

SAVE THE DATE

SUPERVISORS AND MANAGERS HUMAN RESOURCE TRAINING

WHERE:
Rittenhouse Hall, Vineland
Research and Innovation Center

WHEN:
Nov. 7, 14, & 21
from 9:30 AM to 4:00 PM.
Lunch is provided

COST:
\$500 +hst per person

Labour costs and access to a reliable workforce has become a very strategic part of growing flowers. As our federal government drives for Free Trade and global markets our provincial government expands it worker protection legislation. Employers struggle to adjust their management model to remain competitive.

Supervisor and HR Manager Training will focus on how to develop, implement and sustain employee engagement or empowerment process to obtain the worker efficiencies required to remain competitive. What is Employee Engagement? – a process to make every employee as much of an individual manager of their job as possible. Establish an environment of mutual trust and respect that encourages workers to participate in problem identification, problem resolution and continuous improvement. It is leadership through persuasion and not management through power.

Our future workers are likely to be new immigrants or foreign nationals. A second focus of the training will be on Managing a Multi-Cultural Workforce and on the third day there will be a review of Bill 148 implications.

Tom Baker, Bayview Flowers, will deliver the program. Tom has overall responsibility for the Human Resources, Occupational Health and Safety, IT and Administration functions. Prior to joining Bayview he ran T.E.Baker Consultants Inc. focusing on training and human resources management. He has been involved with Human Resources Management with Ault Food, Sperry Univac, DeBeers, Owens Corning Fiberglas, INCO, PPG Canada and Sony Music.

Employee Engagement Course outline includes:

- Strategic Linkages and Workplace Culture
- Managing Change within your business
- Conflict Resolution
- Team Building & Development
- Team Dynamics
- Feedback and Review of the program

Managing a Multi-Cultural Workforce outline includes:

- Managing cross cultural differences in the workplace
- The orientation and socialization process
- Perceptions and attributions
- Building organizational culture while incorporating individual cultural differences

How to Register before Oct 31

Contact Rachelle at Flowers Canada (Ontario) Inc. at rachelle@fco.ca or call 1.800.698.0113 ext. 230

QUESTIONS

Contact Ken Linington at Flowers Canada (Ontario) Inc. at ken@fco.ca or call 1.800.698.0113 ext. 227