



## AFOA SK Human Resource Workshop

October 11 & 12, 2023

Saskatoon Inn, Canadian Room, Saskatoon, SK



**Speaker: Kent Brown, Vice President Learning & Development, Legacy Bowes**

Kent is a proud member of Fisher River Cree Nation, a proud husband and father of four daughters, a seasoned motivational speaker and an accomplished boxing coach. Kent is a senior human resources professional with 25 years of HR experience much of which was gained in a large, Indigenous social service agency. Prior to joining Legacy Bowes, Kent was the HR Director for Southern First Nations Network of Care where he managed all aspects of human resources including providing advice on C-92 initiatives. Kent holds a Certificate in Human Resources and Labour Relations from the University of Manitoba and Queens University respectively. Kent takes pride bringing a First Nations' view to the profession by providing an array of services to clients such as coaching, policy development, labour relations, facilitation, conflict resolution and performance management.

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**Speaker: Marlene Waterston, Senior Facilitator, Legacy Bowes**

Marlene is an energetic and passionate management and training professional who loves facilitating and helping workshop participants to learn new skills. Marlene has held roles of Director of Operations & Human Resources, Operations Manager, Finance Administrator, and Office Manager in both the public and private sector. She holds the designation of Chartered Professional in Human Resources (CPHR) as well as a diploma as a Certified Aboriginal Finance Manager (CAFM) and a diploma as a Certified Aboriginal Professional Administrator (CAPA) with AFOA Canada and is currently working towards a Master's in Business Administration.

Combining her passions for Finance and Human Resources, and her management experiences, Marlene has found facilitation to be an energizing way to share her knowledge and passion with others. Her energy to keep everyone engaged shows through in all of her sessions.

## October 11 (Day 1)

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- 8:00 am Hot Breakfast / Networking
- 8:45 am Welcome
- 9:00 am **How to Have Those Difficult Conversations**
- What is a “Difficult Conversation”
  - Root causes and avoidance
  - Common Management Mistakes
- 10:30 am **Health Break (15 mins)**
- 10:45 am ***Workshop continues***
- Step process to managing difficult conversations
  - The Art of Question Thinking
  - Strategies to Deal with Bad Attitudes
- 12:00 pm **Lunch Break (1 hour)**
- 1:00 pm **Understanding Legislation and Human Resources**
- History and growth of employment standards
  - How laws are made
  - Different jurisdictions, different regulations
  - Contract Law basics
- 2:30 pm **Health Break (15 mins)**
- 2:45 pm ***Workshop continues***
- Human Rights Legislation and employment
  - Privacy legislation and employment
  - Workplace Health and Safety
- 4:00 pm **End of Day**

## October 12 (Day 2)

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8:00 am Hot Breakfast / Networking

8:45 am Welcome

9:00 am **Ethics & Professionalism in the Workplace**

- What ethical issues are and the challenges they create
- The connection between respect in the workplace, ethics and professionalism
- Learn why ethics and professionalism is important at work
- Understand the complexity of ethical issues

10:30 am **Health Break (15 mins)**

10:45 am ***Workshop continues***

- Understand reasons why people engage in unethical behaviour
- Learn how society tries to curb unethical behavior
- Learn some tools and tactics for decision making

12:00 pm **Lunch Break (1 hour)**

1:00 pm **Mental Wellness in the Workplace**

- Perspective on mental health/wellness
- Understanding and deconstructing mental health in the workplace
- Defining mental health vs mental illness
- Identify and dismantle stigma around mental health in the workplace
  
- Ways to identify when normal stress is becoming abnormal stress
- Assist you to identify stressors in your own life and how to manage them
- The role of management in workplace mental health
- Ways to support employees in their mental health

3:00 pm **End of Day**