

It's a New World: Catching Up to the Future

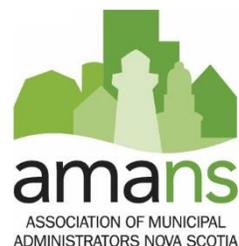


*Hosted by the Colchester, East Hants & Pictou
Regions*

AMANS Fall Conference 2017

Promotional Program

At the Holiday Inn, in Truro NS



Tentative Conference Schedule

Time	Tuesday September 26th	Wednesday September 27th	Thursday September 28th	Friday September 29th	
7:00 AM		Morning Fun Run	Morning Coffee Walk to Novel Tea		
8:00 AM		Early Bird Draws	Early Bird Draws	Early Bird Draws	
8:15 AM		Opening Ceremonies			
8:30 AM			The Power of Perception with Warren MacDonald	Tim Merry	Social Networking Safety with Paul Davis
9:00 AM					
9:30 AM		Refreshment Break		Refreshment Break	
10:00 AM					
10:15 AM		Refreshment Break	The Case of Sharing Economy	How to Attract, Develop and Retain High Performing Employees	
10:30 AM					
10:45 AM		Navigating the New Waters	AMA AGM & Updates	Grand Prize Draw	
11:00 AM	MFO Session				
11:15 AM		CAO Session			
11:30 AM			Lunch	Lunch	
12:00 PM					
12:15 PM			The New Legal Realities for Municipalities	Occupational Health & Safety – Culture, Climate and IRS	
12:30 PM					
1:00 PM			Managing Substance Abuse in the Workplace	Ransomware, Fraud and Security	Contract Management
1:15 PM					
1:30 PM			Refreshment Break	Refreshment Break	
1:45 PM					
2:00 PM			Coping & Resiliency in the Workplace	Diversity and Inclusion in your Community	
2:30 PM					
2:45 PM			Exhibitor Viewing (Lower Lobby)	Reception (Maple & Aspen)	
3:00 PM					
3:15 PM	Offsite Activity at the Farmer's Market		President's Reception		
3:30 PM					
4:00 PM	Registration (Holiday Inn)	President's Banquet			
4:15 PM					
4:30 PM	Opening Reception (Marigold)	Hospitality Suite			
4:30 PM					
5:00 PM					
5:30 PM					
6:00 PM					
6:30 PM					
7:00 PM					
7:30 PM					
8:00 PM					
8:30 PM					
9:30 PM					
10:30 PM					

Pre Conference Day

Tuesday September 26th

MFO Session 11:00am – 4:30pm

(Maple/Aspen Room)

Please register for this session prior to attending

CAO Session 3:00pm – 5:00pm

(Birch Room)

Registration 7:00pm – 10:00pm

(Upper Lobby of Holiday Inn)

Opening Reception 7:00pm – 10:00pm

(Marigold Cultural Centre)

Join your municipal colleagues for a sampling of food, drinks and live music provided by a local vendor. The Marigold Cultural Centre is a short 5 min walk from the Holiday Inn.



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Conference Day 1

Wednesday September 27th

Early Bird Draws 8:00am – 8:15am

(Lower Level of Conference Centre)

If you have early bird prizes to give away please email ajeffer@amans.ca

Opening Ceremonies 8:15am – 9:00am

(Elm & Oak Room)

At our Opening Ceremonies, there will be a smudging ceremony from the Mi'kmaq community and a toasting of libation from the African community group. The new Minister of Department of Municipal Affairs will also bring remarks.

The Power of Perception 9:00am – 10:30am

(Elm & Oak Room)

Presented by Warren Macdonald

How do we begin to shift our perception on change? If we can't see where it is we need to go, what are our chances of getting there? If your team can't see where you're going, what are the chances they will get on board? In navigating change, and overcoming the challenges that come with it, we need to address the foundation; the root cause of why we often get stuck or disengaged and that is how we perceive change in the first place.



In this inspirational keynote session, we are joined by Warren Macdonald, who is dedicated to shifting the world's perception. Warren's life boundaries were redefined in April 1997 when a freak-accident, in Australia, required him to undergo the amputation of both legs at mid-thigh. This keynote is designed for you to hit the *reset* on how your team sees their role in your municipality. The key takeaways of this presentation will include: understanding the right mindset, how perception is the most important factor in limiting or improving our performance, and specific techniques to help break through the barriers that limit us.

Navigating the New Waters

11:00am – 12:00pm

(Elm & Oak Room)



Does it sometimes feel like you are working in a fishbowl? Is the public eye constantly watching you? As citizens become more and more engaged in their communities, there is also a growing interest in what municipal elected officials and staff are doing. This is coupled with an increased expectation for more accountability and transparency. How do we work effectively while balancing the new demands of citizens for open

transparent government? How do we ensure we are doing what are both legally and morally right? This session will discuss these new citizen expectations and how we can navigate in these new waters.

New Legal Realities for Municipalities

1:00pm – 2:00pm

(Elm & Oak Room)

Presented by Marc Dunning, Wickwire Holm and Charles Thompson, Burchell MacDougall

The legal realities for municipalities are changing as our communities grow and the needs of our citizens' change. Legal issues such as enforcing by-law convictions and dealing with defunct societies are just some of the recent trends municipalities are facing. You may find it difficult in your municipality to deal with persons convicted of by-law offenses who refuse to pay the fine; or perhaps there is a playground owned by a local society that could benefit the municipality, but the society is becoming defunct. In this presentation, we will explore these new legal realities for municipalities using case examples. These examples will explore what happened, how it worked, and what options are available to your municipality.

Managing Substance Abuse in the Workplace

2:00pm – 3:00pm

(Elm & Oak Room)

Presented by: Nadine Wentzell, Workplace Drug & Alcohol Consultant

All employers want a healthy and safe workplace. Safety at work can be negatively impacted by many factors, not the least of which is substance abuse. While 10% of the population self-identifies as having an active addiction, the reality of use is much higher and presents a real and present concern in the workplace. With the availability of cannabis for medical purposes and with legalization of marijuana legislation around the corner, employers need to ensure proper policies and programs are in place to address workplace health and safety concerns. In this workshop Nadine will

identify key areas integral to addressing the critical issues of managing substance use and abuse in the workplace. We will cover key areas such as: integral role of custom policy, employer rights and responsibilities and the duty to accommodate. You will leave this session understanding the key elements required to address substance use and abuse in the workplace.

Coping & Resiliency in the Workplace

3:15pm – 4:15pm

(Elm & Oak Room)

Presented by Deirdre Kazi, Morneau Shepell Partner



Having strong coping skills and resilience to challenges in the workplace allow people to manage stress better. Often, we are bogged down in work and it is difficult to recognize when we are stressed and pull ourselves back. With self-awareness and practice we can strengthen our coping skills and resilience when facing challenges. In this workshop, you will learn the connection between stress, resiliency and coping. You will learn how to recognize the different types of stress we face and how they impact your total health. This workshop will provide real life examples on coping and how to build your resiliency. Most importantly, this workshop will provide you with resources available for support to cope with the growing pressures you may be facing.

Reception 4:15pm – 6:00pm

(Maple & Aspen Room)

Sponsored by Frank Cowan Company

There will be a reception prior to going to the dinner at the Farmer's Market. Join us for some appetizers and music while mingling with your municipal colleagues.

Dinner at the Farmer's Market

6:00pm – 8:30pm

(Truro's local Farmer's Market)



Included with your registration

Join your municipal colleagues for an event at the local farmer's market. There will be samples of food and drinks from local vendors.

Conference Day 2

Thursday September 28th

Early Bird Draws 8:00am – 8:30am

(Lower Level of Conference Centre)

If you have early bird prizes to give away please email ajeffer@amans.ca

What Does It Take to Make Change Happen?

8:30am – 10:00am

(Elm & Oak Room)

Presented by Tim Merry

What does it take to make change happen? More importantly, how do we lay foundations now, for the future, to manage demise? In this interactive session, expert facilitator Tim Merry will explore these questions. Come learn about a change model, The Two Loops Theory, and explore what people have done to make change happen. You will leave knowing what your role is in the face of change, how to get there.

How to Attract, Develop and Retain High Performing Talent in Municipal Government

10:15am – 11:15am

Concurrent Session (Elm & Oak Room)

Presented by Gerry Walsh

Many municipalities struggle with poor hiring practices, outdated job descriptions and irregular performance reviews. As a result, they feel the pain of an unmotivated, disengaged workforce and have difficulty attracting and keeping high-performing employees. In this workshop, you will learn methods to identify, interview and select the best employees. You will learn how to establish clear performance goals and expectations, and ways to build individual career development plans for high potential employees. Come learn how to give

honest and specific feedback and understand how letting employees fail in a great way encourages innovative thinking. In this workshop, you'll leave knowing how to design your organization so that young people will see it as a great place to work.

The Case of Sharing Economy

10:15am – 11:15am

Concurrent Session (Birch & Aspen Room)

Presented by: Fred Morley, Chief Economist with Tourism Nova Scotia

Occasionally new and disruptive technologies emerge that overturn the economic apple cart creating big opportunities and big challenges. Platform-based companies like Uber and AirBnB have become the fastest growing tech companies in the world by giving consumers exactly what they want, providing it faster, cheaper and in some cases, better. The pace of growth of these *sharing economy* platforms, their ubiquitous nature, and the unflinching support of consumers have made local regulation less and less relevant. This presentation will explore where pressures on government are emerging, how the rules have changed, where best practices are emerging and what's next for local governments in time of disruption.

AMA Updates and AGM 11:15am – 12:15pm

(Elm & Oak Room)

Come learn what your Association has been working on, and join us for the Annual General Meeting.

Occupational Health & Safety – Culture, Climate and IRS 1:15pm – 2:00pm

(Elm & Oak Room)

Presented by Joe Treen, CRSP, HSP, and CHSC

Occupational Health and Safety in the workplace is more than a three-ring binder full of safe work procedures. The terminology "Safe Culture", or "climate" is thrown around more and more. In fact,

you will see it listed as a primary root cause in recent major events, including Deep Water Horizon and Lac Magantic disasters. These simply are not things you develop and implement, rather something that is matured through commitment and perseverance. Safety excellence requires a cultural shift and throughout this presentation you will learn the difference between culture and climate. You will know how the principal of Internal Responsibility System (IRS) plays a critical role in climate within the workplace and learn the do's and don'ts of building a safe workplace climate.

Ransomware, Fraud & Security

2:00pm – 3:00pm

Concurrent Session (Elm & Oak Room)

Presented by Jay Redmond, IT Director Town of Truro; John Pelley, Senior Manager Scotiabank; and Darryl Wilson, Senior Account Executive, Arthur J Gallagher

A fast-growing menace can take your computer hostage wiping your critical files, and many are not prepared to defend themselves against such an attack. Incidents of ransomware have grown astronomically and the amounts demanded are on the upswing too. Municipalities are at risk of deception for unlawful gain. In this panel discussion, we will explore the pressures your municipality faces from ransomware and fraud, and what options are available if your municipality has become subject to an attack. This session will look at the risks associated with your options. It will discuss the precautions to take now to protect your municipality from financial loss and exposure, which are just a few of the many consequences of ransomware and fraud.



Municipalities are feeling the increased pressure from their councils to reduce costs and improve financial and operational performance. It can be difficult when awarding a contract to ensure they are satisfying your compliance. Contract management is required to monitor and manage all risks and opportunities over the lifetime of the project. In this presentation we'll explore the life cycle of contract management. Many projects require and on-going review and relationship management. You will learn the foundations for successful and effective contract management. We will explore the contract management from start to finish providing essential tools to have while managing your contracts.

Inclusion and Awareness in your Community

3:15pm – 4:15pm

(Elm & Oak Room)

Municipality's and their leaders can do more to be inclusive and aware of their employees and community members needs. Come hear about what projects other municipalities are working on to make their workplace and community more inclusive. Topics around policy, accessibility and poverty will be explored.



President's Reception & Banquet

6:00pm – 9:00pm

Join us for the Banquet to celebrate your municipal colleagues on their years of long-service. The reception will begin at 6:00pm in the lower lobby of the conference centre, with the dinner beginning at 6:30pm.

After Banquet Reception 9:00pm

(Birch & Aspen Room)

Sponsored by Thinkdox

Join us for some live music during our after-banquet reception.

Contract Management

2:00pm – 3:00pm

Concurrent Session (Birch & Aspen Room)

Presented by: Stephen Terry, HRM

Conference Day 3

FRIDAY SEPTEMBER 29th

Early Bird Draws 8:00am – 8:30am

(Lower Level of Conference Centre)

If you have early bird prizes to give away please

email ajeffer@amans.ca

Social Networking Safety 8:30am – 10:00am

(Elm & Oak Room)

Presented by Paul Davis

Paul Davis's focus has always been with schools (grade school and high school) speaking to both students and parents/educators. Because of his adult-only presentations he has been asked to speak to businesses and has created a presentation targeted to corporate social responsibility. The Social Networking Safety Presentation focuses on the responsibility of the employee as it relates to their activities online. Although accounts such as Facebook and others are created on a personal level (outside of work), the employee's conduct online must be placed at the forefront of responsibility. It is an attitude adjustment that once digested allows for a safer and more secure online experience, with little risk to the employee and their future.

Provincial Update 10:15am – 11:15am

(Elm & Oak Room)

Presented by Department of Municipal Affairs

Come hear from the Province on topics such as: JMAT, Marijuana Legalization and Infrastructure Programs. It will discuss the Asset Management pilot project and Grants and Funding. Come see the organizational chart for the new changes.

Grand Prize Draw 11:15am

(Elm & Oak Room)

Sponsored by Frank Cowan & Company

Must be in attendance to win.

REGISTRATION DETAILS

Conference Registration

To register for the 2017 AMANS Fall Conference please use the below link

<https://www.civicinfo.bc.ca/event/2017/AMA-Fall>

Refund Policy: The deadline to cancel your registration is Friday September 8th, at 12:00 AST. There will be no refunds given after this date, although substitutions will be allowed. Cancellations must be received in writing prior to September 8th for a full refund.

Early Bird Rates

Member: \$400

Non-Member: \$510

**Deadline for Early Bird is
September 9th**

Regular Rates

Member: \$500

Non-Member: \$610

Registering at the Conference

Registration for the Fall Conference will be in the Lower Lobby of the Holiday Inn.

Tuesday September 26th: 7:00pm – 10:00pm

Wednesday September 27th: 8:00am – 10:00am

Thursday September 28th: 8:00am – 9:00am

Early bird draws

If your municipality is interested in donating some Early Bird Prizes please email ajeffer@amans.ca.

Early Bird Prizes will be collected at the Registration desk. Make sure your municipality's name is on the items, so we can properly recognize them.

ACCOMMODATIONS

The conference will take place at the Holiday Inn, in Truro. We have a block of rooms set aside for a rate of \$115 / night, which includes breakfast. You can call and reserve your room at the Holiday Inn at (902) 895-1651. You can also [use this link](#) by selecting the dates of September 26th – 29th.

For overflow, we have rooms available at the Comfort Inn, please call (902) 893-0330 and reference the Association of Municipal Administrators, Nova Scotia.