

Return to Work Delving Deeper

Monday,
April 16, 2012



Hilton Suites Winnipeg Airport
1800 Wellington Avenue
Winnipeg, Manitoba

Presented by
Rehabilitation Return to Work Partnership



Timetable

Time	Presenter & Topic
7:30am	Registration, Continental Breakfast, Trade Show Exhibits
8:15am	Opening Remarks
8:30am	Dr. Joti Samra <i>Emotional Intelligence in the Workplace</i>
9:30am	Nutrition Break, Trade Show Exhibits
9:45am	Dr. Joti Samra <i>Emotional Intelligence in the Workplace</i>
10:45am	Break
11:00am	Dr. Joti Samra <i>Emotional Intelligence in the Workplace</i>
12:00 Noon	Lunch, Trade Show Exhibits
1:00pm	Prize Draws
1:15-3:00pm	Lawyer Panel <i>Below the Surface of Accommodation</i>
3:00pm	Nutrition Break, Trade Show Exhibits
3:15pm	Comedian Dan Licoppe <i>The Humorous Side of Vocational Rehabilitation</i>
4:00pm	Closing Remarks

Conference Summary

This one-day conference will help you delve deeper into the dynamics surrounding successful and sustainable return to work strategies. Dr. Joti Samra will help you discover how emotional intelligence can influence your own behaviour, as well as that of those around you. This will help you understand the return to work process from a personal connection instead of a process view.

In the afternoon, you will engage in an open discussion with a panel of legal experts that will delve further into the issues surrounding workplace accommodation.

The day will conclude with comedian Dan Licoppe, who will show you the humorous side of vocational rehabilitation.

Who Should Attend?

- case managers and rehabilitation consultants
- members of the medical and health care communities
- employers and unions
- human resource professionals
- social workers

CCRC and RRP credits are available for attendance at the conference. Proof of attendance certificates will be available upon request.

Trade show and sponsorship opportunities available

Contact Kim Keating at kkeating@wcb.mb.ca or by phone at 204-954-4845.



Conference Presenters

Dr. Joti Samra

Dr. Joti Samra, R.Psych, is an innovator in the area of psychological health and wellness in the workplace. Her research catalyzes fundamental improvements in the psychological health and safety of work environments throughout Canada.

Dr. Samra pursues a full spectrum of research, consulting and educational activities in the field of workplace health. She is the lead developer of *Guarding Minds @ Work (GM@W): A Workplace Guide to Psychological Safety and Health*, an innovative online resource used by employers to address psychosocial threats in the work environment. She is also the principal developer of *Managing Emotions*, a set of online, interactive assessment and training resources that strengthen the interpersonal competence and emotional intelligence skills of managers.

Dr. Samra is past-president of the British Columbia Psychological Association and chair of the BC Psychologically Healthy Workplace Awards Committee. She is also a clinical associate at Simon Fraser University's Clinical Psychology Centre, an adjunct faculty member with the Adler School of Professional Psychology, and has served as an expert consultant for the British Columbia Family and Supreme Courts.

Dr. Samra has appeared as a clinical expert in all three seasons of the Animal Planet series *Confessions: Animal Hoarding*, developed by the producers of the critically acclaimed A&E series *Intervention*. She is a host and financial expert in *Million Dollar Neighbourhood*, a new 10-part docu-reality series that premiered on OWN: Oprah Winfrey Network (Canada) in January, 2012. She also writes a weekly "Ask a Health Expert" column for the *Globe and Mail*.

Holly Penner

Holly Penner was called to the Bar in Manitoba in 1991. She was in private practice for ten years before joining the Constitutional Law Branch of the Province of Manitoba. Holly has been with the Workers Compensation Board (WCB) for the last six years. In this role, she advises on return to work and duty to accommodate in relation to WCB employees and also to WCB case managers in relation to the re-employment obligation.

Kristin Gibson

Kristin Gibson graduated from the University of Manitoba Law School in 1983 and was called to the bar in Manitoba in 1984. She initially practiced both civil and criminal litigation before specializing in labour and employment law in 1986. She joined Aikins, MacAulay and Thorvaldson in 1988 and continues to specialize in employment litigation and labour arbitration. She works before tribunals such as the Manitoba Labour Board, the Workers Compensation Appeal Board, and the Manitoba Human Rights Commission. She also does labour negotiations and frequently consults on development of human resource policies.

William Sumerlus

William Sumerlus is counsel for the Canadian Union of Public Employees (CUPE). He is responsible for arbitrations and for labour board and human rights hearings and adjudications in Manitoba and northwestern Ontario. He has practiced with CUPE since 1992. Prior to that, he worked with Myers Weinberg, practicing labour and employment law. He has lectured on the duty to accommodate at Law Society presentations throughout the province, and at courses provided by the Centre for Labour Management and the Mel Myers Labour Conference in Winnipeg. He has represented unions in duty-to-accommodate grievance arbitrations and human rights adjudications in Manitoba and Ontario. He has been the chair of the Manitoba Mental Health Review Board for the past ten years.

continued on next page



Dan Licoppe

Dan Licoppe is a professional standup comedian who headlines corporate events and comedy clubs in Canada and the United States. His television and radio appearances include:

- NBC's Last Comic Standing
- Comedy Now
- CBC Winnipeg Comedy Festival Television Gala
- Just For Laughs Festival
- Open Mike With Mike Bullard
- Off The Record
- The Debaters

In addition, Dan spent over 20 years working in the field of vocational rehabilitation and disability management for private insurers, vocational rehabilitation providers and worker compensation boards. Dan uses his experience to present hilarious keynote speeches on the lighter side of employee wellness, accommodation in the workplace and communication in this ever increasingly complicated world we live in.

- An overview of Managing Emotions, a set of online, interactive assessment and training resources that strengthen the interpersonal competence and emotional intelligence skills of managers and leaders.

All participants will be sent a link to confidentially assess their own interpersonal competence skills so they will come with an awareness of their strengths and areas for improvement. No one will be asked to share their results but it will add personal context and meaning to the session.

Below the Surface of Job Accommodation

Holly Penner, William Sumerlus & Kristin Gibson

Our expert panel of lawyers will highlight current issues faced by employees, employers, unions and return to work coordinators in relation to workplace accommodation. They will touch on how to balance the employer's right to access information and the employee's right to privacy. The presentation will wrap up with an open panel discussion where participants will have the opportunity to gain insight on some of their more challenging duty-to-accommodate issues.

Conference Outlines

Emotional Intelligence in the Workplace

Dr. Joti Samra

This session will address the relevance of emotional intelligence in the workplace, delving deeper than the regulated process of return to work to understand how our behaviours and attitudes contribute to the success of our interactions with others. Learn how to better recognize the emotional states of yourself and others, and establish effective responses. This will enhance your personal emotional intelligence and make you more effective in the return to work process.

In addition, this session will provide:

- A comprehensive definition of emotional intelligence.
- An overview of the relevance of emotional intelligence in the workplace and ways in which it can assist in dealing with workplace issues.
- Effective, evidence-based strategies that can be implemented to strengthen emotional intelligence skills (both within your workplace and in other organizations with which you work).

