**ACDC 2019 at a Glance**

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| **April 30, 2019** |  | **May 1, 2019** |  |
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|  |  | **7:30am - 8:30am** | CDAA Annual General Meeting |
| **8:00am - 9:00am** | Registration and Breakfast / Exhibitor Fair | **8:00am - 9:00am** | Registration and Breakfast / Exhibitor Fair |
| **9:00am - 9:30am** | Welcome / Opening Remarks | **9:00am - 9:30am** | Welcome / Opening Remarks |
| **9:30am - 10:30am** | Opening Keynote – Dr. Roberta Neault | **9:30am - 10:30am** | Delegate Wide Expert Panel Presentation OR Consultation Session - TBD |
| **10:30am - 11:00am** | Hospitality Break / Exhibitor Fair | **10:30am - 11:00am** | Hospitality Break / Exhibitor Fair |
| **11:00am - 12:15pm** | Delegate Wide Expert Panel Presentation OR Consultation Session - TBD | **11:00am - 12:15pm** | Concurrent Session 3 |
| **12:15pm - 1:15pm** | Lunch / Exhibitor Fair | **12:15pm - 1:15pm** | Lunch / Exhibitor Fair |
| **1:15pm - 2:30pm** | Concurrent Session 1 | **1:15pm - 2:30pm** | Concurrent Session 4 |
| **2:30pm - 3:00pm** | Hospitality Break / Exhibitor Fair | **2:30pm - 3:00pm** | Hospitality Break / Exhibitor Fair |
| **3:00pm - 4:15pm** | Concurrent Session 2 | **3:00pm - 4:00pm** | Closing Keynote – Gail Kastning |
| **4:15pm - 6:00pm** | Networking Reception / Exhibitor Fair | **4:00pm - 4:15pm** | Closing Remarks |
| **6:00pm - 8:00pm** | Delegate Wide Career Development Challenge |  |  |

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| **Apr 30, 2019**  **Concurrent Session 1: 1:15pm – 2:30pm** | **Continuing to Connect Career Development and Mental Health**  Dave Redekopp and Michael Huston  **ColourSpectrums TM Personality Styles: Colouring Possibilities**  Rob Chubb  **Educating for Resilience and Peace: Hope-Centered Model**  Raza Abbas  **Career Pathways in Edmonton Public Schools**  Lindsay Adrian and Jason Eliuk  **Planning for Further Education**  Dorothy Ritz  **Shaping the Future by Knowing Your Purpose**  Richard Bucher  **Northeast Alberta Apprenticeship Initiative/Tiny Homes Project**  Rick Janvier |

**April 30, 2019 | Concurrent Session 1 | 1:15pm – 2:30pm**

**Continuing to Connect Career Development and Mental Health**

Dave Redekopp and Michael Huston

ACDC sessions, Ignite Your Passion workshops, and a paper on career development and mental health research have helped Dave and Michael learn about and articulate career development and mental health connections. Learn how career development intervention IS mental health intervention. We will brief you on a model (supported by evidence) of the CD-MH connections, our experiences working with several hundred practitioners, and what we see as the next steps in pursuing this important work.

Session outcomes:

* Recognize the relationships between career development processes and mental health related outcomes.
* Connect career development demands/stressors with mental health concerns.
* Envision implications of career development – mental health connections to their practice and to the field of career development.

Dave Redekopp has been an avid champion of career development since 1988. He has been awarded provincial and national awards in career development and is widely recognized in Canada as a thought leader in the field. Dave’s current focus on career development and mental health ties together a host of ideas gathered over the past 3 decades. Dave holds a PhD in Educational Psychology from the University of Alberta.

Michael Huston has been involved in the career development field since the early 1990s. He is a Registered Psychologist at Mount Royal University in Calgary, Alberta. His job entails student counselling within the Wellness Services department. Michael’s areas of expertise include career planning, relationship concerns, stress management, anger management and learning strategies, and he is particularly interested in the various connections between career development, mental health and mental illness.

**ColourSpectrums TM Personality Styles: Colouring 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 how the vivid language of colours empowers career development, human resources, communication skills, team building, self esteem and business leadership.

Session outcomes:

* 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/>

**Educating for Resilience and Peace: Hope-Centered Model**

Raza Abbas

The hope centered workshop is ground-breaking and is an integrative, evidence based approach to conceptualizing, assessing and building hope that can be used across cultures and spiritual belief systems. I collaborated in a cross cultural hope based workshop from an international authority on hope, Dr. Anthony Scioli, and have executed hope workshops with great success in Asia.

Session outcomes:

* Participants will learn how to be optimistic and hopeful in difficult times.
* Participants will learn about the hope centered workshop which is an integrative, evidence based approach to conceptualizing, assessing and building hope that can be used across cultures and spiritual belief systems.
* Participants will be given an overview of the five modules used in the hope intervention: two attachment modules, and one each for mastery, survival, and spiritual hope.

Raza Abbas has worked at leading institutions across the globe. He serves on the Boards of distinguished global professional development associations: ARACD, APCDA and IAEVG; delivers keynotes; was profiled in a global best-selling book – The World Book of Hope; and executed social reform projects on teacher and career education. Recognized by APCDA, UNESCO and UN, he is a dual degree graduate from The University of Arizona, USA and earned Distinction in Speech Communication.

**Career Pathways in Edmonton Public Schools**

Lindsay Adrian and Jason Eliuk

Edmonton Public Schools' Career Pathways unit works with schools to develop innovative ways for students to explore opportunities, receive hands-on experience and plan their next steps. The Career Pathways model fosters growth and success for every student, from kindergarten to grade 12, by supporting their journey from early learning through high school completion and beyond, and enhances public education through communication, engagement and partnerships.

Session outcomes:

* Understand how Edmonton Public Schools is helping students to explore future possibilities.
* Learn about a career investigation and digital portfolio tool that is being used with all District students in kindergarten to grade 12.
* Learn how Edmonton Public Schools works with community partners to provide students experiential learning opportunities.

Lindsay Adrian is a consultant with Edmonton Public Schools' Career Pathways unit. Previously, she worked for 16 years as a classroom teacher, with students from pre-kindergarten to grade 9. She worked closely with community members to build a grade 9 work study program at her last school, introducing over 90 students a year to the world of work. She is passionate about finding innovative ways for youth to explore future possibilities.

Jason Eliuk is in his 2nd year with Career Pathways and 6th year as a teacher with Edmonton Public Schools. He has taught everything from welding and construction to science and dance. His education and career path have been a winding road of experiences and experiments. He is passionate about supporting students in exploring interests and planning for the future.

**Planning for Further Education**

Dorothy Ritz

Thinking of further education? This presentation is for career practitioners and/or their clients. It may be assumed that one will never pursue formal learning again after attaining a diploma or degree. However, within a career, people may find themselves in a place where more education would be helpful. This presentation addresses what to consider in your life space and how to research programs. In addition, there will be information on admission requirements and application processes.

Session outcomes:

* Participants will have more information re factors to consider for themselves or their clients in the context of accessing further education.
* Participants will have information re online tools to use to research academic programs.
* Participants will have information re how to review college and university websites for admissions and application information.

Dorothy Ritz has been working with post-secondary students in the context of career development for 24 years. Currently, she manages Career Development and Experiential Learning at MacEwan University.  
Her passion is to educate and equip students to negotiate their own career path. Students do not automatically know how to do career planning. Career management skills need to be taught.   
Dorothy has a masters' degree in Leadership, a diploma in Career Development and an Education degree.

**Shaping the Future by Knowing Your Purpose**

Richard Bucher

Within a career life context the optimal life hierarchy is Purpose-Career-Job. In practice, many we serve have an inverted hierarchy, Job-Career-Purpose. Here's the issue. When they lose their job, they lose everything. When asked what they do the answer is often, "I'm unemployed." We will discuss how reorienting your hierarchy, putting purpose in the dominant role, provides clarity, vision and direction.

Session outcomes:

* We will define the three elements of this hierarchy; purpose, career and job.
* We will discuss approaches to assist clients to come to clarity about those three elements within their life.
* We will discuss the presenting symptoms of an inverted hierarchy.
* We will set out how a reoriented hierarchy can produce accelerated outcomes that are more sustainable.

Richard is an author, speaker and coach. Over his 30 year career he has established expertise in career management, career transition, career and executive coaching. A gifted presenter, he is CBC Radio's Get-A-Job-Guy, a contributor to Global TV, Presenter at the Global Career Expo, Global Petroleum Show, Speaker to the EMBA and MBA Programs at the Haskayne School and Advisory Board Member at MRU.

**Northeast Alberta Apprenticeship Initiative/Tiny Homes Project**

Rick Janvier

This session will focus on the skills assessment used to assist clients with identifying the career path that is best for them – Trades or Non-Trades; how clients learn about trades to determine suitability; how clients get help with registering as an apprentice; the hands on trades training gained through the Tiny Home Project; tutoring support; assistance with accessing loans and grants; mentorship; support and intervention to help clients on the their career path; and information on the Pathway to Apprenticeship Pilot Project.

Session outcomes:

* NEAAI Program and Services.
* Tiny Homes Project.
* Pathway to Apprenticeship Pilot Project.

Rick Janvier is a Cold Lake First Nations member. Has a Business Administration Diploma, Certificate in Aboriginal Employment Development, and holds numerous certificates related to Human Resources. Over the past 27 years he has held numerous Human Resources, Employment and Training positions in the Public Sector and with businesses in the Oil and Gas Industry. He seeks opportunities for Indigenous people to obtain meaningful careers. Rick started as a Project Officer with NEAAI in January 2016 and was promoted to a Manager position in September 2016.

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| **Apr 30, 2019**  **Concurrent Session 2:**  **3:00pm – 4:15pm** | **Teaching and Training a Contemporary Approach to Career Management**  Justin Pritchard  **Career Planning for the Future**  Ann Nakaska  **THE GUILT STOPS HERE! SUPPORTING THE CAREER/LIFE CHOICES OF PARENTS/CAREGIVERS**  Dr. Roberta Neault and Cassie Taylor  **Employment Forecasts for Alberta – Update**  Darryl Howery  **growing careers in the cannabis industry**  TBD  **A Better Path A Brighter Future**  Linda Mak  **Barrier Disclosure**  Carlie Ferguson, Bryan Davidsen, and Susan Sibley |

**April 30, 2019 | Concurrent Session 2 | 3:00pm – 4:15pm**

**Teaching and Training a Contemporary Approach to Career Management**

Justin Pritchard

The U of A Career Centre is well known for its contemporary approach to career management, which aims to support individuals navigate career uncertainty with ease and confidence. Over the last 4 years, the centre has designed and developed a unique career management model as a "teaching tool" for career advisors and coaches. This session will share the model, and its accompanying strategies, with practitioners who teach and advice clients in need of career support.

Session outcomes:

* Compare and contrast traditional and contemporary approaches to career management.
* Examine key elements of contemporary career management that are derived from current theories such as chaos theory of careers, possible selves, planned happenstance and design thinking.
* Identity 6 career management strategies that aim to support career advising and/or coaching clients.

Justin Pritchard is the Team Lead of the Transition to Career (T2C) program and Coaching Services at the U of A. With 7.5 years of career development experience, he holds various designations including Certified Career Development Professional (CCDP) and Certified Master Coach Practitioner (CMCP). Justin integrates design thinking into his coaching practice, and he holds a Master of Design (MDes) degree. Teaching design studies at the university is an additional work activity he engages in.

**Career Planning for the Future**

Ann Nakaska

The World Economic Forum estimates roughly 75 million jobs worldwide will be lost due to increased automation by 2022. Clients of all ages are stressed with making multiple career changes. How can practitioners help clients strengthen their career decision making and career planning skills to keep up with the massive changes impacting today’s workplace? This session explores what clients of all ages will need to know to help them maneuver in today’s changing workplace.

Session outcomes:

* Explore how the world of work is changing and the implications for career decision making and career planning.
* Identify what clients of all ages will need to know to adapt to a changing work environment.
* Discuss how to analyze and implement specific career decision making and career planning skills for clients to be successful in the ever-changing work environments.

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. She believes in strengthening client career decision making skills through increased exploration, analysis, evaluation and self-reflection. She is optimistic about the future of work and exploring all the exciting work opportunities open to her clients.

**THE GUILT STOPS HERE! SUPPORTING THE CAREER/LIFE CHOICES OF PARENTS/CAREGIVERS**

Dr. Roberta Neault and Cassie Taylor

As career development practitioners, you know parents and caregivers struggle to make the “right” career/life decisions for their families. Even when the choice may be clear, many experience guilt related to their choice. Join presenters, Dr. Roberta Neault and Cassie Taylor, as they share stories from preliminary, pan-Canadian research exploring what contributes to these experiences of guilt – is it managing the judgement from others, grieving lost opportunities, or receiving inadequate support at home or work? Learn how parents and caregivers cope effectively (or not) with the guilt they face and share your own experiences.

Deepen your understanding through the application of several career development theories and models to selected case examples. Leave with practical tips and strategies for supporting clients to successfully integrate work, parenting, and caregiving responsibilities.

Session outcomes:

* Gain insights on diverse experiences of parent/caregiver guilt and coping strategies related to career/life choices.
* Share stories of what’s working and what’s not in terms of their own career-family mix.
* Leave with tips for successfully integrating work, parenting, and caregiving responsibilities.

Dr. Roberta Neault, CCC, CCDP, GCDFi, President of Life Strategies Ltd., co-developer of the Career Engagement model, and co-editor of the recent CERIC publication, *Career Theories and Models at Work*, is an award-winning, internationally recognized career development thought leader with over 4 decades of experience. Roberta speaks and writes extensively on topics related to individual and organizational career challenges within a rapidly changing global economy, with a focus on engagement, wellbeing, sustainability, and international/global careers.

Cassie Taylor, BAA, Manager of Life Strategies, supports a wide variety of complex consulting, research, and writing projects as well as the day-to-day operations. She manages the LearnOnline suite of programs and is the key point of contact for all students, course developers, and instructors.

**Employment Forecasts for Alberta – Update**

Darryl Howery

The Alberta economy has undergone significant changes in the past 2 years creating upheavals in the labour market. While some sectors have improved and unemployment rates have come down, there is still significant uncertainty in the future of job growth and where the new jobs will be coming from. This presentation provides insights into where future growth in Alberta employment can be expected and where job growth can be expected to be stagnant.

Session outcomes:

* Where are Alberta's new jobs and employment going to come from.
* Where can employers find skilled workers to fill critical jobs.
* What occupations are expected to continue to be in short supply in Alberta's labour market.

Darryl Howery is an economist specializing in forecasting and labour market information. He has prepared detailed employment demand and supply forecasts at the provincial and regional levels in both Alberta and BC, as well as various industry forecasts. This includes detailed employment forecasts for the Calgary Region, produced twice yearly as well as regular economic updates for western Canadian provinces.

**Growing careers in the cannabis industry**

TBD

**A Better Path A Brighter Future**

Linda Mak

**When it comes to money, information is power. Being able to access free Financial Literacy services can affect your bottom line. Come connect and learn information that can keep you moving forward financially. Your well-being depends on being mentally, physically, spiritually and financially fit. Come explore the top 10 financial habits that will help you stay on track.**

Session outcomes:

* To be in the driver's seat and have more control of your financial life.
* To be able to transfer this knowledge to family and friends.
* To live a less stressful and happier life.

Linda Mak has a **BA degree in Sociology/Psychology from Simon Fraser University in Burnaby, BC and was Assistant to the Director of Television, CBC in Edmonton, AB. She was also the Regional** **Coordinator with Boys & Girls Clubs of Alberta, an Employment Consultant with Ability Career & Employment Services, facilitated English As A Second Language at the** **Centre for Immigrant Women, and was a Senior Loans Officer for three Financial Institutions in Vancouver, BC and Edmonton, AB. This is her sixth year as the Stakeholder Relations Coordinator with Money Mentors.**

**Barrier Disclosure**

Carlie Ferguson, Bryan Davidsen, and Susan Sibley

The presentation will share EmployAbilities' strategies for disclosing disabilities/barriers as it relates to employment. Discussion will include the following:  
Why do you disclose?  
When do you disclose?  
Where and how do you disclose?  
Accommodation strategies utilizing Job Accommodation Network, DRES and Assistive Technologies.

Session outcomes:

* Understanding how to navigate the process of disability disclosure.
* Strategies on gaining employers understanding.
* Gaining knowledge on accommodations and resources.

Carlie Ferguson is the Program Assistant for EmployAbilities Career and Employment Centre in Edmonton. Carlie enjoys assisting individuals with barriers become successful in achieving their employment goals and demonstrating to the community that barriers can be overcome. Carlie originally started tutoring individuals with disabilities, discovered her passion and has since completed her disability training through ACDC. Carlie puts her heart and soul into helping individuals with barriers feel confident pursuing their career goals.

Bryan Davidsen is an Employment Coach with EmployAbilities Career and Employment Centre. His work allows him to foster the labour market participation of individuals with disabilities while attempting to breakdown the social and physical barriers they face. Bryan was awarded the Pillars of the Community Award by the Legislative Assembly for his work in supporting individuals with disabilities in his hometown of Whitecourt. Bryan is a graduate from the Disabilities Studies of MacEwan University.

Susan Sibley has years of experience helping individuals with barriers to employment work towards their goals of successful employment. With 15+ years in the Human Resources Industry, Susan is very knowledgeable in understanding how policies and procedures are set in place of employment. Susan is currently the Program Supervisor for EmployAbilities Career and Employment Centre in Edmonton, having successfully transitioned from rural community.

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| **May 1, 2019**  **Concurrent Session 3: 11:00am – 12:15pm** | **Intersections of career development and romantic relationship development during emerging adulthood: Implications for career development professionals**  Dr. Jose Domene  **It Takes a Village: A Wraparound Approach to Maximizing Career and Life Engagement**  Dr. Roberta Neault  **Ultrapreneurship: Moving Beyond the Making Money and Mere Enterprise**  Kelly Ann Gallant  **Using Social Media for Accelerated Personal Career Branding**  Huong Vo  **Toastmasters International: Building Core Competencies for Today’s Workplace**  Ann Nakaska, Freddi Dogterom, Herky Cutler, and Bob ‘Idea Man’ Hooey  **What's so Different About Autism Anyways?**  Sarah Taylor |

**May 1, 2019 | Concurrent Session 3 | 11:00am – 12:15pm**

**Intersections of career development and romantic relationship development during emerging adulthood: Implications for career development professionals**

Dr. Jose Domene

For many emerging adults, career planning involves considering both their own future and the future of their romantic partner. This interactive session will argue for career development professionals to attend to these relationship issues. Recent research on the intersection of career and romantic relationship issues will be presented, along with practical strategies for addressing romantic relationship issues in career development work with young people. Case studies will be used to illustrate key concepts and practices.

Session outcomes:

* Learn about existing research revealing the intersections between career development and romantic relationships during emerging adulthood.
* Identify specific practice strategies for working with emerging adults who raise romantic relationship concerns during their career counselling.
* Apply the information presented in this session to specific case studies.

Jose Domene is a Professor in the Werklund School of Education at the University of Calgary where he teaches career counselling, counselling psychology ethics, and research methods. One of his primary areas of research is the relational contexts of career development; how we think about and pursue goals related to work in relationship with others, including family, friends, and co-workers. He also has over 15 years of experience in career/mental health counselling with young people.

**It Takes a Village: A Wraparound Approach to Maximizing Career and Life Engagement**

Dr. Roberta Neault

Success in our complex, ever-changing world increasingly requires a lifelong focus on learning, growing, and staying engaged at work, in school, and in life. The Career Engagement model offers a holistic approach to understanding the dynamic interaction between challenge and both internal and external capacity. Leave with practical tips and strategies for applying the model with individuals, employers, programs, or at a systems level to maximize learning, productivity, and wellbeing across the lifespan.

Session outcomes:

* Refine a holistic approach which addresses the complexity of life roles (e.g., worker, learner, parent).
* Attend to dynamic workplaces and clients.
* Apply the Career Engagement model with individuals, programs, or larger complex systems.

Roberta Neault, CCC, CCDP, GCDFi, President of Life Strategies Ltd. and co-developer of the Career Engagement model, is an award-winning, internationally recognized career development thought leader with over 4 decades of experience. Roberta speaks and writes extensively on topics related to individual and organizational career challenges within a rapidly changing global economy, with a focus on engagement, wellbeing, sustainability, and international/global careers.

**Ultrapreneurship: Moving Beyond the Making Money and Mere Enterprise**

Kelly Ann Gallant

Are you an entrepreneur in your practice or an intrapreneur in an organization? Entrepreneurial thinking is a resource to keep in mind, and what matters most to you is at the heart of creativity. Thinking like an entrepreneur can improve your agility to take the twists and turns in your career crossroads, develop strength in transitions and coordinate career choices. It can further your resilience to adjust to economic changes and crisis.

Session outcomes:

* Differentiate between the entrepreneur, intrapreneur and ultrapreneur.
* Identify entrepreneurial thinking and what is needed for it to be nurtured in your career.
* Discuss the elements of ultrapreneurship.
* Describe your elements that positively contribute and/or negatively affect your potential business/career success.
* Construct your tool kit to build a better brand and balance.

Kelly is a Career Specialist guiding social work students in their career development, along with being a Strengths Facilitator at the University of Calgary. Kelly is also an entrepreneur and facilitates her passions through Kelly Gallant (KG) Consulting. The business offers workplace training and development, and coaches business/career and personal development. Kelly strives for a holistic approach in practice whether it be adult education or the field of career development.

**Using Social Media for Accelerated Personal Career Branding**

Huong Vo

As online reputation is becoming increasingly important for career management in today's digital age, career practitioners need to help their clients navigate their personal career brand and how it plays out on social media. Are you or your clients consistently showing your best, authentic self online? Are you making full use of tools and networks available?

Session outcomes:

* Understand the importance of balancing online and "offline" presence.
* Examine personal career brand messaging online.
* Identify social media platforms that best showcase individual strengths.
* Examine content creation strategies.
* Learn tools, tips and tricks to measure and increase online engagement.

Huong is passionate about helping others market themselves in today's competitive work environment. She has worked in Marketing in various industries across Canada, has a Certified Associate in Project Management (CAPM) designation, and a digital media specialization from the University of Waterloo. Currently, she facilitates at LevelUp, WCG Services, where she encourages the clients to cultivate their social presence on and offline. [www.linkedin.com/in/huongtvo/](http://www.linkedin.com/in/huongtvo/) / Instagram: @careerswithhuong

**Toastmasters International: Building Core Competencies for Today’s Workplace**

Ann Nakaska, Freddi Dogterom, Herky Cutler, and Bob ‘Idea Man’ Hooey

This multi-presenter workshop explores the wide variety of professional development opportunities available to clients through the Toastmaster organization. Learn about the new Pathways Program and the 10 Paths specifically designed to build core competencies in high demand in today’s workplace. Discover how this highly affordable program can be of benefit to career clients of all ages, including highly barriered clients. Find out why these professionals are so passionate about this organization.

Session outcomes:

* Explore the world of Toastmasters International and learn about how the new Pathways Program builds core competencies designed for today’s workplace.
* Identify how clients of all ages can work on communication and leadership skills, as well as networking and interview preparation.
* Discuss how highly barriered clients have easy access to the Toastmasters Organization and can build professional development skills leading to long term employment.

Ann Nakaska, BA, MEd, CDF, DTM, is a career consultant, educator and long time Toastmaster member who specializes in career decision making. Her career includes a background in business, accounting, psychology and education. She works with a wide variety of clientele, from high school youth to +50 workers. She has been a Toastmaster member for 9 years and is passionate about the professional development opportunities Toastmaster International offers to her career development clients.

Freddi Dogterom, BHHS, CCDP, DTM, is a lifelong learner and passionate Career Development professional, honored by the CDAA with a Lifetime Membership. In Toastmasters, she has received the highest earned Professional Speaking designation – Accredited Speaker – becoming one of 10 Canadians and 12 women in the world to earn it. She is a mentor, presenter and encourager to Toastmasters around the world. She believes that Career Development and Toastmasters go together like a hand in a glove.

Herky Cutler, MA, is a trainer, author, transformational speaker and risk taker. Herky has coached dozens of organizations on leadership, career development and performance management. He has held several club officer and district leadership roles within the Toastmaster organization. He is a long-time member of the CDAA and a well-known figure in the field of career development.

Bob ‘Idea Man’ Hooey, prolific author, international speaker and trainer partners with committed leaders and organizations to enhance profitable growth and success. A former District 21 Governor, he is currently Toastmasters International Region 4 Advisor and was the 48th person in their history to earn the coveted professional level Accredited Speakers designation.

**What's so Different About Autism Anyways?**

Sarah Taylor

Autism spectrum disorder in high functioning individuals is a ‘hidden disability’. Many of the features are not obviously identifiable to the naked eye. In fact, they may appear to be an attitude or behaviour problem. This workshop is designed to help employment counsellors learn more about autism spectrum disorders and ways to support people who have this type of disability, when they are seeking employment, while working, and in other aspects of life.

Session outcomes:

* To clarify the workplace challenges that are specific to the ASD population.
* To provide effective job interview coaching strategies for counselors to facilitate success for clients with ASD.
* To provide a workplace success toolkit for career development professionals to support individuals with ASD.

Sarah began her career in Autism treatment in 1996. She has many years of experience as a Psychometrist and Behavioural Consultant. In 2014, Sarah made the switch from working with and advocating for children and youth with ASD to designing and implementing a federally funded program that provided employment supports for adults with autism and coaching support to partner employers. The program is one of the most successful of its kind in Canada.

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| **May 1, 2019**  **Concurrent Session 4:**  **1:15pm – 2:30pm** | **The Rules of Engagement**  Herky Cutler  **A Career Professional Who Doesn't Understand LinkedIn? Let's Change That!**  Eric Pye  **Are we all talking about the same essential skills?**  Susan Oguchi  **WHAT DO YOU REALLY VALUE? LEARN WHAT MOTIVATES SELF AND OTHERS!**  Dr. Ken Keis  **Creating Balance and Achieving Well-Being**  Monique Trudel  **Developing effective teams**  Jason Loewer  **Customized Employment as a Career Development Tool**  Jan Watson and Tina Hull |

**May 1, 2019 | Concurrent Session 4 | 1:15pm – 2:30pm**

**The Rules of Engagement**

Herky Cutler

The 21st century poses amazing opportunities for practitioners and their clients. As demands for workplace skills change at a rapid pace, practitioners need to be more “organic” in nature, more adaptable, responding to employer needs more quickly. And naturally, so will our clients. The key to staying grounded amidst this chaos is ENGAGEMENT! In this session, Herky will present his 6 Rules of Engagement that will create synergetic relationships between client and practitioner.

Session outcomes:

* To understand the importance of engagement in the career development process.
* To learn how engagement leads to commitment.
* To discover the 6 rules of engagement and how to apply them.

Herky wants to change the world. He wants people and organizations to break through barriers in their lives and move forward to improve their individual and collective performance. He wakes up every day thinking about ways he can do that through his work as a consultant, speaker, trainer, and author. Herky will push your buttons and challenge you to take risks. If you want to stay where you are, don’t come to this session.

**A Career Professional Who Doesn't Understand LinkedIn? Let's Change That!**

Eric Pye

Sorry, but I don't do social media. How many times have I heard THAT regarding LinkedIn! LinkedIn is not social media, and it's more than an online resume; it's a powerful research, networking and job search tool, and a platform anyone interested in progressing a career should be on. We do ourselves and our clients a disservice if we can't use or help clients use this important resource.

Session outcomes:

* Learn how to create an impactful LinkedIn profile.
* Learn how to use some powerful networking and job search features.
* Learn how to advise clients on profile creation and using LinkedIn as a career discovery and job search tool.

Eric has been a Career Advisor with CPA Alberta since 2012, assisting designated accountants and accounting students. With a background in teaching and training, abroad and domestically, he presents regularly at ACDC and Cannexus, in addition to Calgary Job Search Boot Camps, immigrant serving agencies and university accounting clubs. He is a firm believer in networking as a career planning and job search tool, and in LinkedIn as a networking tool.

**Are we all talking about the same essential skills?**

Susan Oguchi

Alberta Workforce Essential Skills (AWES) has been in the business of essential skills since 1989. Recent project work with employment counsellors in Alberta showed clearly that not everyone is working from the federal essential skills framework. This session will provide an overview of a project that was designed to support newcomer integration through strategic essential skills training. We will share what we learned and leave you with some tools to improve your practice.

Session outcomes:

* Provide a clear understanding of the essential skills framework.
* Show how essential skills relates directly to the field of employment counselling.
* Showcase some tools and resources available to support clients.

Susan Oguchi brings with her a diverse and extensive background in working with English Language Learners. Through her experience she has learned to incorporate language, essential skills and intercultural skills in her role as a curriculum developer. She is a sought after presenter who engages participants with her storytelling and real life examples. Her passion lies in working with immigrants to Canada as well as Canadian born individuals who struggle because of essential skill gaps.

**WHAT DO YOU REALLY VALUE? LEARN WHAT MOTIVATES SELF AND OTHERS!**

Dr. Ken Keis

One answer to creating the future lies in knowing our values. Confusion, lack of congruence in our operational values hinders our abilities to make decisions. Dr. Keis will share breakthrough research on why values clarification is foundational to anyone’s success. This workshop has consistently been rated as one of the top sessions in any conference Ken has presented. What Do You Really Value? is participant-driven, so be ready to learn, have fun, and contribute 100%!

Session outcomes:

* Outline why values clarification is critical to career development and success in life.
* Provide a structured process to confirm core behavioral (motivational) values using our Values Preference Indicator as the handout.
* Use CRG's Values Preference Indicator.

Ken Keis, Ph.D., is a foremost global authority on behavioral assessment strategies and processes, and an expert in leadership, purpose, and wellness. He has authored over 4 million words of content, including 500 articles, 4 books, and a dozen assessments to help others realize their full potential. An internationally known author, speaker, trainer and coach/consultant, in the past 30 years, Dr. Keis has conducted more than 3000 presentations and 10,000 hours of consulting and coaching.

**Creating Balance and Achieving Well-Being**

Monique Trudel

What are the elements that will help you succeed in life and reach your best self? Creating balance and achieving well-being seems to be something everyone wants but have difficulty attaining. Practicing specific elements creates new neural pathways in the brain and can lead to increased mental health and well-being. Rooted in positive psychology and neuroscience this session helps one create balance in his or her life and achieve a sense of well-being.

Session outcomes:

* Identify four elements that contribute to balance and well-being.
* Recognize the importance each element contributes to creating balance and well-being.
* Examine strategies to create balance and well-being.

Monique Trudel is a Master of Arts in Leadership graduate from Royal Roads University, and is a CCDP. Monique has been involved with the CDAA for over 10 years and volunteered in different capacities. She has a private consulting practice and works in a large organization with leaders and teams to optimize their effectiveness. Monique has a passion for positive psychology and personal leadership, and values sharing her experiences with participants.

**Developing effective teams**

Jason Loewer

Building an effective team that is results driven may seem like an easy feat – so then why do so many non-profit organizations, companies and sports teams struggle to develop a strong cohesive team. This session will focus on the 5 dysfunctions of a team by Patrick Lencioni as well as provide clear steps and directions to build more effective teams at your place of work.

Session outcomes:

* How to build an effective team.
* How to deal with staff that are not part of the team.
* Developing a culture of team work.
* Focusing on results.

Jason Loewer attended the University of Saskatchewan where he obtained his BEd and BSc. Jason also holds a Master's Degree in Kinesiology with an emphasis in Sport Management from Texas A&M University. Jason has worked as Regional Director for the Saskatchewan Abilities Council and as Vice President for community employment for Goodwill Industries of Alberta. He is now the Executive Director for EmployAbilities, a position he has held for 4 years.

**Customized Employment as a Career Development Tool**

Jan Watson and Tina Hull

This session will provide an overview of Customized Employment and how it differs from traditional career and job development. It will highlight several success stories which demonstrate career paths chosen as a result of the discovery process which is a key pillar in Customized Employment. This is an interactive session which will inform practitioners about other tools and processes that are successful in working with persons with disabilities.

Session outcomes:

* Education.
* Awareness.
* Additional tools in the toolbox for working with persons with disabilities.

**S**ince 2009 Jan Watson has been a passionate cheerleader for career and employment development for persons with disabilities and/or barriers. She believes that there is a career path and meaningful employment for everyone – it is just waiting to be discovered. As a supervisor with staff in five northeastern Alberta communities, she provides support, guidance and encouragement in a very tough market. Jan has a Career Development Certificate from the University of Calgary and is a life-long learner.

**Tina Hull**is a registered social worker who has worked with persons with disabilities for over 10 years. She has assisted several individuals to follow their dreams, explore their potential, and start their own business through Customized Employment. Tina believes that there is meaningful work for every person who wants to work. Work is a powerful way to include those with a disability within their community.