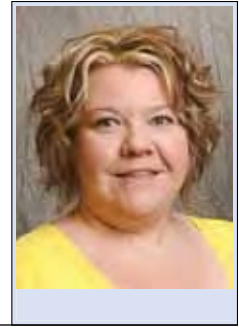




AMM Education PROGRAM 2010 A WINNER



By Donna Belbin, AMM Events Coordinator

The AMM Education Program is comprised of three one day workshops designed to make the most of the municipal officials' invested time, broaden their knowledge and improve their skills so they can effectively achieve the goals of their community. This year's education program includes the following sessions:

THE ETHICAL MOMENT & EFFECTIVE SELF-MANAGEMENT

Workshop Leader:

Cec Hanec, Cec Hanec & Associates Inc.

Friday, February 5, 2010

9:00 am to 3:30 pm

Canad Inns, Portage la Prairie

Registration Fee: \$110.00 plus GST

As a key official of the Association of Manitoba Municipalities it is important to take time for yourself professionally as part of your annual personal strategic planning. With that in mind this educational program day will not only enhance your leadership tool kit but also energize you to be more productive.

The day will be broken up into two parts. The morning session, **Effective Self Management**, will provide you with validated insights on how you behaviourally handle time driven issues with tips and strategies essential for managing multiple priorities encountered on a daily basis.

In the afternoon the focus will be on The **"Ethical Moment"**. On an ongoing basis, as a leader/manager, you will be faced with making ethical decisions or handling situations that may challenge your integrity, values and ethics. "The real question is not 'Will this occur? Rather it is: "How **'personally ready'**, are you to handle those 'ethical' moments...so that you are able to play a more proactive role in ensuring organizational integrity and accountability?"

Join us on February 5, 2010 in Portage la Prairie as I show you how to **increase your leadership tool kit**.

LEADER BIO:



Cec Hanec is principal of **Cec Hanec & Associates**. She is an award winning presenter, trainer and facilitator in innovative solutions and processes that energize and inspire businesses, organizations and individuals to be productive and successful. Cec draws on her extensive experience in the cross industry business sectors, government and not-for-profits to provide her clients with hands on expertise and personal insight.

RESPONDING TO CANADIAN CULTURAL DIVERSITY

Workshop Leader:

Priti Shab, PRAXIS Conflict Consulting

Friday, March 26, 2010

9:00 am to 3:30 pm

Canad Inns Polo Park, Winnipeg

Registration Fee: \$100.00 plus GST

Have you ever wondered why persons from certain cultural backgrounds:

- Won't make direct eye contact when conversing with you?
- Refuse to line up in a queue?

- Answer "yes" even though they do not understand what you are saying?
- Wear traditional clothing such as a sari, turban or burka?
- Bring numerous family members with them to an appointment?

Cultural diversity is an important dynamic of the province of Manitoba. In literature promoting immigration to our region our mosaic of different cultural backgrounds is always a featured selling point. It is not false advertising.

Manitoba's diversity of cultures leads to rich communities and organizations that benefit from a wide range of talents, skills, ideas and experiences. Organizations report increased ability to serve a diversity of clientele, larger market potential, improved supplier relationships and opportunities, increased organizational innovation, increased opportunities for investors, sponsors and partners, improved corporate citizenship and enhanced reputation within the community.

Cultural diversity, however, is not without its challenges. Both newcomers and well established municipalities report experiencing adjustments as new Canadians try to learn and sort out Canadian norms and culture, while at the same time trying to both share and retain aspects of their own culture. Lack of understanding of cultural differences can lead to misunderstandings between co-workers, clients and service providers, organizations and suppliers or even neighbours.

We will explore these topics on March 26, 2010 in Winnipeg at the AMM's session on Responding to Canadian Cultural Diversity: *Building Bridges Across Cultures*.

LEADER BIO:



Priti Shah is a lawyer, mediator, arbitrator, investigator and facilitator and operates **PRAXIS Conflict Consulting** in Winnipeg.

Priti has

travelled extensively and represented the Government of Canada and the Organization for Democratic Institutions and Human Rights in September 1998 as an observer of the parliamentary elections in Bosnia & Herzegovina.

In addition to presentations on equality, diversity and harassment, Priti trains in the areas of effective communication, conflict resolution, negotiation and mediation skills and board governance.

STRATEGIC THINKING AT THE SPEED OF CHANGE

Workshop Leader:

Steve Pilote, *People First HR Services*

Monday, May 17, 2010

9:00 am to 3:30 pm

Victoria Inn, Brandon

Registration Fee: \$100.00 plus GST

Effective strategic thinking is key to the success of any organization. But how many **opportunities are wasted** because organizations are slow to act? How often do organizations invest in doing the wrong things well or waste **'money and resources'** on unproductive initiatives? How is it that some organizations always seem to adapt while others struggle to implement even the most obvious change initiatives?

Setting and implementing effective strategy requires a new approach of **'listening and cultivating'** thoughts and ideas from all levels of the organization. This session will bring new awareness of strategic thinking as an organization wide function. Reframe change as an opportunity. By **communicating, consulting and enabling**

all levels, change can become a culturally accepted and embraced norm. Ideas can become **catalysts to positive change**.

Leaders who are able to engage their teams in **strategic thinking** will set the correct strategies. Ideas can and will lead to good solutions while creating positive, productive working environments, where everyone contributes to the overall success of the organization. Change becomes a welcomed and accepted everyday workplace occurrence in a **cooperative environment**.

Course Topics for Discussion


- What is Strategy?
- Strategic Thinking.
- Deliberate and Emergent Strategic Thinking.
- Communicating your Purpose.
- Mining Ideas.
- Communicating, Consulting and Enabling Change.
- Change and Transition.

See you on May 17 in Brandon as you learn how to become a strategic change master!

LEADER BIO:



Steve Pilote is a Senior Consultant with **People First HR Services** where he plays a lead role in all Leadership and Supervisory Development and Change Management assignments. Prior to joining People First, Steve served the Winnipeg community as a member of the Winnipeg Police Service eventually rising to the rank of Inspector, reporting directly to the Chief of Police.

Steve brings a unique perspective and deep experience in the development and delivery of training programs that provide participants with meaningful tools and techniques as well as a deeper understanding of the human side of leading. 

PLEASE NOTE:

- Pre-registration is required for all workshops via online, email or fax.
- Workshop sign in will begin at 8:15 a.m. on each day. Each workshop will begin promptly at 9:00 a.m.
- Refreshments, a catered lunch and all workshop materials are included in the registration fee.

Cancellations must be received in writing (fax or email) to 856-2370 or dbelbin@amm.mb.ca no later than FOUR business days prior to the event. Space is limited – book early to avoid disappointment!

- Cancellations received after the deadline will be charged in full.
- Replacement attendees are welcome. No shows will be charged in full.
- The AMM reserves the right to cancel the workshop and reschedule due to unavoidable circumstances.
- In the event that registrations for workshops are below the minimum quota required to cover costs they may be cancelled by the AMM.

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