



**AFOA Manitoba  
Human Resources Management Essentials Workshop  
Module 4 – Compensation and Workforce Analytics  
September 15, 2022**

**Victoria Inn Hotel & Convention Centre – Winnipeg Manitoba  
1808 Wellington Avenue 1-204-786-4801**

**Registration Form**

CONTACT INFORMATION	
Name:	
Position:	
Company:	
Mailing address	
Work #: (     )	Fax #: (     )
E-mail:	

**WORKSHOP REGISTRATION FEES:**

**Includes Breakfast, Lunch & Refreshments!!**

**Registration Fee – Non AFOA Member            \$ 600.00**  
**Registration Fee – AFOA Member                 \$ 500.00**

**\*\*\*Maximum of 40 Participants\*\*\***

**Method of Payment:**

Pay at Registration Desk (Cash, cheque or e-transfer to info@afomb.ca)

AFOA Membership # \_\_\_\_\_ (If Applicable)

Your signature is required as authorization of registration to the above noted workshop

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

**Consent to photo release and waiver:**

I hereby grant the Aboriginal Financial Officers Association of Manitoba (AFOA- MB) and the web designer of the AFOA-MB's website permission to use my likeness in a photograph and/or video in any and all it's publication, including press and website entries, without payment or any other considerations. I understand that these publications will become the property of the AFOA-MB and will not be returned.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

**AFOA - BUILDING A  
COMMUNITY OF  
PROFESSIONALS**

**Registration with Hot  
Breakfast at 7:30 a.m.  
Workshop starts  
at 8:30 a.m. and ends at  
4:30 p.m.  
Wellington Room A**

Email registration form:  
[amunroe@tipipartners.com](mailto:amunroe@tipipartners.com)

Fax registration form:  
**1-204-623-3595**

**For more information:**

Allan Munroe  
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1-204-620-2933

**Mailing Address:**

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PO Box 33004-1485 Portage Avenue  
Winnipeg, Manitoba  
R3G 0W4

**Website – [afomb.ca](http://afomb.ca)**

All participants are required to follow  
provincial COVID-19 guidelines



***Capacity Development Workshop***

**Human Resources Management Essentials:**

**Module 4 – Compensation and Workforce Analytics**

## Session Introduction

### Human Resources Management Essentials: Module 4 – Compensation and Workforce Analytics

TIME	SESSION
08:30 am – 08:45 am	Opening Prayer & Introductions
08:45 am - 09:00 am	Welcome
09:00 am – 09:30 am	Investing in Employees
09:30 am – 10:00 am	Assignment 1 - Group Discussion
10:00 am – 10:15 am	BREAK
10:15 am – 11:00 am	Value of Metrics and Dashboards
11:00 am – 12:00 pm	Assignment 2 – Case Study
12:00 pm – 1:00 pm	LUNCH
1:00 pm – 2:00 pm	Total Rewards Strategy
2:00 pm – 2:30 pm	Assignment 3 – Scenario
2:30 pm – 2:45 pm	BREAK
2:45 pm – 3:15 pm	Creating a Culture of Respect
3:15 pm – 4:20 pm	Assignment 4 – Scenario
4:20 pm – 4:30 pm	Session Closing & Participant Evaluation Closing Prayer

## **Session Introduction**

### **Human Resources Management Essentials: Module 4 – Compensation and Workforce Analytics**

#### **Workshop Learning Objectives**

Understanding how to compensate your employees is critical to the success of Indigenous organizations. Utilizing analytics and data to support and inform those decisions ensures you are implementing best practice along the way, measuring behaviours of your people and analyzing them to improve people and organizations performance. Learning to implement these practices will help you attract and retain Indigenous employees through competitive strategies specific to Indigenous organizations. Learn how to create a visible dashboard with your most important metrics.

#### **Upon successful completion of this Workshop, you will be able to:**

- Objective 1** - Make informed decisions about how and when to invest in your employees.
- Objective 2** - Explain the value of metrics and dashboards in communicating organizational data.
- Objective 3** - Understand the process for developing a total rewards strategy.
- Objective 4** - Assist in creating a culture of mutual respect, reward, and recognition.