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Thursday April 25th 2024
Marriott Harbourfront, Halifax Ballroom
[#informedhr](#)

8.55 – 9.05	<p>Introduction from the Chair Lydia Di Francesco, CEO & Workplace Wellness Specialist, Fit + Healthy 365</p>	<p>Fit + Healthy 365</p>
9.05 – 9.45	<p>Future of Work Keynote Panel Discussion Traditional Regional Challenges and New Opportunities in Evolving Workplace of the Future</p> <ul style="list-style-type: none"> • How is the role of HR in the Atlantic Region changing in response to national and global trends? • Adopting more flexible working arrangements to boost recruitment and retention - how can HR strike a balance between employee autonomy and organizational productivity? • What approaches can be taken to attract and retain international talent? • What role can apprentices play in filling the massive gap; for talent in the trades? • Connecting the dots between immigration, population growth and regional productivity • In one sentence, what is your biggest priority in the next year? <p><i>Audience will vote to see if you are aligned!</i></p> <p>John Flewelling, President and CEO, CBCL Sara Phinney, Vice President – Human Resources, Emera Ava Czapalay, Deputy Minister, Labour, Skills and Immigration, Government of Nova Scotia Moderated by Sarah Crown, VP, Talent, Culture & HR Advisory, Royer Thompson</p>	

<p>9.45 – 10.10</p>	<p>Gold Partner Session Boosting Recruitment and Retention in a Fickle and Competitive Landscape With a potential economic slowdown looming, the labour shortage materializing, and the marathon for talent intensifying, organizations in Atlantic Canada urgently need innovative solutions to attract and retain talent.</p> <p>Hear from Paul Lai Fatt, Director of Pension Solutions at CAAT Pension Plan's Atlantic office as he addresses business challenges he's hearing from local employers large and small and highlights how leading organizations are gaining a competitive advantage by capitalizing on the link between employee retirement planning and talent attraction and retention.</p> <p>Paul Lai Fatt, Director Pensions Solutions, CAAT Pension Plan</p>	
<p>10.10 – 10.40</p>	<p>Stop. Pause. Start followed by Coffee and Refreshments Break</p>	
<p>10.40 – 11.20</p>	<p>Wellbeing Panel Session Safeguarding Employee Wellness – Practical Interventions for a Healthy Workforce</p> <ul style="list-style-type: none"> • What are the most pressing challenges organizations are facing in promoting employee wellness and what strategies are being used to overcome these? • What role does mental health play in overall employee wellness and what measures can organizations play to recognize and support workplace mental health? • Key metrics for measuring the impact of your well-being program? • Best practice examples – what's working in real life? <i>Audience will vote for their favorite 'best practice'!</i> <p>Ryan Embrett, VP – Human Resources, NSLC Junior Moaku, Founder, Save Me Save We Michael MacDonald, Manager – Health Services, Jazz Aviation Moderated by Joel Muise, Senior Director of iCBT & Atlantic Growth, GreenShield Health</p>	  
<p>11.20 – 11.45</p>	<p>Fireside Chat Championing Menopause in the Workplace Women over the age of 40 make up 1/4 of our workforce and this time coincides with the transition to menopause. Yet 1 in 3 employers do not feel well equipped to support women throughout menopause at work. Join us to learn how Dalhousie University opened the conversation to better support all employees as part of an inclusive work culture.</p> <p>Shawna O'Hearn, Director of Community Partnerships and Global Health, Faculty of Medicine, Dalhousie University Janice MacInnis, Manager, Organizational Health, Dalhousie University</p>	 

11.45 – 12.10	<p>Strategies for Identifying and Avoiding Workplace Burnout! An interactive session designed to engage, inform and provide you with the tools you need to recognize and avoid employee burnout in your workplace Dr. Debra Gilin, Professor – Organizational Psychology, Saint Mary's University</p>	
12.10 – 1.10	Networking Lunch Break	
1.10 – 1.50	<p>Talent Attraction and Engagement <i>No sides, 5 minutes, what makes you 'stand out from the crowd'?</i> Beyond the Rhetoric: Doing the Things that Actually Inspire People to Be Attracted and Engaged <i>Hear from the region's top employers, what they are doing to 'stand out from the crowd' and attract and retain top talent in changeable times</i></p> <ul style="list-style-type: none"> • Employer branding and culture - what strategies can be employed to craft and communicate an employer brand and culture that appeals to potential new recruits? How is this changing? • Recruitment strategies - How is technology and social media being used to attract and cultivate build more engaging workplace cultures? • Onboarding – successful strategies to increase engagement, retention and a sense of belonging • Hybrid working – balancing accountability with productivity • Top tips - What do you think makes your particular organization 'stand out from the crowd'? Why should top talent want to work for you? Audience will vote for who they think is standing out from the crowd! (firmed) <p>Mary Louise Bradford, Director of People and Culture, Gemtec Janet Olsen, Global Head of Human Resources, Opus Fund Services Vanessa White, Vice President – People and Culture, Shannex Amy Cameron, Human Resources Business Partner, Sobeys Moderated by John Dawson, Director of Talent Intelligence, Dayforce</p>	    
1.50 – 2.30	<p>IDEA Panel Discussion Raising the Bar for Workplace IDE&A</p> <ul style="list-style-type: none"> • How is workforce diversity and inclusion evolving and what role can organizations play to ensure that diversity and inclusion are NOT just buzzwords but an integral part of the workplace culture? • How can a transition from fragmented DEI efforts to a cohesive and comprehensive strategy create an inclusive environment for all? • Does anti-bias training actually reduce workplace bias and inequality? • Is there a way to measure the effectiveness of diversity and inclusion efforts, what key metrics should be tracked to assess progress? • Why DEI strategy needs to START with the CEO 	  

	<ul style="list-style-type: none"> What is one thing that your organization is doing improve to level the playing field for underrepresented groups? <i>Audience will vote for who they think is doing DE&I best!</i> <p>Don MacLean, Chief, Halifax Regional Police Natalia Storr, Employee Relations and Diversity Advisor, Graybar Canada Anna Marenick, Vice President – People, Culture and Belonging, Nova Scotia Health Jan Michael Williams, Goalkeeper Coach, Halifax Wanderers FC Moderated by Janine McInnis, Associate Vice President, Hub International</p>	 
2.30 – 3.00	Coffee and Refreshments Break	
3.00 – 3.45	<p>Employer Attendee Breakout Sessions* Join an intimate group of other HR professionals to take a deep-dive into that ONE HR issue that is keeping you awake at night and emerge with a toolbox to take back to the office and start to implement</p> <ol style="list-style-type: none"> Supporting Employee Financial Wellbeing to Enhance Attraction & Retention and Drive Better Business Outcomes, CAAT Pension Plan Keeping Teams Engaged in a Hybrid Working Environment, Royer Thompson Driving Engagement and Retention, Dayforce Health & Wellbeing, GreenShield Culturally Inclusive Benefits to Attract Top Talent, Hub International Building Future Leaders: Aligning Talent Attraction, Retention and Development, KBRS <p>*Please note this session is available for human resources professionals from employers only</p>	       
3.50 – 4.15	<p>Keynote Address Moving the Dial on Bias and Racism</p> <ul style="list-style-type: none"> What is racism and unconscious bias? How has the Black Lives Matter Movement changed polices and practices? Leveraging your privilege to lead change Integrating anti-racism lens into the workplace <p>Senator Wanda Thomas Bernard</p>	
4.15 – 4.25	Chair's closing remarks	
4.25 – 5.25	Cocktail Reception	

