

Today's Vision: Tomorrow's Reality

AGENDA

Registration Desk

5:00 PM - 7:00 PM	Tuesday, April 9, 2019
7:15 AM - 6:30 PM	Wednesday, April 10, 2019
7:15 AM - 2:00 PM	Thursday, April 11, 2019

Tuesday, April 9, 2019

5:00 PM - 6:00 PM	Cocktails
6:00 PM - 7:00 PM	Dinner
7:00 PM - 8:00 PM	Keynote A

Wednesday, April 10, 2019

7:15 AM - 8:00 AM	Breakfast
8:00 AM - 8:15 AM	Opening Remarks
8:15 AM - 9:15 AM	Keynote B
9:30 AM - 10:30 AM	Breakout #1
10:30 AM - 11:00 AM	Health Break
11:00 AM - 12:00 PM	Breakout #2
12:00 PM - 12:45 PM	Lunch
12:45 PM - 1:00 PM	AGM
1:00 PM - 2:00 PM	Keynote C
2:15 PM - 3:15 PM	Breakout #3
3:15 PM - 3:45 PM	Health Break
3:45 PM - 4:45 PM	Breakout #4
4:45 PM - 6:30 PM	Reception

Thursday, April 11, 2019

7:15 AM - 8:00 AM	Breakfast
8:00 AM - 9:05 AM	Keynote D
9:15 AM - 10:15 AM	Breakout #5
10:15 AM - 10:45 AM	Health Break
10:45 AM - 11:45 AM	Breakout #6
11:45 AM - 12:30 PM	Lunch
12:30 PM - 1:30 PM	Keynote E
1:30 PM	Closing Remarks

Today's Vision: Tomorrow's Reality

Keynote A - Tuesday Evening

Sponsored by:



Changing our Culture from Overwhelmed to Resilient

Linda Edgecombe, Award-Winning Celebrity Humorist, Motivational Speaker, and Change Resilience Strategist

Linda Edgecombe will reveal her research and data collected from dozens of organizations on how “chaos” and “busy” have become the new norm and have wound us into the most unproductive and basically unhappy demographic in the past 30 years. Her “No BS” and very humorous approach, stacked up with relevant and easy solutions, will get your organization and teams back on track with clear vision and tools to take back to their work day and their personal lives again.



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Keynote B - Wednesday at 8:15 AM

Sponsored by:



Indigenous Engagement: Weaving Together Truths To Build Reconciliation

Candace Wasacase-Lafferty, Director, Indigenous Initiatives, University of Saskatchewan

Stryker Calvez, Manager, Indigenous Education Initiatives, University of Saskatchewan

The words "truth" and "reconciliation" are two very significant and important words. What do they mean in relation to our workplaces and the people within those workplaces? Are we still looking for the truth before we begin to reconcile? The presenters for this session have many years of life and work experience pertaining to Indigenous engagement. They will draw on their wealth of experience to help us think deeper about these questions, and also share ideas and best practices that we can take back to our own organizations.



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Breakout #1 - Wednesday at 9:30 AM

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Pension

The Biggest Pitfalls in Investing

Philip Mullen, Vice President, Retirement Solutions Western Leader, Morneau Shepell

This discussion will focus on the biggest pitfalls when it comes to investing and risk management and how trustees and individuals can protect themselves. Hear how bias, randomness, and group thinking can influence our perspective and how being aware of them can help protect us against making poor decisions.

Benefits

Clear, Simple, and Concise: Tips and Tricks to Developing Readable Member Communications

Jennifer Arends, Executive Director of Communications and Stakeholder Relations, 3sHealth

One of the fastest ways to lose an audience in today's world is to use industry jargon, complicated sentences, and lengthy explanations. This creates a two-part problem for the delivery of benefits services. Employee benefits can be complicated, making it difficult to explain them fully without the use of jargon. At the same time, however, poorly understood information can drive customers to make errors in their claims, not take full advantage of their benefit packages, or need to call in to have questions answered by a customer service agent. All of these challenges produce administrative waste and dissatisfied customers. By focusing on improving the readability of our communications, we can create a better tomorrow, one that features more efficient benefits service provision and happier, healthier benefit plan members.

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Breakout #2 - Wednesday at 11:00 AM

Sponsored by:



Pension

Recent Developments in Pension Law Reform

Sean Maxwell, Partner, Blake, Cassels & Graydon LLP

Even in periods of relative calm, the legislative and regulatory landscape continues to evolve as governments and regulatory agencies implement change. This session will update conference delegates on legislative and regulatory developments across the country, including legislative reform, regulatory initiatives, and potential future developments impacting pension plan sponsors and administrators.

Benefits

Cognitive Behavioural Therapy - What is it, Why is it so Popular, and What is with this e-Therapy Stuff?

Peter Gove, Innovation Leader, Health Management, Green Shield Canada

Cognitive Behavioural Therapy (CBT) is the subject of many recent articles relating to benefit plan design, disability management, etc. In addition, a variety of digital therapy products are emerging in the marketplace. The problem is that few people outside of the world of psychology and psychotherapy actually know what CBT is, let alone understand the digital versions of CBT. This session will describe how CBT works, and how it is different than "counselling". Other "evidence based" psychotherapies will be considered. The new digital models will be covered in detail. Finally, we will look at some of the challenges and controversies associated with both CBT and digital CBT. This session will be of interest to anyone who is considering adding a digital product to a benefit plan, or who already has a digital product.

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Keynote C - Wednesday at 1:00 PM

Sponsored by:



Getting the Laughs You Need!

David Granirer, Counselor, Stand-Up Comic, Author, and Founder of *Stand Up for Mental Health*

In today's workplace, change, stress and tension are major challenges to everyone's wellbeing! Laughter is the cure, the best medicine, a cod liver oil for the soul. But unlike cod liver oil, a dose of laughter is not only good for you, it also feels good to take! In this keynote, you'll learn how to use humour to reduce stress, cope with adversity, and take care of yourself in today's fast-paced work world.



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Breakout #3 - Wednesday at 2:15 PM

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Pension

The Financial Reality - A Multi-Generational Vision

Bitu Jenab, Director, Research & Analysis,
B.C. Public Service Pension Plan

Today's workforce is multi-generational, and each generation has unique financial challenges and priorities. This session identifies these challenges and examines how employers and plan sponsors can best support the well-being and financial health of their plan members across the different groups. It also explores the impact of major workforce trends and the anticipated effect on tomorrow's pension landscape.

Benefits

Panel Discussion: Post Traumatic Stress Disorder

Moderator:

Alana Shearer-Kleefeld, Director, Employee Benefits, 3sHealth

Panelists:

Julius Brown, Veteran, Director of OSI-CAN Support Initiative

Dr. Elisabeth Scheepers, PhD

Nicholas Hennink, Paramedic

Mike Slater, Paramedic

Every day, people experience traumatic events. People react to trauma in many different ways. Some might feel nervous, have difficulty sleeping, and replay the details of the situation in their mind. These are normal reactions that usually decrease over time. Post-traumatic stress disorder (PTSD) lasts much longer and can seriously disrupt a person's life.

It is time to have an open discussion about PTSD. A panel of experts will help explain PTSD and how it impacts people, what treatments and supports are available to people suffering from PTSD, and what employers should be doing to support an employee with PTSD in their workplace.



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Breakout #4 - Wednesday at 3:45 PM

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Pension

Retirement – An Emotional “Whoopee Cushion”?

Troy Milnthorp, Senior Managing Director, Corporate Fund Services, Saskatchewan Teachers' Federation

Simon Deschênes, Principal and Pension Consulting Actuary, Eckler

Come for an engaging discussion on the emotional roller coaster of retirement – from DB to DC and everything in between. This session will focus on both the theoretical and practical sides of risk for members as they approach the various stages of retirement and will explore what employers are doing to mitigate these risks. This session will also explore what a successful retirement plan should mean to members.

Benefits

Digital Healthcare: The Changing Face of Healthcare in Canada

Tyson Liske, Vice-President, Sales and Marketing, Lumeca Health
Travis Arychuk, President, Lumeca Health, and Group President & Co-Founder, Avier Group of Companies

Healthcare is ever changing in Canada. With long wait times, frustrated patients, and what feels like no end in sight, the demand for digital healthcare is on the rise. This presentation will touch on virtual healthcare, technological advances, and workplace health in Canada. You will also hear from Travis Arychuk, President of Lumeca Health, who has a personal story of understanding the Canadian healthcare system and the importance of quick access to much needed healthcare services. How can employers support their employees' health and wellbeing while realizing a return on investment? With absenteeism becoming a growing concern in the Canadian workforce, a growing number of organizations have adopted virtual healthcare as part of their benefits portfolio. Through a network of insurers, pharmacies, employers, and using smart technology, virtual healthcare gets people in touch with doctors, nurses, and other health professionals within minutes via online, phone, or mobile app. Whether employees are living or working remotely, in rural communities, or in urban centers, virtual healthcare compliments existing healthcare solutions while removing the wait times and over-crowded waiting rooms.

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Reception - Wednesday at 4:45 PM

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CPBI Saskatchewan Regional Council cordially invites all conference delegates to join us for socializing, hors d'oeuvres, and refreshments to continue networking at the end of the first day of conference sessions.

Enjoy a live music performance by **Crestwood** while we socialize and network at the reception. Steven Maier has been a fixture in Saskatoon's music scene for more than a decade. He is an acclaimed guitar player, singer, and songwriter. He is backed by Gent Laird on bass and Sam Mitchell on flute. Together, they create smooth jazz harmonies and subdued acoustic progressions.



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Keynote D - Thursday at 8:00 AM

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Cultural Diversity in the Workplace: Navigating Challenges of Integration

Julie Fleming Juárez, Team Lead, Community Engagement and Cultural Bridging, Saskatoon Open Door Society

Killian Fuh Forbeteh, Cultural Bridging Facilitator, Saskatoon Open Door Society

This presentation will cover various aspects of cultural diversity in the workplace. The presenters will highlight areas such as Canada's changing demographics, settlement challenges for newcomers, seniors and immigration, benefits of a diversified workforce, and strategies for achieving cultural diversity in the workplace. This presentation will include several life stories from newcomers who have experienced integration and navigated through some of the challenges associated with the immigration and settlement process.



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Breakout #5 - Thursday at 9:15 AM

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Pension

Recent Legal Developments in Saskatchewan

Murray Campbell, Partner, Lawson Lundell LLP

This presentation will discuss recent legal developments that affect Saskatchewan pension plans. The presenter will review recent case law, statutory changes, and other topical issues of interest to Saskatchewan pension plan sponsors and administrators.

Benefits

Case Study: On the Path to Reconciliation - Indigenization and Diversity at the University of Saskatchewan

Liz Duret, Diversity and Inclusion Consultant, University of Saskatchewan
Timothy Beke, Director of Total Rewards, University of Saskatchewan

At the University of Saskatchewan, *Today's Vision*, and with certainty, *Tomorrow's Reality* are rooted deeply in a commitment to reconciliation and the indigenization of a growing and dynamic teaching and research-focused institution. In this case study, the speakers will lead a discussion describing the context and tangible commitments to diversity and strengthened relationships with indigenous stakeholders at the university, with specific focus on initiatives within the total rewards and wellness areas.

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Breakout #6 - Thursday at 10:45 AM

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Pension

The State of the DC Market Place

Kevin Vandolder, Partner, DC Client Practice Leader, Aon

This session will discuss the changes in the DC market place globally anticipated over the next 3 to 5 years. The focus of the presentation will be on key global industry metrics on best-in-class investment program design, DC member retirement readiness updates, and continued regulatory developments along with emerging best practices in lifetime income.

Benefits

Recreational Cannabis: It's Legal – Now What?

Kim Skeath, Principal, Total Health Management, Western Canada Team Lead, Mercer

This session will cover what has been happening since recreational cannabis was legalized in October 2018—what's in the news, legal and labour updates, and it will touch on research updates. In addition, the session will review workplace impacts that are starting to be discussed by clients across all sectors. It will summarize the essential components of workplace impairment policies and review relative workplace occupational and health and safety regulations as they pertain to workplace impairment, including new provisions about impairment in some jurisdictions' legislation.

Today's Vision: Tomorrow's Reality

Keynote E - Thursday at 12:30 PM

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It Takes a Team: Developing Unity in Crisis

Darby Allen, Fort McMurray's Fire Chief (Ret), Motivational and Crisis Leadership Speaker

In the midst of a devastating natural disaster, how does one person manage a team's countless, critical decisions? Darby Allen, beyond being a brave and strategic leader, also practices empathetic team-building, including colleagues in his decisions and looking out for their needs. In this keynote, Mr. Allen offers actionable takeaways for leaders in any field: lessons on encouraging and trusting your teammates wholeheartedly; never losing focus on the moment by worrying about the larger story; and establishing unbreakable relationships that observe and celebrate the smallest of human elements - like the power of a Canadian flag to boost morale and welcome evacuees home.

