3:30 PM

- Explore Your Authentic Leadership Values – Part 2

### 2:30 PM—3:30 PM

- Transition to Retirement
- Creating Virtual Workshops that Create Performance Change
- Myths and Misconceptions About Sexual Harassment
- Canada/US Border: How to Make it Work for Your

### Business

- Thriving in Disruptive Times with Leadership Resilience
- Authentic Total Rewards
- Discrimination or No Discrimination?
- Complex Return to Work Cases: Accommodating Cognitive and Physical Impairments
- Working with Purpose – Putting Emotions to Work
- Trust as the Foundation for Mentally Healthy Workplaces
- Innovative Instructional Design Techniques That Engage Gen Z

### 3:45 PM—4:45 PM

- Why Is It So Easy for Incompetent Men to Become Leaders?

## January 24, 2020

### 7:15 AM—8:15 AM

- AI's Biggest Challenge Is People Management, Not Technology
- The Science of Positive Mindsets in Workplaces

### 8:30 AM—9:30 AM

- Mastering Civility: Why Being Respectful to Your Coworkers is Good for Business

### 9:30 AM—11:00 AM

- Practising HR in an Agile World

### 9:45 AM—10:45 AM

- Fearless Feedback: Critical Skills for Successful Leaders
- One for the Ages: Managing an Aging Workforce
- Future-Proofing Your Organization
- Social Learning – Collaborating to Create Solutions to Today's Complex Issues
- Impact of Cannabis Regulation on Employment Relations

- From Pressure to Productivity: How to Recognize & Reduce Workplace Burnout
- Anchors Aweigh! Eliminating the Barriers Between You and Great Talent
- Building a High Trust, High Performance Workplace Culture
- Change Ready Leadership
- Dealing with the Difficult Employee: Managing Work Performance and Staying Clear of Liability

### 11:00 AM—12:00 PM

- Boost Your Brain Power & Achieve Your Best!
- Are You Unconsciously Biased?
- Don't Just Throw it in the Appendix: Writing Great Presentation Slides
- Supporting Employees on the Autism Spectrum
- Digging Through the Weeds – Cannabis Use and the Duty to Accommodate
- Free to Be Me Beyond He and She: Gender Identity and Gender Expression in the Workplace

- Five Characteristics of Successful Coaching & Mentoring Relationships
- Overcoming Overwhelm
- Recruit Like a Marketer

### 1:15 PM—2:15 PM

- Irresistible vs. Forgettable: Why Are Some Products, Services, Websites, Apps, and Ideas Irresistible, While Many Others Are Forgettable?