



CI

The Canadian Institute

Business Information in a Global Context

Members of the **Paramedic Chiefs of Canada SAVE 10%*** off the regular conference fee at the time of registration

**See last page for details.*

Workplace Mental Health & Wellness

Your Roadmap to Managing Workplace Mental Health

JUNE 20-21, 2018 | HOTEL BLACKFOOT | CALGARY

MEET OUR CHAIR:



Laureen MacNeil
Executive Director
Canadian Mental Health Association – Calgary

KEYNOTE SPEAKER:



Massey Whiteknife
Founder and CEO
ICEIS Safety
The Get Ready Program

PARTICIPATING ORGANIZATIONS:

Alberta Health Services
Canadian Union of Public Employees (CUPE)
Husky Energy Corporation
University of Calgary
Canadian Mental Health Association – Calgary
Golden Triangle Construction Management
ATB Financial ...and more!

PROGRAM HIGHLIGHTS INCLUDE:

- How to Train Managers & Supervisors to Maintain Psychologically Safe Workplaces
 - First-Hand Cases on Implementation and Compliance Strategies
 - The Legalities of Cannabis in the Workplace
 - Practical Tools for Assisting Employees with Post Traumatic Stress Disorder
 - Incorporating Indigenous Mental Health in Your Workplace
 - Best Practices for Building a Psychological Health and Safety Program
- and much more!*

SEND YOUR TEAM TO EXPAND THEIR SKILLS AT OUR PRE-CONFERENCE WORKSHOP:

Manager Training Masterclass – A Guide to Approaching and Supporting an Employee in Crisis

PREMIER EXHIBIT SPONSOR:



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Developing successful mental health and wellness programs is a top priority for companies and organizations looking for ways to manage employee psychological health, reduce absenteeism and maximize productivity. However, with so many different programs and strategy options, it is difficult to decipher which will work best for your organization's needs.

The Canadian Institute's **Workplace Mental Health & Wellness** conference will provide you with the latest information, case studies and practical solutions for setting up and implementing a successful mental health and wellness initiative. This is your opportunity to share strategies with leading organizations and ensure your accommodation program will work in practice.

Hear critical, in-depth sessions on today's hot topics, including:

- ✓ Training managers and supervisors to maintain a psychologically safe workplace
- ✓ Case studies on implementing mental health programs and how to successfully apply the MHCC's 13 factors of psychological health and safety in the workplace
- ✓ Comprehensive analysis of navigating the legalities of cannabis in the workplace
- ✓ Tools for assisting employees suffering from post-traumatic stress disorder
- ✓ Incorporating Indigenous mental health and awareness in the workplace
- ✓ Interactive panel with insight on best practices in to prevent and manage psychological injuries

Join us in Calgary for this must-attend event to network with industry leaders, mental health experts, union representatives and health and safety professionals to discuss current internal challenges, successes and ideas for creating a healthier and more productive work environment.

I look forward to seeing you in June!

Aliza Muller
Conference Producer

SPEAKER FACULTY

Chair

Lauren MacNeil
Executive Director
Canadian Mental Health Association – Calgary

Distinguished Faculty

Dr. Patrick Baillie, LL.B.
Psychologist
Alberta Health Services
Consulting Psychologist
Calgary Police Service

Laura Bezemer, MPP
Health & Safety Manager
Golden Triangle Construction Management

Christin Elawny
Associate
Field Law

Michael Howcroft
Partner
Blake, Cassels & Graydon LLP

Jodie Jeworski
Manager, Wellbeing and Worklife
University of Calgary

Lauren MacNeil
Executive Director
Canadian Mental Health Association – Calgary

Dr. Megan McElheran
Chief National Clinician
WGM Psychological Services

Rhonda Ozcan
Organizational Health Consultant
Great-West Life
Calgary Group Sales & Service Offices

Stacey Petersen
Executive Director
Fresh Start Recovery Centre

Darren Sandbeck
Senior Provincial Director and Chief Paramedic
Alberta Health Services EMS

Kerilee Sntenchuk
Director People and Culture
ATB Financial

Steve Sproule
Manager, Health, Benefits & Retirement
Husky Energy Corp.

Bob Stenhouse
Executive Director
Protective Services
Alberta Health Services

Massey Whiteknife
Founder and CEO
ICEIS Safety
The Get Ready Program

Troy Winters, CRSP
Senior Health and Safety Officer
Canadian Union of Public Employees (CUPE)

Amanda Woodill
Specialist Occupational Health & Industrial Hygiene Assurance
Nexen Energy ULC

EARN CPD HOURS LEGAL ACCREDITATION:

For Alberta lawyers, consider including this course as a CPD learning activity in your mandatory annual Continuing Professional Development Plan as required by the Law Society of Alberta.

This main 2-day conference program can be applied towards 3 of the 12 hours of annual Continuing Professional Development (CPD), as required by the Law Society of Ontario.

This program has been approved by the Law Society of British Columbia for 3 CPD hours for the conference.

WHO SHOULD ATTEND:

- Human Resource Professionals
- Occupational Health & Safety Managers
- Senior Managers, Supervisors, VPs, Directors, Workplace Safety
- Union Representatives
- Emergency Services
- Mental Health Specialists
- People Risk & Organizational Management
- Labour Relations Advisors, Officers, Specialists
- Officers & Adjudicators in Human Rights, Labour Relations, Insurance & Claims
- Consultants in Employee Assistance & Corporate Wellness
- Insurance Adjustors and Underwriters
- In-House Counsel
- City Solicitors and Government Solicitors
- Triage Specialists
- Compliance Officers



Pre-Conference Workshop

TUESDAY, JUNE 19, 2018

Manager Training Masterclass – A Guide to Approaching and Supporting an Employee in Crisis



Michelle Phaneuf
Workplace Fairness West

Managers and supervisors are often tasked with being the initial point of contact with an employee suffering from a mental health issue or psychological injury. However, most employers do not provide adequate training to handle these complex situations. Attend this pre-conference masterclass and ensure that your company or organization has the fundamental tools to handle even the most complex mental health scenarios.

- ✓ **Learn** from an interactive demonstration of a neutral third-party facilitating the conversation of a manager supporting an employee experiencing a mental health issue
- ✓ **Gain** insights through an in-depth explanation of the best practices and the most successful facilitation techniques that can create success with these and other difficult conversations
- ✓ **Learn** the essential tools your managers can use when no third-party is available
- ✓ **Hear** the fundamentals for integrating the training within your team

PREMIER EXHIBIT SPONSOR:



At the **Edgewood Health Network**, collaboration, compassion and respect set the tone for the care that we provide.

From supervised medical detoxification, to our continuing care programs; EHN Canada delivers on-going support from an expert team of caring and committed staff including physicians, psychiatrists and a 24/7 nursing team.

Our tailor-made program includes medically assisted withdrawal management, psychotherapy including CBT & DBT, and trauma informed care. This combination means every individual will get the most cutting-edge therapies all in a setting that is warm, comfortable and safe. www.edgewood.ca

SUPPORTED BY:



Canadian HR Reporter, the national journal of human resource management, has provided the award-winning news, information

and practical advice professionals and employers need to stay on top of their field. Published by Thomson Reuters, it features a monthly print publication, daily news, weekly digital editions, newswires, webinars and more. Visit www.hrreporter.com for more information.

Day One

WEDNESDAY, JUNE 20, 2018

8:00

Registration Opens and Refreshments are Served

8:45

Welcoming Remarks from The Canadian Institute

8:50

Opening Remarks from the Chair



Laureen MacNeil
Executive Director
Canadian Mental Health Association – Calgary

9:00

The Duty to Accommodate Mental Health in the Workplace – The Latest Guidance for Employers



Christin M. Elawny
Lawyer
Field Law

- In-depth analysis of current case law and legislation
- Insight into what employers should and can ask when dealing with complex mental health cases
- Strategies for setting up proactive policies to comply with employers duty to accommodate and duty to inquire

9:45

Short Term Disability and Long Term Disability Structures and Planning



Rhonda Ozcan
Organizational Health Consultant
Great-West Life
Calgary Group Sales & Service Offices

- Tips on how managers and leaders can support an employee that is on a short term disability mental health leave
- How to minimize the impact on workplace productivity when an employee is on a long term disability leave
- Best practices to support an employee on a short or long term mental health related absence, and how to ensure their successful return to work

10:45

Networking Refreshment Break

11:00

Keynote Address: Incorporating Indigenous Mental Health Accommodation and Awareness in Your Workplace



Massey Whiteknife
Founder and CEO
ICEIS Safety
The Get Ready Program

- Examine the Indigenous perspective to mental health and wellness
- Learn how to integrate cultural accommodation into workplace policies
- Hear about the most common mental health and addiction issues within First Nation communities

12:00

Networking Luncheon for Speakers and Delegates



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1:00

Case Study: Results of Mental Health Programs and Policies since Implementation at Husky Energy



Steve Sproule
Manager, Health, Benefits & Retirement
Husky Energy Corporation

- Hear data from Husky Energy on company improvements since implementing mental health and wellness programs
- Examine the various programs Husky utilizes, and determine how to implement them into your own organization

2:00

A Guide to Recognizing Addiction and Supporting Recovery in the Workplace



Stacey Petersen
Executive Director
Fresh Start Recovery Centre

- How to proactively recognize signs and symptoms of an addiction issue
- Best practices to assist employees with a problem
- Demonstration on how to intervene without being a trained counselor

3:00

Networking Refreshment Break

3:15

Training Managers and Supervisors to Maintain a Psychologically Safe Workplace



Bob Stenhouse
Executive Director, Protective Services
Alberta Health Services

- How to put mental health training into day-to-day practice
- Practical insights on creating a paradigm shift in your workplace by making compassion part of the dialogue
- Understand how managers and supervisors can ensure productivity and performance while caring for employee mental health

4:00

Reducing Mental Health Stigma in the Workplace

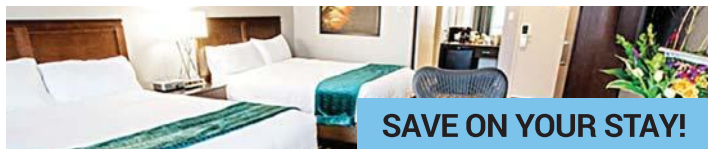


Lauren MacNeil
Executive Director
Canadian Mental Health Association – Calgary

- Tips to successfully raise awareness about mental illness
- Strategies for make strides towards eliminating workplace stigma
- Insight into educating leadership on creating a supportive culture

4:45

Chair's Closing Remarks



HOTEL INFORMATION

Hotel: Hotel Blackfoot
Telephone: 403-252-2253
Address: 5940 Blackfoot Trail SE, Calgary, AB T2H 2B5

A special rate is available for conference attendees.
Please go to CanadianInstitute.com/WMHWest/ and click the Venue tab for reservation information.

Day Two

THURSDAY, JUNE 21, 2018

8:30

Refreshments are Served

9:00

Opening Remarks from Chair



Lauren MacNeil
Executive Director
Canadian Mental Health Association – Calgary

9:10

Hot Topic: Taking Action on Cannabis in the Workplace – What You Need to Know



Michael Howcroft
Partner
Blake, Cassels & Graydon LLP

- Navigating the legalities of random drug testing policies
- Medical Marijuana – how to accommodate prescribed cannabis while complying with safety standards
- Protect your workplace from liability by understanding best practices in drafting workplace policy around employee cannabis use
- Have your own workplace cannabis questions answered with an extended Q & A session

10:10

Case Study: Applying the Mental Health Commission of Canada's (MHCC) 13 Factors of Addressing Mental Health in the Workplace



Jodie Jeworski
Manager, Wellbeing and Worklife
University of Calgary

- Explore the process of implementing the National Standard of Psychological Health and Safety, and MHCC's 13 factors
- Our journey through building a Mental Health Strategy, and the benefits we have experienced as a result
- Tips for building or bettering your company/organization's mental health strategy

11:10

Networking Refreshment Break

11:25

Managing Employee Stress Caused by Organizational Changes and Difficult Work Conditions



Troy Winters, CRSP
Senior Health and Safety Officer
Canadian Union of Public Employees (CUPE)

- How to make effective changes when workplace conditions are contributing to employee stress
- Navigating the elevated risk factors in shift work
- Tools for employers to create flexible accommodation to reduce risks of stress

12:10

Networking Luncheon for Speakers and Delegates

JOIN THE CONVERSATION



@CI_Business #CIWMHW



Leadership Development Network

1:10

Post-Traumatic Stress Disorder – Tools for Employers to Assist Employees Following a Traumatic Incident, Fatality, or Serious Injury in the Workplace



Dr. Megan McElheran
Chief National Clinician
WGM Psychological Services

- How to recognize signs and symptoms of PTSD
- Practical tools for setting up internal systems to assist employees following a traumatic incident at work
- The key to follow up and how long after the traumatic incident is necessary to follow up with employees

2:10

Building a Psychological Health and Safety Program in Your Organization



Darren Sandbeck
Senior Provincial Director and Chief Paramedic
Alberta Health Services, EMS

- Learn the tools for structuring a psychological health and safety plan
- Understand how to build a successful program through education, an employee support model, peer support systems, and alternative therapies
- Hear how to effectively reintegrate an employee to work after returning from a psychological injury or mental health leave

3:00

Networking Refreshment Break

SPONSORSHIP & EXHIBITION OPPORTUNITIES

Maximize your organization's visibility in front of key decision-makers in your target market.
For more information, contact Director of Business Development **DANIEL GELLMAN** at 416-927-0718 ext. 7389, toll-free 1-877-927-0718 ext. 7389 or by email at D.Gellman@CanadianInstitute.com

3:15

Panel: Best Practices in Workplaces to Prevent and Manage Psychological Injuries



Laura Bezemer, MPP
Health & Safety Manager
Golden Triangle Construction Management



Kerilee Snatenchuk
Director People and Culture
ATB Financial



Dr. Patrick Baillie, LL.B.
Psychologist
Alberta Health Services Consulting Psychologist
Calgary Police Service



Amanda Woodill
Specialist Occupational Health & Industrial Hygiene Assurance
Nexen Energy ULC

- Hear about comprehensive wellness programs for industries and workplaces that are high risk for mental health issues
- How to effectively support employees and create a supportive workplace culture
- Gain insights into the most effective programs for preventing injury and maintaining employee psychological safety

4:15

Chair's Closing Remarks



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The C5 Group, comprising The Canadian Institute, American Conference Institute and C5 in Europe, is a leading global events and business intelligence company. For over 30 years, The Canadian Institute has provided the opportunities that bring together business leaders, professionals and international experts from around the world to learn, meet, network and make the contacts that create the opportunities.

Our conferences and related products connect the power of people with the power of information, a powerful combination for business growth and success.

3 Ways to Register

ONLINE:
CanadianInstitute.com/WMHWWest/

EMAIL:
CustomerService@CanadianInstitute.com

PHONE:
1-877-927-7936

Registration Information

Conference Code

361E18-CAL

Registration Type	Register & Pay by May 15, 2018	Register & Pay after May 15, 2018
PLEASE ADD 5% GST TO ALL ORDERS		
<input type="checkbox"/> Program (on site)	-\$1095 You Pay: \$985.50	-\$1295 You Pay: \$1165.50
<input type="checkbox"/> ALL ACCESS PASS*: Program + Workshop	-\$1490 You Pay: \$1380.50	-\$1690 You Pay: \$1560.50
OTHER OPTIONS AVAILABLE		
<input type="checkbox"/> Workshop Only: Manager Training Masterclass A Guide to Approaching and Supporting an Employee in Crisis		\$495
<input type="checkbox"/> Live Webcast (Program only)		\$895
<i>All program participants will receive an online link to access the conference materials as part of their registration fee.</i>		

*ALL ACCESS PASS: is recommended for maximum learning and networking value.

Bringing a Team?

3 – 4	10% Conference Discount
5 – 6	15% Conference Discount
7 – 9	20% Conference Discount
10 or more	Call 416-927-7936

Call 1-877-927-7936 for Group or Special Industry Pricing Options

Terms and Conditions

Payment Policy

Payment must be received in full by the program date to ensure admittance. All discounts will be applied to the Program Only fee (excluding add-ons), cannot be combined with any other offer, and must be paid in full at time of order. Group discounts available to 3 or more individuals employed by the same organization, who register at the same time.

Delegate Substitutions and Cancellations

You must notify us by email at least 48 hrs in advance of the conference if you wish to send a substitute participant. If you are unable to find a substitute, please notify us in writing no later than 10 days prior to the conference date. All cancellations received will be subject to a cancellation fee of \$350. Delegates opting to receive a credit voucher will receive a credit for the full amount paid, redeemable against any other Canadian Institute conference in the next 12 months.

No credits or refunds will be given for cancellations received within 10 days of the conference start date. Delegates may not "share" a pass between multiple attendees without prior authorization. No liability is assumed by The Canadian Institute for changes in program date, content, speakers or venue. The Canadian Institute reserves the right to cancel any conference it deems necessary and will, in such event, make a full refund of any registration fee, but will not be responsible for airfare, hotel or other costs incurred by registrants.

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Special Pricing Offer Details

Members of the Paramedic Chiefs of Canada **SAVE 10%** off the cost of registration! Be sure to mention this special offer and your registration code **D10-361-361CX07** to qualify.

*See pricing chart for details. This rate cannot be combined with group rates or any other special offer. This rate does not apply to workshops. Applies to new registrations only.

Registration Type	Register & Pay by May 15, 2018	Register & Pay after May 15, 2018
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ALL ACCESS PASS*: Program + Workshop	-\$1490 You Pay: \$1380.50	-\$1690 You Pay: \$1560.50
PLEASE ADD 5% GST TO ALL ORDERS		