**ACDC Program**

In order to ensure that presenters are scheduled into rooms that will accommodate interested delegates we request that you select your sessions in advance of the conference.

You will not be able to complete your registration until you have selected your session preferences. Your session selections will be provided to you with your confirmation of registration and onsite registration.

**Day One Schedule – Tuesday, May 1, 2018**

|  |  |  |
| --- | --- | --- |
| 8:00am - 9:00am | Registration and Breakfast | Plaza 1-2 |
| 9:00am - 9:30am | Welcome / Opening Remarks | Plaza 1-2 |
| 9:30am - 10:45am | Opening Keynote Presentation | Plaza 1-2 |
| 10:45am - 11:00am | Hospitality Break / Exhibitor Fair | Plaza 3-4 |
| 11:00am - 12:00pm | Delegate Wide Expert Panel Presentation | Plaza 1-2 |
| 12:00pm - 1:00pm | Lunch / Exhibitor Fair / CDAA Member Spotlight | Plaza 3-4 |
| 1:00pm - 2:15pm | Concurrent Session 1  |  |
| **The Other Side of 65 - What's Possible?**Nell Smith / Marilyn Berezowsky**Career Grit: Develop Habits that Enable Progress**Mary-Ann Owens**Engaging Employers in an Online Age**Jane Schreiber**How does cultural identity interface with career perspectives and career possibilities?**Martha Liliana Gonzalez / Anna-Lisa Ciccocioppo**Understanding Type with Everything DiSC**Peggy Gizen**Two-Eyed Seeing Medicine Wheel Model for First Nations Career Counselling**Dave Wood**International Highlights from the ICCDPP 2017 Symposium**Paula Wischoff Yerama\*Please see below for full session descriptions and presenter biographies |
| 2:15pm - 2:45pm | Hospitality Break / Exhibitor Fair | Plaza 3-4 |
| 2:45pm - 4:00pm | Concurrent Session 2  |  |
| **Tech & AI for the Gig Economy**Ryan Corry**Beyond Generation Jobless: Successfully Navigating the School-to-Work Transition**April Dyrda**ConnectIn Alumni and Mentoring Program**Tarek Fathelbab / Catherine Hunt / Jeff Brownrigg**Goals, Metrics & Communication for Career Centres**Jenny Cruickshank**Raw & Unrehearsed: Live Client/Practitioner Demos**Herky Cutler**International Perspectives & Possibilities**Dave Redekopp**Managing Your Career Health** Lise Stransky\*Please see below for full session descriptions and presenter biographies |
| 4:00pm - 6:00pm | Networking / Cocktail Reception | TBD |
| 6:00pm - 8:00pm | CDAA Chapter Challenge  | TBD |

**Day Two Schedule – Wednesday, May 2, 2018**

|  |  |  |
| --- | --- | --- |
| 7:30am – 8:30am | CDAA Annual General Meeting | TBD |
| 8:00am - 9:00am | Registration and Breakfast | Plaza 1-2 |
| 9:00am - 9:30am | Welcome / Opening Remarks | Plaza 1-2 |
| 9:30am - 10:45am | Perspectives and Possibilities Keynote Presentations | Plaza 1-2 |
| 10:45am - 11:00am | Hospitality Break / Exhibitor Fair | Plaza 3-4 |
| 11:00am - 12:00pm | Delegate Wide Expert Panel Presentation | Plaza 1-2 |
| 12:00pm - 1:00pm | Lunch / Exhibitor Fair / CDAA Member Spotlight | Plaza 3-4 |
| 1:00pm - 2:15pm | Concurrent Session 3 |  |
| **The Cycle of Learning, Change Adaptation and Career Development**Eric Pye**Assessing without Testing: Extending Self-Portraits into Adult Education**Kelly Ann Gallant**Embedding Informational Interviews into University Curriculum**Derrick Rancourt / Abdullah Al-Ani**Think More, Be More! Improving Career Decision Making Skills**Ann Nakaska**Designing a Stand-Out Resume using Visual and Typographic Principles**Justin Pritchard**Possibilities for Clients with ADHD**Tracy Harrington**Changing Work World - Impact on Career Planning**Gail Kastning\*Please see below for full session descriptions and presenter biographies |
| 2:15pm - 2:45pm | Hospitality Break / Exhibitor Fair | Plaza 3-4 |
| 2:45pm - 4:00pm | Concurrent Session 4 |  |
| **Understanding and Preventing Work-Related Burnout**Kathleen Johnston**The superpower of success stories**Ana Lokotkova**Tools and trends that are changing Career DevElopment right now**Janet Lane / Jeff Griffiths**The Gig Career: Micro-Businessing Work**Ed Britton / James Bancroft**Solutions for inclusion in the workplace with MORE**Lisa Moon**Theory Driven Career Coaching in Schools**Monica Edwards / Jo-Ellen Lyslo / Katrina Jolie**ColourSpectrums TM Personality Styles: Colourful Perspectives & Possibilities**Rob Chubb\*Please see below for full session descriptions and presenter biographies |

**Session Descriptions and Presenter Biographies**

**May 1, 2018: 1:00pm - 2:15pm**

**The Other Side of 65 - What's Possible?**

Nell Smith / Marilyn Berezowsky

What do longevity, mindful ageing, and career development have in common? Two career development practitioners on the other side of 65 will share their perspective, insights, models, and tips for continued vitality and active engagement with life, integrating well-being, paid and unpaid work, learning, leisure, and spirituality. Resource: The Six Circles of Life, a comprehensive, integrated approach to life planning, published in the Retire to the Life You Love book.

Session outcomes include:

* Ageing mindfully with intention and purpose
* The Six Circles of Life model for integrating well-being, paid and unpaid work, learning, leisure, and spirituality
* Emerging possibilities for career development, its practitioners, and their clients

Nell Smith is the author of Retire to the Life You Love: Practical Tools for Designing Your Meaningful Future, the Creator and Founder of Retire to the Life You Design workshops and presentations, and co-author of Retirement Dimensions. Nell is a certified retirement consultant, certified career development professional, and the founding president of the CDAA. Nell enjoys a full life integrating all areas of the Six Circles of Life.

Marilyn Berezowsky is an intuitive and wise adult educator and workshop facilitator. Marilyn lives a purposeful life walking the talk as a licensed associate of Retire to the Life You Design, enjoying the full spectrum of the Six Circles of Life. She is a certified career development professional, Personality Dimensions Master trainer, co-author of Retirement Dimensions, a sought after drum circle facilitator, and a former president of the CDAA.

**Career Grit: Develop Habits that Enable Progress**

Mary-Ann Owens

This presentation assists participants to gain information and techniques in getting over and in front of blocks to their progress. It outlines methods to develop resilient beliefs, attitudes, and behaviour that help individuals take responsibility for their goals and outcomes. It also covers techniques that help individuals be a positive force in their career and within their field of work. Promotion of Career Grit: Develop Habits that Enable Progress book.

Session outcomes include:

* Knowledge areas and techniques to elevate career seekers beliefs, attitudes, and behavior
* Methods to be a positive force for oneself within a career or field of work
* Proactively work with blocks to career seekers progress

A lover of learning Mary-Ann Owens has a BComm, a MBA in the Management of Human Resources, and a PhD in Leadership Development. Mary-Ann also speaks on Career and Leader Development topics. She has been facilitating workshops for over 15 years. Mary-Ann has a Career and Executive Coaching Practice. She was the founding President of The International Coach Federation, Calgary Chapter.

**Engaging Employers in an Online Age**

Jane Schreiber

Changes in recruiting technology has affected how job seekers engage with employers. As new recruiting technologies are implemented the chasm between job seekers and potential employers could widen. How will we prepare job seekers for these changes? Will disadvantaged job seekers be able to compete? Building relationships and engaging employers may bridge the divide and help us understand how to help job seekers attach to employment.

Session outcomes include:

* Gain insight into recruiting technology
* Look at the demand side of employment
* Understand why relationships with employers still matter in an online age

Jane Schreiber has been building relationships with employers in the Edmonton region for over 10 years. She works with a variety of employers and job seekers in a wide range of industries and occupations. She is an experienced facilitator, offering workshops for job seekers and training sessions for Career Development Practitioners. Jane has been a member of CDAA since 2013.

**How does cultural identity interface with career perspectives and career possibilities?**

Martha Liliana Gonzalez / Anna-Lisa Ciccocioppo

This session will explore how an individual’s cultural identity can influence how they navigate their career choices. An example of an innovative session developed for University of Calgary international students, “Culture, Identity and Navigating Career Choices” will be discussed. Career development practitioners will have the opportunity to identify the influence that their own cultural identity has on their perspective on career development. Furthermore, practitioners will learn about best practices when supporting diverse client groups.

Session outcomes include:

* Develop an understanding on how diverse client groups view career choices
* Explore how your own cultural identity influences your own perspectives on career development
* Learn about best practices for supporting the career development of clients from diverse backgrounds

Martha Liliana Gonzalez is the International Career Development Specialist at Career Services at the University of Calgary. She provides specialized career planning and job search support to international students at the UofC of all levels including undergraduate, masters and doctoral. She has worked at the university for over nine years, including advising roles at the Career Centre at the Haskayne School of Business and Enrolment Services. She is currently completing her Master of Counselling degree.

Dr. Anna-Lisa Ciccocioppo is a Registered Psychologist, Counsellor and Career Development Co-ordinator at the Students’ Union Wellness Centre at the University of Calgary, where she has worked for over 15 years. She partners with Career Services on Wednesday afternoons to offer “Wellness Wednesdays,” including individual counselling sessions and workshops. Her research interests are related to career counselling with diverse populations.

**Understanding Type with Everything DiSC**

Peggy Gizen

The Everything DiSC Workplace® Profile helps build better relationships — one relationship at a time. With a focus on discovering individual styles, understanding and appreciating other styles the result is greater engagement, and more productive, high performing teams. This is a tool for dialogue, not diagnosis. By working through exercises that explore the similarities and difference in work styles, motivators, and stressors, your work group can become more successful. Participants will receive a free assessment.

Session outcomes include:

* Discover how their styles affect their workplace relationships and explore the priorities that drive them at work
* Recognize and understand other styles, including what works for them and what challenges them when interacting with various styles
* Create strategies and plans to develop more effective relationships

Peggy has more than 20 years of experience as a pragmatic, reality-based facilitator, helping individuals to find their motivation to achieve. She has a natural ability to connect with her audience by weaving humble and humorous examples of her shortcomings into her presentations. Returning to college later in life, Peggy became a human service professional. She is an Authorized Partner in DiSC ® and Five Behaviours of a Cohesive Team and Personality Dimensions®.

**Two-Eyed Seeing Medicine Wheel Model for First Nations Career Counselling**

Dave Wood

“Two-Eyed Seeing” refers to learning to see from one eye with the strengths of Indigenous knowledges and ways of knowing, and from the other eye with the strengths of Western knowledges and ways of knowing ... and learning to use both these eyes together, for the benefit of all. Albert Marshall, Elder. This session presents a “Two-Eyed Seeing” model for career counselling using the Medicine Wheel as a metaphor.

Session outcomes include:

* Describe the world view differences between Western and First Nations cultures
* Evaluate the value of adopting a "two-eyed seeing" approach to their own career practices
* Describe the differences between a job, a career and a calling

David J. Wood, BA, MA, MPA, has been a psychologist, administrator, and for the past 20 years the President of TypeFocus. Its mission is to enrich people's lives through the power of self awareness. TypeFocus bring this information into practical applications by providing online personality assessments. Recently he has become interested in the “two-eyed seeing” approach to aligning Western career development practices with First Nations cultural sensitivity – using the metaphor of the Medicine Wheel.

**International Highlights from the ICCDPP 2017 Symposium**

Paula Wischoff Yerama

In June 2017, delegates from 20+ countries assembled for the 8th International Symposium on Career Development and Public Policy in Seoul, Korea, bringing together career development leaders, researchers, and policy influencers. In this session, members of Team Canada will share symposium highlights, including global perspectives on career development, the official symposium Communique and Team Canada's Action Plan.

Session outcomes include:

* Understand the global nuances of career development
* Examine highlights of the International Symposium relevant for your practice
* Explore how the Communique and Action Plan impacts your work

Paula Wischoff Yerama, CCDP, is the Executive Director of the Career Development Association of Alberta, Secretary for the Canadian Council for Career Development, and Chair of the Canadian Council for Career Development Certification Working Group. She is passionate about the future of career development in Canada and in 2017 was recognized as an Outstanding Career Leader by Career Professionals of Canada.

**May 1, 2018: 2:45pm - 4:00pm**

**Tech & AI for the Gig Economy**

Ryan Corry

Showcasing the innovation and technology behind SKILLPICS.com, its uses and why SKILLPICS is an important tool for millennials, freelancers and professionals we will share data and testimonials from our post-secondary partners and highlight the importance of personal branding as the job market shifts to the gig economy. We will walk through the platform to demonstrate its effectiveness for recruiters and job seekers.

Session outcomes include:

* Understanding the changing job market
* Awareness of new online tools for career success
* The importance of personal branding

Ryan Corry is the President of SKILLPICS Inc., a former professional hockey player who left his playing career to peruse business. After living abroad for six years, Ryan gravitated back to the city he was born in, Calgary, Alberta. He is passionate about his province and wants to ensure prosperity, opportunities and diversity for future generations. Ryan has extensive event, professional, non-profit, and start-up experience, which he has poured into his strongest venture yet, SKILLPICS.com.

**Beyond Generation Jobless: Successfully Navigating the School-to-Work Transition**

April Dyrda

Obtaining meaningful employment is a common goal for university graduates; however, students are finding the school-to-work transition increasingly difficult. This presentation will explore how recent graduates who are meaningfully employed have navigated the job search process. Implications for students and practitioners will be considered, inviting a discussion about how professionals can support the success of future graduates in finding work.

Session outcomes include:

* Understand how recent university graduates are finding meaningful employment
* Explore factors that help and hinder the job search process
* Discuss implications for practitioners in supporting the school-to-work transition

April Dyrda recently completed her Master of Science degree at the University of Calgary, specializing in Counselling Psychology. Her interests include the career development needs of students and their transition from academia to the workforce.

**ConnectIn Alumni and Mentoring Program**

Tarek Fathelbab / Catherine Hunt / Jeff Brownrigg

Through funding provided by Foreign Qualifications Recognition, Bredin launched an innovative alumni program that approaches mentoring using a holistic approach in attaching to the labour force. Alumni engage in skill development that includes sharing experience through digital storytelling. By sharing their triumphs and difficulties their stories serve as inspiration to those just starting their journey. Looking beyond common occupational pursuits, our presentation will highlight newcomer artists who have overcome their unique barriers to become successful.

Session outcomes include:

* Developing a creative approach to mentoring programs to ensure a holistic transition for newcomers that includes community and occupation
* Overcoming the challenges in developing mentorship program that can serve a diverse clientele across multiple professions
* Ensuring we are providing all newcomers with the opportunity to express their unique talents which contributes to the development of a strong and diverse labour force and community

Tarek obtained his master’s degree in Environmental Sociology from the University of Alberta in 2011 and he has been working and volunteering to help immigrants in Edmonton since then. Tarek has worked in a variety of roles with non-profits in Edmonton, he worked as a facilitator, community development coordinator, settlement counselor and Finally outreach manager. He also has created a project to help newcomer artists to showcase their talent.

Catherine has been working in the Career Development field for over 17 years. She began her work as a practitioner focused on coaching young adults, from diverse backgrounds, in meeting the challenges of making occupational choices, entering the workforce and achieving career success. She broadened her scope of clientele to include internationally trained professionals, mature workers, and individuals seeking to make a change mid-stream in their career. In her current position, Catherine has the opportunity to apply her knowledge of behavioural psychology, learning, and career development to the enhancement of programming for various client groups. She believes each person has a unique journey and focuses on developing flexible programming that meets the real world needs of clients.

Jeff began his life in career development as a Career Coach working with International Medical Graduates (IMGs). While guiding IMGs through the arduous process of attaining licensure to practice in Canada, he showed a flair for organization and soon found himself coordinating Bredin Centre for Learning’s Centre for Skilled and Internationally Trained Professionals (CSITP) program. Working in tandem with the Program Manager and a great team, they took the program to new heights, assisting foreign trained professionals from around the world obtain licensure and employment in their field of study and experience. Jeff took over as the CSITP Program Manager in January 2015.

**Goals, Metrics & Communication for Career Centres**

Jenny Cruickshank

Career centers' on campuses have major task; build a bridge from academic learning to work integrated learning & graduate career ready professionals. Equally important is to balance student expectations with the reality of limited resources, to measure what we do & communicate it within our organization. This presentation will explain how the Schulich School of Engineering Career Centre made major changes, evaluated goals, measures results and communicates with Faculty, Students & Industry.

Session outcomes include:

* Review the goals of the engineering career centre
* Measurement of the career centre goals
* Exceeding Expectations

Jenny Cruickshank has worked in the post-secondary education world since 2012 and has led the Engineering Career Centre since December 2015. Jenny graduated from the University of Toronto & Fanshawe College and obtained CPHR, 2009. Experienced in public sector, retail, manufacturing, agriculture, recruitment & labour relations, she knows how important student work integrated learning are. Passionate about education, taught HR at Mount Royal University for 6 years & received the HRIA Award of Excellence.

**Raw & Unrehearsed: Live Client/Practitioner Demos**

Herky Cutler

Here’s your chance to roleplay your most difficult client/session with Herky as the practitioner and you as the client. Live and unrehearsed, Herky, with the help of the audience, will strive to show you ways to deal with these clients/situations. Each roleplay will be debriefed focusing on practitioner skills such as; engaging, re-directing, diffusing conflict, validating, reflecting, and going deep. This “goldfish bowl" session will provide a powerful experience for participants in developing their practice.

Session outcomes include:

* Witness the power of roleplaying in practice
* Learn how to strengthen counselling skills
* Practice counselling skills

Herky wants to change the world. He wants people and organizations to break through barriers that exist in their lives in order to move forward and improve their individual and collective performance. He wakes up every day thinking about ways he can do that. Herky will push your buttons and challenge you to take risks. If you want to stay where you’re at, don’t come to one of his events.

**International Perspectives & Possibilities**

Dave Redekopp

We look up and out in this session to interesting ideas, innovations and practices in international career development. Dave will curate a collection of promising international (mostly English) approaches to career development practice, career education, career practitioner training and career development products with an eye to seeing what these perspectives and possibilities might bring to our work in Alberta. Feel free to bring ideas/innovations you have heard about, too; there will be time for discussion.

Session outcomes include:

* Promising practices/concepts in a variety of areas within career development
* Possible international programs/products/practices worth investigating further
* Ways in which international work may further our efforts in Alberta

Dave is as thrilled about career development as he was over 25 years ago when he entered the field. There's still so much to do and learn in terms of research, products, services, concepts, and practitioner training, all of which keeps him very busy. Dave's job is running the Life-Role Development Group, a group of some of the best practitioners, trainers, product developers and researchers one could ever meet.

**Managing Your Career Health**

Lise Stransky

Even career development professionals need to focus on their career health. We advise our clients on a regular basis...but do we do this for ourselves? What does it mean to manage your own career health? With so many hours spent working, it’s no wonder we often lack the time or energy that we need to focus on our own career plans. This session focuses on tools and strategies needed to manage your own career health.

Session outcomes include:

* Take time to assess interests and values – are these being met for you?
* Apply the High Five Principles of career development to your career
* Learn tools for lifelong career development and management – even as a career development professional

Like many of us, Lise wears many hats in her career. She is a mother, logistical maverick, registrar, volunteer, cinnamon bun aficionado, workshop facilitator and a CCDP managing her own business, Careers That Work for You. With over 13 years of experience in our profession, she has facilitated workshops for many organizations, and has helped hundreds of clients with job search, career transitions, and managing their career health.

**May 2, 2018: 1:00pm - 2:15pm**

**The Cycle of Learning, Change Adaptation and Career Development**

Eric Pye

Career practitioners work with clients experiencing change of many kinds. One obvious change example is immigrants going through culture shock as part of the learning process during cultural integration. This presentation uses culture shock as an example of both learning and change adaptation. We'll look at how the two go together, and then examine other client contexts where knowledge of the learning cycle can be applied to help clients understand and adapt to change.

Session outcomes include:

* Learn about the Cycles of Learning and of Culture Shock
* Understand how culture shock is a learning process
* Look at change from a culture shock perspective
* Consider other contexts of change and diversity relevant to career development practitioners and clients

Eric has been a Career Advisor with CPA Alberta since 2012, working with both Canadian and immigrant accountants and accounting students. He has lived and worked in Holland, Rhodesia (now Zimbabwe), South Africa, Japan and the UK. As a new ESL teacher in Japan, he had a deep experience of cultural difference and adjustment. Later, as an educational and corporate trainer, he used this experience in the development and delivery of intercultural business skills training.

**Assessing without Testing: Extending Self-Portraits into Adult Education**

Kelly Ann Gallant

Self-portraits were developed to offer people a tool to better understand themselves. This session offers you a time and space to self-examine, critically reflect and connect with your emotions. It is guided through a model that engages your Head, Heart and Hands (HHH). You will have an opportunity to co-construct your own representation of your self - your past, present and your potential self.

Session outcomes include:

* Increased comprehension and understanding of the model of HHH (Head, Heart & Hands)
* "Think about their thinking" in relation to who they may have been to...who they will become
* Create a representation that speaks to an aspect of self through a self-portrait

Kelly aspires to contribute to the field of Career Development and values its progressive nature. She currently works at the UCalgary, Faculty of Social Work to serve students in the area of career development and mental health first response. While working through her graduate school program, she strives to keep focus to career development with educational research in mind. Kelly has always been a horse lover, now a hockey Mom and aspiring career health advocate.

**Embedding Informational Interviews into University Curriculum**

Derrick Rancourt / Abdullah Al-Ani

Students feel unprepared for workplace transition. Using informational interviewing, we motivate students to pursue career mapping and networking. After assigning careers to research and share, they practice networking to interview relevant working professionals and complete entrance/exit surveys to self-evaluate professional development. This experiential learning pushes students out of their comfort zone to develop tacit knowledge. Students demonstrate a significant trend of progress in professional competency. Our approach can be applied broadly within advanced education settings.

Session outcomes include:

* Activating both sides of the brain, experiential learning appeals to multiple intelligences. Because it creates episodic memory, personal associations form the basis of remembering and understanding.
* After performing informational interviews, students self-report progress in their understanding and achievement of professional development
* Informational Interviewing can be broadly applied in higher education curriculum to help students develop the tacit knowledge required to integrate into the professional workforce.

Derrick Rancourt is a Professor in the Cumming School of Medicine (CSM), University of Calgary. He is an entrepreneurial scientist, Director of Alberta’s Provincial Genome Engineering Centre and a board member of the Alberta Council of Technologies. His research program revolves around the derivation, expansion, differentiation and genetic manipulation of mouse and human pluripotent stem cells. Derrick teaches biotechnology business and professional development and directs the CSM's Graduate Student Professional Development Task-force.

Abdullah Al-Ani is a PhD Candidate in the University of Calgary's Biomedical Engineering Graduate Program. He has demonstrated extensive leadership in teaching, curriculum development and starting new initiatives. Abdullah has directed Calgary's "Stem Cell Talks" outreach event for the past three years. He has extensive experience in organizing initiatives that aim to foster collaboration and engage the public in research. Abdullah recently co-founded the Innovation 4 Health initiative to translate innovative solutions to the clinic.

**Think More, Be More! Improving Career Decision Making Skills**

Ann Nakaska

This session explores how practitioners can use educational theory to examine higher order thinking skills necessary for making complex career decisions. While current career development theories and assessments are very helpful in providing important information to clients, career decision making models can be improved by providing clients with additional analytical and evaluative skills. This session will demonstrate how current career development theories fit into the higher order thinking model and identify areas for further study.

Session outcomes include:

* Introduce the concept of higher order thinking skills
* Demonstrate how current career theories fit into the higher order thinking model
* Identify how practitioners can help improve their client’s overall career decision making by using more analytical and evaluative practices

Ann Nakaska BA, M. Ed., CDF is a career consultant specializing in career decision making. Her clients include young adults, mid-life career changers and +50 workers. Ann’s clients are her biggest teachers, identifying gaps in current career decision making models. She believes in strengthening client career decision making skills through increased analysis, evaluation and self-reflection. She is often accused of thinking too much – but she doesn’t believe that’s possible.

**Designing a Stand-Out Resume using Visual and Typographic Principles**

Justin Pritchard

In this presentation you will learn basic design principles that can be applied to create visually sophisticated and readable resumes. Key topics will include page layout, hierarchy of information, visual elements and optimal readability.

Session outcomes include:

* Identify key aspects that help create a strong hierarchy of information
* List at least seven ways to enhance the visual sophistication of a resume document
* Explain tactics used to make a resume more inviting and pleasant to read and in turn, enhance its overall scanability

Justin Pritchard has been working at the U of A Career Centre since 2011 in various roles including Graduate Career Advisor, Graphic Designer and Career Coach. He completed a Master of Design (MDes) degree in visual communications, and has merged his background in design studies with career development by specializing in resume design at the centre. As a parallel career, he teaches design fundamentals in the Department of Art and Design at the U of A.

**Possibilities for Clients with ADHD**

Tracy Harrington

With over 4% of the population having ADHD, all career professionals will work with ADHD clients who can be challenging at times. This presentation will use research from a variety of disciplines to outline how ADHD can impact people, their careers and their job search. Using the Brown Model of ADD/ADHD (2005), six areas where ADHD can present itself will be outlined and how these can lead to strong positive or negative attributes will be talked about.

Session outcomes include:

* A stronger awareness of ADHD Executive Functions
* Some tips for helping clients increase their understanding and self-acceptance
* A tool to help clients determine best/worst jobs for themselves

Tracy is founder of Exceptional Careers, an online community that helps young adults in the gifted and ADHD communities identify and obtain opportunities that value their personal strengths and accommodate their individual needs. Additionally, she spent over 18 years as a Career Advisor working in the Haskayne School of Business at the University of Calgary. Tracy’s education includes Master of Education, Adult Education, Work and Learning (2015), and Certificate in Career Development (2000), University of Calgary

**Changing Work World - Impact on Career Planning**

Gail Kastning

This workshop will facilitate conversation on the topic of the changing work world and the impact on Albertans and career practitioners. How has current change impacted your clients? How will anticipated future changes impact them? Will your job as a career practitioner be affected as a result of anticipated change? If so, how can you prepare yourself for upcoming change? This workshop requires you to share, explore and engage in conversation.

Session outcomes include:

* Through group discussion, Career Practitioners will share their knowledge regarding the changing world of work and the impact they have witnessed with their clientele
* Through listening to the stories of their colleagues, practitioners will further increase their knowledge of the impact of the changing world of work on other career development programs in Alberta
* Career Practitioners will predict future changes for their clients in the next five years and discuss potential positive or negative impacts with their group
* Career Practitioners will predict future change in their own jobs and how they can prepare themselves for the future

Gail Kastning is owner and head facilitator for Purposeful Careers, a career development and workplace training company in Calgary that offers career development, workplace training and retirement transitioning workshops. She has been working in the area of career development and workplace training and facilitation for 15 years. She has spent three years researching the changing work world and has recently launched Career Corner, a series of workshops designed to prepare workers for future change.

**May 2, 2018: 2:45pm - 4:00pm**

**Understanding and Preventing Work-Related Burnout**

Kathleen Johnston

Key researchers state: "Burnout is the biggest occupational hazard of the 21st Century; growing like a virus." Individuals who are burned out aren't just having a bad work day. Burnout is accompanied by physical and mental health deterioration. The person experiencing burnout has extremely low energy, diminished enthusiasm/engagement and depleted confidence. Burnout develops over time, however it is preventable and reversible. Whether you supervise/manage employees, or feel at risk yourself, this learning opportunity matters.

Session outcomes include:

* Recognizing the symptoms/stages of burnout
* Understanding the relationship between stress overload and burnout
* Learning strategies for mitigating stress and preventing burnout

Kathleen Johnston, Career Strategist is a Professional Certified Coach, Canadian Certified Counselling Therapist and Certified Stress Consultant. Her enthusiasm and energy for career development supports and inspires individuals to achieve success on their own terms, without compromising their health and well-being. She's been in the career development field since 1988 and in private practice since 2003. Her vision is "to support, motivate and inspire women to live and work to their full potential."

**The superpower of success stories**

Ana Lokotkova

In the job market of tomorrow, career development professionals and coaches need to see beyond the ways the new generation of job seekers explore career opportunities. If we want to help our clients realize their true potential, how can we establish a more personal connection with them? How can we inspire them to navigate confidently in the new reality of job search and be prepared for any unexpected turn?

Session outcomes include:

* Understand the way the millennial generation looks for work
* Master using success stories as a powerful coaching tool
* Rethink the way we provide resume assistance
* Help clients build a strong personal brand
* Use simple technology to develop deeper client connections.

Ana is a job search strategist, resume writer and interview coach. She helps people achieve their career aspirations by stepping up their job search strategies and self-presentation. Ana is fortunate and grateful to be serving clients who come from a wide variety of industries and position levels. She helps them approach their job-hunt with confidence, effective tools and strategies, and a clear action plan that gets them noticed by decision-makers.

**Tools and trends that are changing Career DevElopment right now**

Janet Lane / Jeff Griffiths

Would you like the Career Handbook to be more useful to you and your clients? The presenters are involved in a project that aims to update and improve the usability of this tool. Find out what's been done so far, and add your expertise to the design. Jeff and Janet will also present on the preliminary results from an ongoing project which aims to help match people and jobs based on competencies rather than credentials.

Session outcomes include:

* Learn of some trends and tools in career development in Alberta
* Add input to improve the usefulness of the Career Handbook
* Be better prepared to manage the trend to competency-based job matching

Before beginning her work in human capital issues and public policy, Janet had a career in financial services and then gained expertise in literacy and essential skills development. Her recent research and writing has focused on the global move to a competency-based approach to workforce development and deployment.

Jeff Griffiths is a Calgary-based organizational development consultant who specializes in developing individual and collective competency for a diverse range of Canada’s core industries.

**The Gig Career: Micro-Businessing Work**

Ed Britton / James Bancroft

Worried the workscape is morphing into short term gigs interspersed with gaps in earnings? The brighter alternative is to manage a career like a business. Learn how to develop careers as micro-businesses by applying established principles of business planning and management. Step out of 'choose something you like,' and step into niche definition, market research, branding and sales funnels – career planning that fits the growing reality.

Session outcomes include:

* Compare/contrast the future of work with characteristics of the micro-business environment
* Identify critical success factors for independent career development
* Select methods from business planning/development for contemporary careers creation
* Acquire practical tools and techniques for developing a ‘career of the future’
* Use professional associations/personal networks for collaboration and support
* Develop social perspectives/political structures that support future professionals and artisans

Ed Britton is author of Own Your Career: Choosing the Right Career for You. Ed has a BSc (Biology), and a MA (Leadership). He has worked professionally in career coaching since 2007, currently with MCG as Regional Manager (Calgary) and also worked as a biologist, educator and career development professional, in the public and private sectors, on three different continents, and in the international online world.

James Bancroft brings 18 years of business experience to our project. He has a Bachelor’s degree in International Business Management, and a Master’s degree in Business Administration. James is a proven strategic problem solver with working experience as an account manager with a Bank, an entrepreneurial roll helping small and medium sized businesses to write 3 year business plans. He has recently began to apply his talents to Foundational Integrated Training for the workforce.

**Solutions for inclusion in the workplace with MORE**

Lisa Moon

All of us will experience some changes of ability at work over the course of our career, whether permanent or temporary - visible or invisible. Disability doesn’t discriminate - anyone can have one or may acquire one as we age. This session will help attendees to become more inclusive leaders by understanding our own biases regarding people who may be different from us. Becoming more accepting of others’ differences leads to real inclusion at work.

Session outcomes include:

* Differentiate handicap vs. disability in the workplace
* Assess unconscious bias around visible and invisible disabilities
* Become a MORE inclusive leader, coach and mentor

Lisa Moon is the CIO of Dynamic Diversity. With over 15 years of working with employees and employers to create diverse and inclusive workplaces, Lisa believes we can simplify our approach. Lisa is a Certified Career Development Professional committed to supporting employees and employers to realize the benefits of a dynamic, diverse and inclusive culture. An award winning Inclusive Leader, she is committed to “lessening the awkward” for workplaces to become more inclusive, accepting and accountable.

**Theory Driven Career Coaching in Schools**

Monica Edwards / Jo-Ellen Lyslo / Katrina Jolie

This session will focus on the research and theory that drives the Career Coaching Program created five years ago by High Prairie School Division. Coaches will share about the growth of the program and the theory that gives meaning and power to their work. The program includes career coaching with high school students, junior high and elementary students and also includes parent and community involvement.

Session outcomes include:

* Identifying and reflecting on human development and career development theories that empower and motivate clients in their career exploration and discovery
* Evaluating activities and resources that coaches can employ that are relevant to the client's stage of development
* Exploring ways parents and community members can be active participants in the career discovery and growth of young people

Monica Edwards has over 12 years experience in the field of career development, focusing primarily on youth, and is currently working as a Career Coach with High Prairie School Division. She has a diploma in Business Administration from NAIT, a Bachelor of Management from Athabasca University, and is currently working towards her Certified Career Development Professional designation.

Jo-Ellen Lyslo has over 30 years experience in the educational field. She has a Masters in Counselling from the University of Alberta and currently works part-time as a Grad Coach with the High Prairie School Division in Alberta. Jo-Ellen also works as a support counsellor for youth and families in various programs in the Northwest Territories.

Katrina Jolie has more than 10 years of experience working with youth in northern Alberta. She has been a baseball and basketball coach, an educational assistant, and currently is a Career Coach with the High Prairie School Division. Katrina has a diploma in both Business Administration in Marketing and Chemical Technology from NAIT. Presently, she is working towards her Certified Career Development Practitioner designation through Athabasca University.

**ColourSpectrums TM Personality Styles: Colourful Perspectives & Possibilities**

Rob Chubb

Sort ColourSpectrums cards to reveal your personality as a unique combination of BLUE emotional intelligence, GREEN intellectual intelligence, RED physical intelligence and YELLOW organizational intelligence. Yup! You are more intelligent than you “think.” Dynamic discussions and activities deliver humour (ha-ha! learning) and insights (ah-aha! learning) that reveal colourful perspectives and possibilities for supporting career development, human resources, communication skills, team building, self esteem and business leadership. [www.colourspectrums.com](http://www.colourspectrums.com/).

Session outcomes include:

* Participants will interpret, write, verbally report and discuss the meanings of the four colours and compare the colours to identify their bright colour strengths and acknowledge their pale colour challenges with a view to using all four colours effectively in their own career development
* Participants will be able to synthesis their working knowledge to verbally explain the ColourSpectrums model to help others recognize their bright colour strengths and pale colour challenges for the purpose of helping others realize new perspectives and possibilities for career development
* Participants will learn how to colour a job description/occupational profile and be able to compare it to their own ColourSpectrums profile with a view to evaluating how well it matches their natural skills and talents.

Rob Chubb, is the founding director of ColourSpectrums, inspiring human resources and career development through innovative education, interaction and fun. Rob is the author of 3 ColourSpectrums books and has certified 1,000 ColourSpectrums facilitators worldwide. With specialized occupational profiling training Rob brings a unique wealth of international experience with the Canadian International Development Agency in post secondary curriculum development and training programs. Rob collaborates regularly with career development professionals to empower human resources. <http://www.linkedin.com/pub/rob-chubb/44/484/187> <http://www.colourspectrums.com/>.