

9:00 – 12:30 (Registration opens at 8:30)

A Step By Step Guide to Implementing a Successful Corporate Immigration Policy

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While immigration is looked upon as a quick fix to the workforce shortage problem, the process can be cumbersome, confusing, and costly. In this interactive session, learn the processes and procedures, identify loopholes (and traps) to successfully implement or bolster your existing immigration policy.

In this workshop, specific areas of concentration will include:

- ✓ How to efficiently expedite work visas
- ✓ What is the immigration review process?
- ✓ What are the employer's obligations and responsibilities?
- ✓ What are the legal ramifications of hiring foreign workers?
- ✓ How do you certify and license foreign workers?
- ✓ How do you attract an immigrant work force to a remote area?
- ✓ What is the difference between Permanent Residency versus Temporary Residency?
- ✓ How are applications assessed under the "skilled worker" class?
- ✓ What are the applicable fees to process an application?
- ✓ What documents need to be submitted with the application?

Colin R. Singer, a licensed attorney since 1988 is immigration counsel for www.immigration.ca, widely recognized as the foremost non-government Internet web site in the Canadian immigration industry, providing unparalleled counsel and expertise to foreign nationals intending to relocate to Canada, the United States and the United Kingdom on a temporary or permanent basis. Mr. Singer is an Associate Editor of "Immigration Law Reporter" and has previously served as an executive member of the Canadian Bar Association's Quebec and National Immigration Law Sections and is currently a member of the Canadian Chapter of the American Immigration Lawyers Association. In the employment field, Mr. Singer is a licensed Certified Human Resources Professional (CHRP) and with the Québec Order of Certified Human Resources and Industrial Relations Counsellors.

Don't miss the opportunity to get hands-on instruction on utilizing foreign workers to strengthen the ranks of your workforce. Register now!

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1:30 – 5:30 (Registration opens at 1:00)

Employee Engagement – The Second City Way: Using Theatre Improvisation Techniques to Counter Barriers to Innovation in the Workplace

Lisa Brookes

Creative Director, Second City Communications Group

Lee Smart

Creative Director, Second City Communications Group

In a high-stress business world, with no time for mistakes, decisions are often made from the cocoon of safety rather than the precipice of risk. The fear of failure inhibits the creative thinking process, whereas the willingness to take chances can usually open new avenues for success. The Second City Communications group applies the fundamentals of theatre improvisation to the workplace setting to demonstrate how fostering an environment of truthful, transparent, open and honest communication can create a sense of ensemble, inclusiveness and group ownership at every level of an organization.

In this interactive, on-your-feet session – combining both theory and play – participants will learn how to unlock their capacity for self-expression and create a positive, team-oriented environment.

- ✓ Applying the fundamentals of theatre improvisation to the workplace setting
- ✓ Sharing, acknowledging and developing ideas in a safe, non-judgmental, and consequences-free environment
- ✓ Exploring how communication styles – both positive and negative – define and impact workplace culture
- ✓ Illustrating the effect of positive language on building high-performing teams and engaged associates
- ✓ Using real insights and "tie-backs" throughout the experience and how to apply them to your workplace.

Lee Smart and **Lisa Brookes** are Creative Directors at Second City Communications, and alumnus of the Second City Main Stage. Second City Communications (www.secondcitycommunications.com) is the corporate learning and HR solutions division of the comedy and improvisation powerhouse, The Second City. For more than 15 years, Second City Communications has been using humour and improvisational training to help clients increase employee engagement, foster innovation and enhance communication. They specialize in combining custom-written comedy designed to enhance internal communications (performed live at meetings or distributed via video Podcasts) with improvisation-based experiential learning workshops.

Cap off your Best Employers experience in this energized, fun, and insightful session! Space is limited (your imagination is not)!

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