

SAFE WORK MANITOBA COMMITTEE LEADERSHIP CONFERENCE

Victoria Inn Hotel & Convention Centre, Winnipeg
October 9, 2019

KEYNOTE SPEAKERS



Drew Dudley

Drew Dudley is the Founder & Chief Catalyst of Day One Leadership, Inc., which helps organizations around the world increase their leadership capacity. His clients have included some of the world's most dynamic companies and organizations, such as McDonald's, Dreamworks Animation, JP Morgan Chase, and more than 75 colleges and universities.

Prior to founding Day One, he spent eight years as the Director of one of Canada's largest leadership development programs at the University of Toronto, and served as National Chair of one of Canada's largest youth charities, which mobilized 35,000 volunteers to raise a million dollars annually to support the work of Cystic Fibrosis Canada.

Drew has spoken to more than 250,000 people on five continents, been featured on *The Huffington Post*, *Radio America*, *Forbes.com*, and *TED.com*, where his [Lollipop TED talk](#) has been voted "one of the 15 most inspirational TED talks of all time." *TIME*, *Business Insider* and *Inc.* magazines have all named his talk as one of their "10 speeches that will make you a better leader." Drew's first book, *This is Day One: A Practical Guide to Leadership That Matters*, debuted at No. 6 on The Wall Street Journal Bestseller List, and has gone on to become an international bestseller.

Attendees of the SAFE Work Manitoba Committee Leadership Conference will be provided access to Drew Dudley's Day One Direct Program – an online interactive leadership program to supplement Drew's keynote and workshop.

Safety from Day One – Creating Cultures of Leadership **(8:45 to 9:55 a.m.)**

In this practical and provocative keynote, leadership is reframed as a daily choice rather than a set of titles or accolades earned over time. Drew shows that treating each day as if it is "Day One" of a leadership journey results in a stronger daily commitment to acting on one's core personal and organizational values.

Drew walks participants step-by-step through the discovery of their personal leadership values, demonstrates how those values can be translated into daily behaviours and shows how values-based decision-making leads to individual and organizational success. At each stage, Drew draws on 15 years of personal stories and insights to show how this process led him through battles with alcohol, obesity and personal tragedy. Honest, engaging and, above all, practical, this presentation helps each audience member understand why they are a leader, while showing them how to craft their personal “Day One.”

Sylvia Marusyk

Sylvia is the owner and innovative mind behind MindBody Works – a Canadian company focused on creating and maintaining health and wellness in the workplace. Sylvia is fun, sassy and passionate about safety and health. As an Occupational Therapist with almost 30 years of experience and expertise in the field of safety and health, she emphasizes that prevention is the key to creating happy, healthy individuals, employees and businesses.

The former host of the *Happy Hour with Sylvia!* radio show, international keynote speaker, “activational” mentor and industry expert has proven that the way we look at corporate health, safety and wellness is due for a change of perspective, and Sylvia is leading the charge. Her entertaining presentation will focus on a proactive approach to building healthy lives and workplaces. Through the use of humour and her incredibly dynamic presentation style, Sylvia will have audience members laughing, learning and going home with the tools and confidence to change their lives for the better. Discover the power of mind-body – so you can make the rest of your life, the best of your life!



Setting Up for Safety Success – Leading with Passion, Purpose and Persuasion

(12:35 to 1:20 p.m.)

Do you ever wonder how they do it? How do some people manage to get others to buy in, get behind or become committed? And why is it so difficult to get people invested in something that is for their own well-being? In this session, we will explore how passion, purpose and persuasion can work for you to get everyone on the same safety page. In this session participants will learn:

- How to mine the concepts of respect and communication to create a passionate team of committed individuals who share your vision
- Persuasion killers and how to avoid them
- Quick tips on conflict management and prevention to help people stay connected to your cause.



Paul Huschilt

He is a professional speaker, actor and satirizer rolled into an unusual ball of messaging and humour. With Paul, you can expect anything and get everything – he is hilariously funny, smart, motivating, inspiring and memorable. Paul is a member of the Canadian Speaking Hall of Fame.

He has earned degrees in Management from Carnegie Mellon University and Acting from the University of Windsor, a diploma in Career Counselling and training in Adult Education. He has also sung with the Canadian Opera Company.

This varied background and 20 years of professional speaking experience give Paul a one-of-a-kind style. He works throughout Canada and the U.S. and right around the globe to Australia, New Zealand and Japan. He performs in English, French and occasionally, in Japanese.

The Ultimate Ending (3:05 to 3:50 p.m.)

It's the end of the conference. It's the closing session. And it's the one you can't miss. At this year's conference, we're offering something completely different. This one session is a summary of everything you've seen and heard during the day. But it's not your average recap of facts.

Paul Huschilt will bring you "The Ultimate Ending." Created specifically for this audience, Paul will gather material as the day unfolds. He weaves his notes into a one-of-a-kind comic summary. With his quick wit and inventive style, all of the key learning and events are presented as an insightful and hilarious outsider's take on what was experienced at the conference. Paul believes strongly that laughter helps people remember. His mission is to send you home thinking about everything that happened at the conference, and laughing – a lot.

WORKSHOP SESSIONS – 10:15 to 11:35 A.M.

A1 – Don't Let Safety Slip: Preventing Slips, Trips and Falls

This presentation will look at the definitions of slips, trips and falls; the hazards contributing to these events; and most importantly, strategies for reducing those risks. There may be a few unexpected twists, as we also explore brain chemistry and its role in injury prevention.

Gail Archer-Heese is a Prevention Specialist with SAFE Work Manitoba. She has been working in the field of ergonomics for 27 years, and has a passion for injury prevention. After graduating in Occupational Therapy, she worked initially at a rehabilitation clinic focused on work-related injuries, specialized for a while in hand injuries, and then moved on to safety and health as a Musculoskeletal Injury Prevention Specialist with the Winnipeg Regional Health Authority. She is in her fourth year at SAFE Work Manitoba.

A2 – Abolishing Committee Meeting Madness

As a workplace safety and health committee co-chair, leading meetings is an essential component of your roles and responsibilities. These meetings can be productive tools for stimulating ideas, generating plans of action, creating a sense of team spirit and resolving issues. Yet, so often meetings don't do any of these things. Meetings often fail to achieve their goals and they become a frustrating waste of time, energy and money. It has been said that effective meeting management is one of the most under-developed management skills in North America. But there are methods that can undo the meeting madness. In this interactive session, participants will have an opportunity to develop effective meeting leadership skills by learning strategies for:

- creating a clear statement of purpose
- keeping the discussion focused and achieving meeting objectives
- interacting effectively with participants
- dealing with difficult situations.

Marie Antaya of Eclectic Communications is an international speaker, author of four books and educator in a variety of subjects, including business communication. She has shared her expertise with clients in private, non-profit and public sector organizations, leading numerous program and course development projects. Marie designs and delivers informative, practical workshops tailored to the audience's needs. She has certificates in Teaching English as a Second Language, Workshop Facilitation and Adult Education. She is certified to deliver presentations, workshops and one-on-one sessions using EQ-i 2.0® Emotional Intelligence and Myers-Briggs Type Indicator® instruments. Marie is currently a board member with Plain Language Association International, and a Certified Training and Development Professional.

A3 – Cross-Cultural Communication Awareness for Better Safety Outcomes

Personal bias, environmental factors, situational conditions, communication barriers – there are countless reasons that interpersonal relationships are difficult to manage. In an environment of cultural diversity, dynamics become even more complex. But in the workplace, we need to work together effectively to get the job done and get it done safely. Respect, team work and collaboration are essential to creating positive safety cultures. This takes communication and understanding. In order to understand others, we need to understand ourselves. This workshop explores perceptions, assumptions and biases, and offers strategies for building cultural awareness, respect and communication in the workplace. Participants will:

- gain awareness of their personal style and world view
- understand how culture is relevant to the workplace
- examine their own attitudes, biases, perceptions and stereotypes
- learn how culture affects communication
- apply strategies to build cultural awareness and respect
- develop skills to communicate better across cultures

Lew Bayer (MCCT, ESP, CICC, HON. DOCTORATE) is an author, speaker, entrepreneur and the world's foremost expert on civility. Many years ago, she made a personal and professional commitment to choose civility every day. A 14-time published author, two of her books are international bestsellers: *The 30% Solution: How Civility at Work Increases Retention, Engagement and Profitability* and *Golden Rule Civility: An Action Plan for Building a Global Culture of Honour*. Lew is one of only 14 master civility trainers in the world. She is a distance faculty member at the Georgetown University Centre for Cultural Competence, a long-term facilitator at the Canadian Management Centre in Toronto, an instructor on social justice at the Manitoba Institute of Trades and Technology, a master trainer for the Canadian School of Service, a certified High Style Impression Management Professional and a certified Culture Coach.®

A4 – Meth: an Emerging Workplace Hazard

This presentation will provide an overview of methamphetamine – the pharmacology, pathophysiology and impact of the drug on our society, including the stigma of addiction. Paramedic response will be discussed. There will be ample time for questions and answers, providing a great opportunity for attendees to get involved.

Cory Guest is the Paramedic Public Education Co-ordinator for the Winnipeg Fire Paramedic Service – Paramedic Division. He has been involved in Emergency Medical Services for more than 20 years, including many years as an ambulance paramedic and 911 communications supervisor. Cory has been in his current role for almost five years. He has been developing and providing illicit / prescription drug programming for four years and has established many community partners along the way.

A5 – Addressing Impairment in the Workplace

Worker impairment can have serious consequences. Employers are obligated to ensure all workers are able to do their jobs safely. Manitoba's safety and health committee co-chairs have a responsibility to help prevent impairment in the workplace. Impairment can be caused by alcohol, drugs or another source; it can affect a person's ability to focus, make decisions, follow instructions and handle equipment and tools. With the sale and use of recreational cannabis now legal in Canada, questions remain about how this change will affect the workplace. This session will focus on the issue of impairment using cannabis as an example. Participants will gain insights into how organizations can prepare for potential safety challenges related to the new legislation. Interactive discussions and exercises will offer tips on how to recognize and deal with impairment at work. Participants will learn how maintaining a healthy workplace can help to reduce impairment risk.

Jan Chappel is a Senior Technical Specialist at the Canadian Centre for Occupational Health and Safety (CCOHS) where she provides expertise in mental health, workplace safety, occupational hygiene and education to CCOHS's team of specialists. Jan is the project lead for the centre's online fact sheets and publications. She works on a variety of projects, including creating web tools and mobile apps for organizations such as WorkSafe New Brunswick and WorkSafe Saskatchewan, and authoring e-learning courses. She also developed occupational health and safety educational material for teachers in Ontario and Costa Rica. Most recently, Jan co-authored the CCOHS report, *Workplace Strategies: Risk of Impairment from Cannabis*, and has given many presentations on this subject. She is an active member of several Canadian Standards Association technical committees.

A6 – A Hazard is a Hazard: Addressing Psychological Hazards in the Workplace

Workplace safety and health includes identifying and addressing hazards that can cause mental injury. Learn more about the Canadian National Standard for Psychological Health and Safety in the Workplace; raise your awareness of workplace mental health concerns; identify common psychological hazards; and learn how to roll psychological considerations into your health and safety program.

Geoffrey Thompson, RN, MPH, BSN is an occupational health nurse at the MFL Occupational Health Centre (OHC) and the program lead for the agency's workplace mental health strategic initiative. His primary role is to promote, educate and assist in the implementation of the Canadian National Standard for Workplace Psychological Health and Safety in organizations across Manitoba. He has a background in asset-based community development, cross-cultural health, public health informatics and quality improvement. He is also a Psychological Health and Safety Advisor, trained and certified by the Canadian Mental Association. Geoffrey is an advocate for responsible change efforts that minimize harm, empower stakeholders and grow resilient capacity in individuals, teams and organizations.

A7 – Understanding Workplace Safety and Health Enforcement

In this workshop you'll learn what to expect when a Safety and Health Officer arrives at the workplace to:

- conduct a general inspection
- investigate a workplace incident and/or injury
- handle a situation where a worker exercises a right to refuse
- manage a situation involving a disagreement or dispute regarding the remedy of a hazardous condition
- investigate a reprisal complaint.

Ryan Shymko is the Learning and Development Co-ordinator for Manitoba Workplace Safety and Health (WSH). This role involves the training, education and development of all staff at WSH. His previous experience includes six years as Safety and Health Co-ordinator at Ten Ten Sinclair Housing and 13 years as Safety and Health Officer with the Province of Manitoba. His background includes establishing enforcement strategies to ensure workplaces have effective programs and committees to address hazards. His enforcement strategy involves ensuring workers and employers apply the *Manitoba Workplace Safety and Health Act and Regulation*, working collaboratively with safety committees and co-chairs.

WORKSHOP SESSIONS – 1:30 to 2:50 P.M.

B1 – Committee Fundamentals: Clarifying Committee Roles and Responsibilities

This workshop will provide a short overview of the material normally covered in the one-day SAFE Committee Basics course, one of several courses offered by SAFE Work Manitoba. Course details and registration for all SAFE Work Manitoba courses are available by visiting www.safemanitoba.com and clicking the *Education* tab.

Jack Slessor is a Prevention Consultant with SAFE Work Manitoba. His duties include providing support to workplaces in the services sector, such as guidance to workplace committees about their roles and responsibilities as outlined in the *Manitoba Workplace Safety and Health Act and Regulation*. In addition, Jack is a presenter of the SAFE Committee Basics, Hazard Identification & Risk Control, and Investigating Workplace Incidents workshops at SAFE Work Manitoba. He also provides special presentations customized for the needs of organizations and workplaces.

B2 – Hazard Identification & Risk Control: Machine Guarding Basics for Committee Members

We all strive to reduce and eliminate risk in our workplaces. Understanding hazards and their impact is the key skill to driving the effectiveness of a risk assessment. Risk control is important in

machine safety as the consequences of coming into contact with hazards can be extreme and life changing. Hazard identification and risk control can also be applied to many other job functions and processes. Join us for a discussion and review of case studies to further understand how to control risk. Workshop objectives include the following:

- Understand hazard identification and its role in risk assessments
- Review case studies of various risks in multiple industries
- Understand risks that need to be controlled for machine safety

Mike Gordon is co-founder of Workplace Engineering Solutions. Graduating in 1996 from Carleton University in Ottawa, he has more than 20 years of experience as a Mechanical Engineer. Mike developed his mechanical engineering expertise with a hands-on approach and has always maintained a focus on real-world solutions, specializing in risk assessment and risk control. His concentration on machine safety is rooted in the belief that all workplace incidents are preventable. His company specializes in risk assessments, machine safeguarding and verification of controls.

Nathan Rasmussen is a Safety Advisor with Made Safe, an initiative of Canadian Manufacturers & Exporters. He provides advisory, training and SAFE Work certification services to manufacturers in Manitoba. Nathan has more than 10 years of experience in manufacturing as a safety practitioner and an additional five years in manufacturing that is focused on safety training for frontline workers. Nathan has experience in several manufacturing environments, including millwork, foundries, machine shops and metal fabrication.

B3 – Focus on Workplace Violence

This presentation is designed to give workplace safety and health committee co-chairs an enhanced perspective on the rights and responsibilities they have regarding violence in the workplace. Topics to be discussed include types of workplace violence; how to respond to a violent confrontation in the workplace; and off-site workplace safety considerations.

Cortney Olson is a 16-year member of the Winnipeg Police Service. He has worked in several areas, including General Patrol, Detective, Tactical Support Team, Firearms Training Unit and Community Relations.

B4 – Responding to Noise: Everything You Want to Know About Preventing Hearing Loss

This workshop will cover a number of topics related to hearing loss prevention, including how the ear works; occupational / noise-induced hearing loss, and tinnitus. A sample audiogram will be reviewed, along with a noise map example and use of a sound level meter. Types of hearing protection will be discussed, including a demonstration of how to properly insert ear plugs. Legislation, including decibel limits, will be examined, along with ideas about how we can all make use of hearing protection the norm (at work and at home).

Jennifer Dyck is a Certified Occupational Health Nurse and Prevention Consultant with SAFE Work Manitoba. She is also a Licensed Audiometric Technician. Her nursing career has included positions within hospitals, case management and various occupational health departments. Roles have included office ergonomic assessments and training, audiometry, health promotion, prevention initiatives, and return to work. She has taken her certificate in Occupational Health Nursing through MacEwan University and graduated from the University of Manitoba.

B5 – This is Day One: Defining the Things That Define You

Building on his keynote presentation, Drew Dudley will lead this highly interactive session that gives participants an opportunity to better identify, define and create plans to "operationalize" their personal leadership values each day, and provide a step-by-step process to create a more powerful personal culture of leadership. *Space is limited to 30 participants.*

Drew Dudley is the founder and chief catalyst of Day One Leadership, Inc., which helps organizations around the world increase their leadership capacity. His clients have included some of the world's most dynamic companies and organizations, including McDonald's, Dreamworks Animation, JP Morgan Chase, and more than 75 colleges and universities. Prior to founding Day One, he spent eight years as the Director of one of Canada's largest leadership development programs at the University of Toronto, and served as National Chair of one of Canada's largest youth charities.

B6 – Building Mentally Healthy Workplaces: One Action at a Time!

Do you want to enhance mental wellness in your workplace? Would you like to learn everyday actions that help reduce mental health stigma and create safer environments for everyone at work? While we know the stats on mental illness and the benefits of early intervention, we are still reluctant to talk about mental health at work. This session is for those who want to increase their mental health awareness, learn strategies that protect employee mental health, enhance their mentorship skills and positively influence their workplace culture. In this interactive workshop, participants will learn:

- the mindset shift on mental health and mental illness
- myths about common mental health concerns
- how to support a co-worker when mental health is a concern
- how to encourage help-seeking behaviour
- best leading practice on how to turn psychosocial factors that protect our mental health at work into everyday actions that end stereotypes and stigma.

Shannon Gander is a Mental Health and Resiliency Strategist. She runs Life Work Wellness, a company committed to empowering individuals and workplaces to build mentally healthy communities. She has expertise in psychological health and safety in the workplace, and demonstrates how everyone can contribute to healthy organizational culture. Shannon wants employees at all company levels to have skills for flourishing at work and knowledge of actions that end mental health stigma. In every session, Shannon uses her dynamic background in counselling, conflict mediation and corporate health to empower, insight and equip her audience. Participants leave her sessions with actionable skills they can apply right away and that have immediate impact on their mental health, relationships and community.

B7 – No Strain, No Pain!

If you've reached middle age without a low-back injury or sore shoulder, congratulations! This presentation looks at why so many of us are so sore, even in the absence of a specific trigger, and how to protect the body from repetitive strain. Musculoskeletal injuries cause significant pain, limitation in movement, disability and distraction and they are PREVENTABLE! You'll discover:

- why you are sore
- the secret to successfully dealing with injury
- four injury prevention strategies that will change your life and keep you working safely and successfully, at any age, in any situation.

Sylvia Marusyk is the owner and innovative mind behind MindBody Works – a Canadian company focused on creating and maintaining health and wellness in the workplace. As an Occupational Therapist with almost 30 years of experience and expertise in the field of health and safety, she emphasizes that prevention is the key to creating happy, healthy individuals, employees and businesses. Sylvia will have you laughing, learning and going home with the tools and confidence to change your life for the better.