

# 16<sup>th</sup> Executive Development for Leadership Succession

*"The presenters were well informed and had great information to share. I really feel the info could be very valuable to my team."*

*"Feel very well armed with data that will help build a strong business case for making succession management a key part of the strategic plan."*

*"Benefited from the exposure to a multitude of approaches to leadership development from which my efforts can be enhanced."*

**workshop included:** *Succession Planning in Real Time: Making Candidate Decisions*

### participating organizations

Planning for Succession  
University Health Network  
The Mattam Group  
Hewitt Associates  
Chambers and Associates  
Regional Municipality of Niagara

Telus Mobility  
Cadillac Fairview Corporation Limited  
Compass Group Canada  
Sleep Country Canada  
Hudson's Bay Company

### who should attend

Presidents, VPs, directors, managers and consultants in: HR, organizational development, succession planning, training and development, employee relations, talent management

### course highlights

- Successful practices for leadership transitions
- Conducting a retirement audit and situational analysis
- Understanding and leveraging a workforce planning system
- Establishing metrics to fuel continuous improvement
- Tips to creating a sustainable succession program
- Synchronizing your training and talent management initiatives
- Critical components of a successful mentoring relationship
- How to conduct a talent review
- Formal learning strategies to accelerate development
- Addressing emerging skills and critical competencies to succeed in today's economy
- Cultivating transformational leadership

**Course Leader**  
John Szold,  
Planning for  
Succession



Lisa M. Mattam,  
The Mattam  
Group



Ted Emond,  
Hewitt  
Associates



Michelle  
Chambers,  
Chambers and  
Associates



Grant  
Armstrong,  
Regional  
Municipality  
of Niagara



Richard Beed,  
Telus Mobility



Brenda M.  
Brown,  
Compass  
Group Canada



Brett Abram,  
Sleep Country  
Canada



Sandra  
Murray-Leduc,  
Hudson's Bay  
Company



**as well as:**

Victor Trotman,  
University  
Health Network

Michelle Clarke,  
Cadillac Fair-  
view Corpora-  
tion Limited

Jim Campbell,  
Hudson's Bay  
Company

## FACULTY

### COURSE LEADER

#### JOHN SZOLD

As CEO of **Planning for Succession**, John Szold provides succession planning and management services, including CEO assessment, CEO transition, performance evaluation, talent management and leadership development, to boards of directors, senior management teams, as well as owners of private businesses.

### CO-LECTURERS

#### VICTOR TROTMAN

Victor Trotman is the Senior Director, Labour Relations at the **University Health Network**, where he is responsible for negotiation and administration of collective agreements, grievance handling, mediation and arbitration.

#### SANDRA MURRAY-LEDUC

Sandra Murray-Leduc is National Succession and Performance Manager at **Hudson's Bay Company** and oversees the succession planning process that is currently in place and well operationalized within the business.

#### TED EMOND

Ted Emond is senior consultant in **Aon Hewitt's** Toronto office, experienced in the design, development and implementation of organization, workforce and HR strategies.

#### MICHELLE CHAMBERS

Michelle Chambers is principle of **Chambers and Associates**, an organizational learning and development firm in the areas of leadership development; coaching, strategic planning; team development, and change management.

#### GRANT ARMSTRONG

For 30 years Grant Armstrong has been a catalyst to heighten leadership capabilities in the organizations including Beatrice Foods, Meridian Credit Union, Brock University and currently the **Niagara Region**.

#### RICHARD BEED

Richard Beed is the VP, HR for Talent Solutions at **TELUS**. His accountability focuses on the employee life cycle from recruitment, on-boarding, career development through to succession planning.

#### MICHELLE CLARKE

Michelle Clarke is a Director of Talent Management at **Cadillac Fairview Corporation Limited**.

#### BRENDA M. BROWN

Brenda Brown is Senior Vice President Human Resources, **Compass Group Canada**, reporting to the CEO of the company.

#### BRETT ABRAM

Brett Abram is the Director Human Resources for **Sleep Country**, an international company with subsidiaries *Dormez-vous?* in Quebec and *Sleep America* in Phoenix Arizona.

#### LISA M. MATTAM

Lisa Mattam is founder of **The Mattam Group**, a management consulting firm specializing in Leadership, Organizational Development and Strategic Process.

#### JIM CAMPBELL

Jim Campbell is a Senior Manager Learning and Development at **Hudson's Bay Company**.

## COURSE PROGRAM

### OVERCOMING LEADERSHIP SUCCESSION CHALLENGES

Simply put, you cannot build a leadership succession plan if you have no qualified people to move into leadership positions. This session will focus on practices that will help you to contend with the many challenges faced in succession management implementation.

- Establishing accountability for succession management
- Linking organizational values, behavioural competencies and skills
- Attracting high-potential external candidates to supplement the talent pool
- Increasing motivation through the creation of a performance-based culture
- Using reward and recognition programs to retain star employees
- Dealing constructively with factors that can derail a succession candidate
- Increasing the transparency of the succession management process

### ENGAGING & RETAINING HIGH PERFORMERS

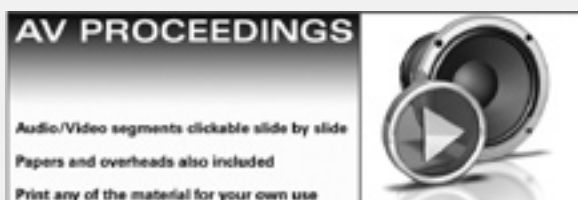
Today's organizations need to apply the latest winning strategies to engage and retain high-potential employees. This presentation will detail how to achieve this with a well-developed talent management strategy.

- Developing a framework to help maintain employee engagement of high performers
- Identifying the role of human resources in retaining high performing employees across the organization
- Implementing high performer retention programs
- Pitfalls and benefits of embarking on a high potential engagement program in your organization

### SUPPLEMENTARY COURSE MATERIAL

Federated Press is now providing delegates with access to an innovative new database containing at least 25 interactive multimedia presentations by leading experts and approximately 20 hours of lectures on the topics covered by this course, including all slides and speakers' papers. See the list of presentations on page 4.

Delegates will also receive a trial subscription to the HR Channel, a much broader resource representing hundreds of hours of interactive multimedia lectures on leading edge HR topics as delivered at our many recent HR conferences and courses.



*"Good exposure to different types of plans."*

*"Very informative and interesting."*

## COURSE PROGRAM

### DEVELOPING & RETAINING TOMORROW'S LEADERS

A major challenge for organizations today is finding, energizing and retaining the best talent as the age profile in the workforce shifts. This presentation will look at how different organizations are working to energize, attract and retain young talent in order to develop the leaders of tomorrow.

- Does your organization distinguish itself and does it attract the young generation with high potential?
- Is your work environment based on performance and does it stimulate leadership development?
- How to generate a greater sense of responsibility in your younger employees
- How to motivate and convey a taste of success to your young employees

### CASE STUDY: INTEGRATED TALENT MANAGEMENT AND STRATEGIC ALIGNMENT

Adopting an integrated talent strategy aligned with the strategic direction of the organization is critical in times of business change and economic uncertainty. This case study presentation will elaborate on how Hewitt is taking a comprehensive approach to position itself for continued strength and success well into the future.

- Assessing talent requirements that are directional with strategic objectives
- Creating an integrated talent management approach
- Identifying and building strength around mission critical positions
- Instituting talent reviews and emerging talent identification
- Engaging OD to build leadership capacity

### INTEGRATING COACHING & MENTORING INTO LEADERSHIP DEVELOPMENT

Mentoring and coaching practices are an integral component of leadership development and succession management. This session discusses various approaches as well as provides tips to successfully execute strategic initiatives within your organization.

- Building successful mentor and coaching initiatives
- The value of coaching and mentoring for leadership development
- Role of leadership team in coaching and mentoring programs
- Selection of mentors and coaches: key considerations
- Critical success factors for mentoring and coaching programs

### DESIGNING & IMPLEMENTING A LEADERSHIP CONTINUITY PROGRAM

The design and implementation of an effective leadership continuity program comprehensively bridges your business strategy with your various workforce strategies. This presentation will outline proven methods for designing, implementing and managing a leadership succession program.

- Obtaining senior management buy-in
- How to align a leadership succession plan with business strategy
- Designing the program to meet immediate and future needs
- Establishing metrics to fuel continuous improvement
- Tips to creating a sustainable succession program
- Implementation planning and launch
- Building support and interest in the program

### ACCELERATING READINESS OF SUCCESSION CANDIDATES

As many leaders throughout organizations prepare for retirement and employees cope with modern pressures, new strategies are needed to grow the shrinking talent pool and meet the needs for key positions from the next generation of workers. This presentation will outline how to accelerate your talent readiness.

- Retirement and its impact on succession planning
- Ensuring long-term success in the midst of the mass exodus of top leaders
- Criteria for evaluating high potentials
- Using experiences, relationships and feedback and blended learning strategies to accelerate development
- Integrating the new leader

### ANALYTICAL APPROACHES & TOOLS FOR ASSESSING TALENT

Effective talent management requires a foundation rooted in performance history, behavioural analysis, profiling and other factors. This presentation will examine how analytical approaches and tools are used as part of a talent management cycle program.

- Identifying the key positions
- Identifying the potential successors and the talent gaps
- Determining the development plans for the potential successors
- Conducting talent review meetings on an annual basis
- Ensuring high potential employees are assigned to a coach

### CASE STUDY: HUDSON'S BAY COMPANY

As many leaders throughout organizations prepare for retirement, new strategies are needed to grow the shrinking talent pool and meet the needs for key positions from the next generation of workers. This requires effective talent management practices that are rooted in proven track record of performance, profiling and other key factors. This case study will examine the Hudson's Bay Company leadership programs, as well as their practices for succession and talent reviews to assess and build future leadership.

- The HBC Rising Star Program and Future Executive Program
- Identifying the potential successors and the talent gaps
- Conducting succession and talent reviews
- Criteria for evaluating high potentials

## WORKSHOP

### SUCCESSION PLANNING IN REAL TIME: MAKING CANDIDATE DECISIONS

Making succession management decisions can be like trying to hit a moving target while the ground you're standing on is shifting. This interactive case study workshop will allow participants to explore the trade-offs and shades of grey in making succession management choices, with participants emulating a succession management committee attempting to reach a decision on potential candidates.

- Understand the characteristics of an effective succession planning process
- Understand how to apply the components that support objective decision making
- Experience the challenges of making tradeoffs between alternate succession candidates

## MULTIMEDIA PRESENTATIONS

Your registration includes an interactive multimedia database comprising the following presentations from recent Federated Press courses and conferences. They are presented in their entirety with complete audio or video and accompanying slides. You may also purchase the multimedia proceedings of the course which will be available on CD-ROM 60 days after the course.

### Recruiting and Retaining Older Workers

Pauline Holman,  
Prime Restaurants of Canada Inc.

### Coaching for Reinvention

Gordon Neufeld,  
The Best-Half

### Developing and Encouraging a Culture of Inclusion

Dennis Fong,  
Toronto Central CCAC

### Linking Business Strategies to Employee Diversity Councils

Robin Smith,  
Nortel Networks

### Identifying High Performers

Sara Prevette,  
Info-Tech Research Group

### Recruiting for Talent in a Changing Landscape

Michelle Banik,  
TSX Group

### Equipping Managers to Engage

Nicole Bendaly,  
Kinect

### Creating an Employee Engagement Culture

Leslie Dutton,  
Hewitt Associates

### Ensuring Transparency and Building Employee Trust

Ed Roszczka,  
Punch Integrated Communications

### Employee Communications in your Business Continuity Planning

Steve Kee,  
TSX Group Inc.

### Getting Employees On-Side When Strategy Changes

Kym Robertson,  
Alliance Atlantis Communications

### How to Succeed in a Position of Power & Leadership

Kellie Garrett,  
Farm Credit Canada

### Strategies for Effective Leadership

Betty-Ann Heggie,  
PotashCorp

### Lessons for Leadership in Complex Environments

Dr. Diane Finegood,  
Canadian Institutes of Health Research -  
Institute of Nutrition, Metabolism and Diabetes

### Emotional Intelligence (EQ) & Its Evolving Value in Leadership Development

Rick Lash,  
The Hay Group

### Generational Succession: An Owner's Perspective

Pierre Gauthier,  
SPB Organizational Psychology inc.

### Organizational Agility & Strength: Building a Talent Pipeline Into the Future

Chantal Parent,  
Business Development Bank of Canada

### Transformational Leadership: The New Successor

Richard Martin,  
Alcera Consulting Inc.

### Invigorating Your Talent Management to Engage and Retain High Performers

Stacey Karpman,  
Future Electronics Inc.

### Designing & Implementing a Leadership Succession Program

Shelley C. Brown,  
Bromelin People Practices

### Incorporating Diversity and Equity Initiatives into Succession Planning

Shelley C. Brown, Bromelin People Practices;  
Lynda Goldman, Lynda Goldman Inc.

### Adopting a Pathway Approach to Building Leadership Capability

Daniel Prince,  
DP Solutions

### Overcoming Common Leadership Succession Management Challenges

Jacques Labrie,  
Development Dimensions International

### The Role of Executive Search in Succession Planning

David Perry,  
Perry-Martel International Inc.

### Attracting & Retaining High Potential Leadership Talent

Eileen Kirk,  
Holt Renfrew & Co., Limited

**Registration:** To reserve your place, call Federated Press toll-free at 1-800-363-0722. In Toronto, call (416) 665-6868 or fax to (416) 665-7733. Then mail your payment along with the registration form. Places are limited. Your reservation will be confirmed before the course.

**Location:** Metropolitan Hotel, 108 Chestnut Street, Toronto, Ontario, M5G 1R3

**Conditions:** Registration covers attendance for one person, the supplementary course material as described in this document, lunch on both days, morning coffee on both days and refreshments during all breaks. The proceedings of the course will be captured on audio or video. Multimedia proceedings with all slides and handouts can be purchased separately on a CD-ROM which will also include the course material.

**Time:** This course is a two-day event. Registration begins at 8:00 a.m. The morning sessions start promptly at 9:00. The second day ends at 4:00 p.m.

**Cancellation:** Please note that non-attendance at the course does not entitle the registrant to a refund. In the event that a registrant becomes unable to attend following the deadline for cancellation, a substitute attendee may be delegated. Please notify Federated Press of any changes as soon as possible. Federated Press assumes no liability for changes in program content or speakers. A full refund of the attendance fee will be provided upon cancellation in writing received prior to February 11, 2011. No refunds will be issued after this date. Please note that a 15% service charge will be held in case of a cancellation.

**Discounts:** Federated Press has special team discounts. Groups of 3 or more from the same organization receive 15%. For larger groups please call.

Payment must be received prior to February 17, 2011

Phone: 1-800-363-0722

Toronto: (416) 665-6868

Fax: (416) 665-7733

### TO REGISTER FOR EXECUTIVE DEVELOPMENT FOR LEADERSHIP SUCCESSION

Name \_\_\_\_\_  
 Title \_\_\_\_\_ Department \_\_\_\_\_  
 Approving Manager Name \_\_\_\_\_  
 Approving Manager Title \_\_\_\_\_  
 Organization \_\_\_\_\_  
 Address \_\_\_\_\_  
 City \_\_\_\_\_ Province \_\_\_\_\_ Postal Code \_\_\_\_\_  
 Telephone \_\_\_\_\_ Fax \_\_\_\_\_ e-mail \_\_\_\_\_  
 Please bill my credit card:  AMEX  VISA  Mastercard  
 # \_\_\_\_\_ Expiration date: \_\_\_\_ / \_\_\_\_  
 Signature : \_\_\_\_\_  
 Payment enclosed:  Please invoice. PO Number: \_\_\_\_\_

WHEN CALLING, PLEASE MENTION PRIORITY CODE: MAIL COMPLETED FORM WITH PAYMENT TO:  
 Federated Press P.O. Box 4005, Station "A"  
 Toronto, Ontario M5W 2Z8

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### REGISTRATION COSTS

NUMBER OF PARTICIPANTS:   
 COURSE: \$1975  
 COURSE + PROCEEDINGS CD-ROM:  
 \$1975 + \$175 = \$2150  
 PROCEEDINGS CD-ROM: \$599  
 NOTE: Please add 13% HST to all prices.  
 Proceedings CD-ROM will be available 60 days  
 after the course takes place  
 Enclose your cheque payable to  
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 and follow the normal registration process