



Human Resources Forum

Subject: ITAC HR Forum - Thursday, September 19, 2013 - Hosted by Xerox Canada

Good morning "first name":

ITAC HR Forum – Thursday, September 19, 2013

“Change Management and Change Leadership: Are You Equipped?”

The next ITAC HR Forum meeting is Thursday, September 19, 2013 and is being hosted by Xerox Canada in Toronto. Please register and mark your calendars accordingly!

TIME	MEETING AGENDA	PRESENTERS
8:30 - 9:00 am	Check-in, networking and continental breakfast (compliments of Xerox Canada)	
9:00 - 9:15 am	Welcome, introductions, opening comments and ITAC update	Sheryl Helsdon Baker, Oracle Bruce Markowitz, Unisys Micheline Lepage, ITAC
9:15 – 10:30 am	Change Management: How to Effectively Lead and Manage Change Initiatives Organizations are changing all the time, but leading and managing change continues to be a challenge and opportunity for many. In this session, learn about the characteristics of change initiatives, the nature of change, and effective change management techniques. Taking the change management concepts from theory to hands-on, Dave McBride will share with you some practical applications of managing and leading change initiatives. He will show you how to combine the theory of Change Management with common sense models that can easily be scaled to	Dave McBride Director HR Operations Xerox Canada and Tracey Malcolm Director Towers Watson Talent Management and Organization Alignment (TMOA) Practice

	different initiatives and used across your various employee segments. More importantly, learn how you can lead, influence or manage the changes that are happening within your organizations.	
10:30 - 10:45 am	Networking Break	
10:45 - 12:15 pm	<p>Leading Through Change: Are You and Your Leaders Equipped?</p> <p>Building from the Change Management presentation, this session will focus on the difference between change management and change leadership, and equip you with the latest research on what are the future skills, and practical tools and examples to lead or support your organization in its change journey. Participate in discussions on what makes an effective change leader, why leadership matters and how to align the right leadership competencies to the strategic priorities of your organizations.</p>	<p>Tracey Malcolm Director Towers Watson Talent Management and Organization Alignment (TMOA) Practice</p>
12:15 – 1: 00 pm	Lunch and Roundtable discussion	All

When	Thursday, September 19, 2013
Time	9:00 am to 1:00 pm EST
Location	<p>Xerox Canada York Suites Room 33 Bloor Street East Toronto, Ontario M4W 3H1 MAP</p> <p>Attendees must sign in at reception. The receptionist can be reached at (416) 972-7145.</p> <p>There is a Green P parking across the street.</p>
Register	Click here to register or by email to mlepage@itac.ca by September 13

Only members from outside the GTA who cannot attend in person, may join by teleconference: **1-647-476-7658 or 1-877-698-4480; Guest Code: 9893048.** Please advise in advance.

NOTE: If you have any roundtable topics you would like to raised and discussed during the roundtable at lunch, please send them to me via email at mlepage@itac.ca prior to the meeting.

HR Forum Co-Chairs:

Sheryl Helsdon-Baker, Oracle
Bruce Markowitz, Unisys


Meeting Host:

Nadia Cerisano, Xerox Canada

Meeting Moderators:

Nadia Cerisano, Xerox Canada

Presenter Biographies:

	<p>Dave McBride, Director HR Operations, Xerox Canada</p> <p>As Director, HR Operations Dave has responsibility for the overall HR Operations support for Xerox Canada. These responsibilities include Executive Talent Development, Industrial Labour Relations, Change Management Initiatives and Mergers and Acquisitions. The last 18 years of HR experience was proceeded by 12 years of field sales and sales management experiences. The time spent between field and staff roles has provided a valuable perspective when balancing the requirements of Xerox, our customers and our employees.</p> <p>Dave has a Bachelor of Commerce from McMaster University and is a graduate of the Columbia University Executive Education Program.</p>
	<p>Tracey Malcolm, Director, Towers Watson's Talent Management and Organization Alignment (TMOA) practice</p> <p>Tracey has over 20 years' experience working with organizations on their change agendas: from business transformation and organization development, to leadership assessment and alignment. Tracey has proven success in designing and implementing results-focused and behaviour-based change and communication strategies to strengthen employee value propositions.</p> <p>Tracey is a member of Towers Watson's global leadership team for TMOA. Tracey has completed Oxford University's High Performance Leadership Program, and is certified in Leadership Assessments.</p>

Hope to see you on September 19th at Xerox and please do not hesitate to contact me if you have any questions.

Micheline

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