

# INTERACTIVE LEARNING SESSIONS

JANUARY 23, 2007

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

1:30 pm – 4:30 pm (Registration opens at 1:00 pm)

## A

### Using Performance Measurement to Demonstrate HR Accountabilities in your Organization

**Marilyn Richardson**  
Alberta Practice Leader for HR Advisory Services  
Meyers Norris Penny LLP

*Over the next few years, you will need to invest in tools and strategies to cope with the human resources challenges facing your organization. Performance measurement can help the HR function demonstrate accountability for the investments made into HR Management tools. This workshop will provide tools, tips and techniques to develop and implement a performance measurement framework within your organization, enabling you to demonstrate the value of your function to senior management.*

- What are the challenges in implementing performance measurement for the evaluation of the HR function?
  - selling measurement to senior management
  - gaining employee buy-in for measurement
  - assigning attribution to the HR function to demonstrate ROI
- Defining measurable objectives in line with strategic objectives
- Assigning and tracking criteria to reflect the objectives of the HR plan
- Analysing data to produce meaningful information that can be acted upon
- Providing concise and relevant results to senior management to communicate the value of the HR function
- Developing benchmarks against which to compare and improve performance
- Measuring performance on an ongoing basis to ensure that you are continually improving you HR function

**Sign up today for this comprehensive session and walk away with the tools to enable more robust measurement of your HR initiatives!**

*Marilyn Richardson is a seasoned Human Resources and General Management Consultant and Team Leader with over 25 years of practical experience with in depth knowledge and experience in many of the Human Resources Services including: Organizational Assessment and Effectiveness, Organizational Change Leadership, Facilitation, Training and Development, Communication, Leadership and Team Development, Surveys and assessments and Quality principles and tools.*

*As Alberta Practice Leader, Marilyn leads the Alberta Human Resources Advisory team and manages a number of concurrent projects, including tasks such as resource allocation, timelines and milestone reporting, quality control, reports and documentation, and plan execution.*

*Marilyn brings a mix of private industry and consulting experience organizing and coordinating team efforts toward a common goal.*

*Marilyn holds a Certificate in Adult Education from the University of Alberta, and is currently completing her Bachelor degree in Adult Education. Marilyn is a Certified ISO Auditor and has completed programs at the University of Alberta such as Introduction to Administrative Practices and Decision Making, Financial Accounting and Management Accounting. Marilyn has extensive training and practical experience in the areas of leadership, supervision and teamwork, process improvement, performance measures, customer service and quality, facilitation, training and project management and is also certified to instruct many of these programs.*

## B

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

**Colin R. Singer, CHRP**  
Attorney  
Canadian Citizenship and Immigration Resource Centre (CCIRC) Inc.

*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?

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

*Colin R. Singer, a licensed attorney since 1988 and authorized by the Government of Canada to represent your interests, directs [www.immigration.ca](http://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. Colin R. Singer completed an undergraduate law degree from the University of Ottawa in 1986 and was admitted to the Barreau du Québec in 1988. Prior thereto he obtained a Bachelor's degree in 1982 from McGill University, majoring in industrial relations. In addition to being a founding director of the Canadian Citizenship & Immigration Resource Center (CCIRC) Inc., Mr. Singer is an Associate Editor of "Immigration Law Reporter" the pre-eminent immigration law publication in Canada. Mr. Singer 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. He has twice appeared before Canada's House of Commons Standing Committee on Citizenship and Immigration and is a frequent presenter at National conferences sponsored by government and non-government organizations on matters affecting Canada's immigration and human resources industries. In the employment field, Mr. Singer is a licensed Certified Human Resources Professional (CHRP) with the Québec Order of Certified Human Resources and Industrial Relations Counsellors, the only recognised group in the field of human resources in Québec, and he possesses a thorough understanding of the personnel and human resource industry across Canada.*