



## AFOA Manitoba

### Human Resource Management Essentials Workshops

Module 3 – Indigenous Employee Effectiveness and Capacity Building – June 14, 2023

Module 4 – Compensation and Workforce Analytics – June 15, 2023

Victoria Inn Hotel & Convention Centre – Winnipeg, Manitoba

1808 Wellington Avenue 1-204-786-4801

## Workshop Registration Form

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

### WORKSHOP REGISTRATION FEES: Includes Breakfast, Lunch & Refreshments!!

#### Module 3 Workshop – June 14, 2023

Registration Fee – Non AFOA Member     \$ 600.00

Registration Fee – AFOA Member     \$ 500.00

\*\*\*Maximum of 40 Participants for Workshop\*\*\*

#### Module 4 Workshop – June 15, 2023

Registration Fee – Non AFOA Member     \$ 600.00

Registration Fee – AFOA Member     \$ 500.00

\*\*\*Maximum of 40 Participants for Workshop\*\*\*

#### 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 \_\_\_\_\_

**Important Notice:** By registering for the AFOA Manitoba workshops, you agree to allow AFOA Manitoba to use photographs/videos in which you may appear in all media formats.

## AFOA - BUILDING A COMMUNITY OF PROFESSIONALS

Registration with Hot  
Breakfast at 7:30 a.m.  
Workshop starts  
at 8:30 a.m.  
Embassy Rooms CD

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

Fax registration form to  
Jeannie: 1-204-623-5496

For more information:  
Allan Munroe  
[amunroe@tipipartners.com](mailto:amunroe@tipipartners.com)  
1-204-620-2933

**Accommodations:**  
Reservation Code - AFOAMB  
Rushi Patel  
Assistant General Manager  
Victoria Inn Hotel  
[ruship@vicinn.com](mailto:ruship@vicinn.com)

**Mailing Address:**  
AFOA Manitoba  
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***

### **Indigenous Human Resources Management Essentials:**

#### **Module 3 – Indigenous Employee Effectiveness and Capacity Building**

# Workshop Introduction

## Human Resources Management Essentials: Module 3 – Employee Effectiveness and Capacity Building

TIME	TOPICS
8:30 am - 8:45 am	Welcome
8:45 am – 09:30 am	Components of Organizational Effectiveness
9:30 am – 10:00 am	Assignment 1
10:00 am – 10:15 am	BREAK
10:15 am – 11:00 am	Performance Management
11:00 am – 12:00 pm	Assignment 2
12:00 pm – 1:00 pm	LUNCH
1:00 pm – 2:00 pm	Training and Development to Build Capacity
2:00 pm – 2:30 pm	Assignment 3
2:30 pm – 2:45 pm	BREAK
2:45 pm – 3:15 pm	Strengthening the Indigenous Organization
3:15 pm – 4:20 pm	Assignment 4
4:20 pm – 4:30 pm	Workshop Closing & Participant Evaluation

# Workshop Introduction

## Human Resources Management Essentials: Module 3 –Employee Effectiveness and Capacity Building

### Workshop Learning Objectives

Indigenous organizations have the opportunity of developing their own community members to become leaders and partners in their success. Capacity-building is a measurable improvement in an organization's ability to fulfill its mission through a blend of sound management, strong training and development, and dedication to assessing and achieving results. Capacity-building is an effort to strengthen organizational structure and outcomes. This workshop will provide a template that will support your employees along their performance management experience.

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

- Objective 1** - Determine the important components of organizational effectiveness strategy.
- Objective 2** - Enhance your competence in the critical aspects of performance management.
- Objective 3** - Explain how training and development support capacity building.
- Objective 4** - Identify team building activities that contribute to the overall strengthening of the Indigenous organization.



## ***Capacity Development Workshop***

### **Indigenous Human Resources Management Essentials:**

#### **Module 4 – Compensation and Workforce Analytics**

# Session Introduction

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

<b>TIME</b>	<b>SESSION</b>
08:30 am – 08:45 am	Opening & 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

# Workshop 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.