



PACIFIC COAST UNIVERSITY
FOR WORKPLACE HEALTH SCIENCES

Three Day Interactive Onsite Workshop July 11-12-13, 2017

Negotiating and Implementing Joint Return to Work / Disability Management Agreements

This three-day interactive workshop introduces participants to strategies and processes designed to achieve a range of negotiated joint Return to Work / Disability Management (RTW/DM) agreements.

A key component of the workshop will be the Enhanced Disability Management Program (EDMP) in British Columbia's healthcare sector, covering 150,000 workers across four unions and all employers, as a critically important organizational change initiative. The workshop considers the importance of organizational culture, leadership, and communication processes as fundamental drivers of EDMP development and implementation.

Participants will obtain a clear understanding of the process from building a foundation for program success to the intricacies of developing the specific language and clauses solidifying the joint RTW/DM program language within or outside the organization's collective agreement.

This workshop looks at EDMP implementation from the perspective of planned change: organizational change from a human *and* process perspective. Participants will understand how change acts upon people, and what leadership behaviours are needed to manage the changes and possible resistance to those changes. This includes learning key skills for overcoming resistance to change, for supporting oneself and others in times of uncertainty, and for facilitating the transition process. Furthermore, the workshop considers change approaches, methods offered by theorists and practitioners regarding how to move an organization from one state to a more desirable one.

Lastly, the workshop reviews the current EDMP, while focusing on practical challenges of implementation and operation. In total, the intent of the workshop is to provide answers to "what" is an EDMP, "why" such programs are important, and "how" organizations can move from initial beginnings to institutionalizing the program within the collective agreement.

After successful completion of this workshop, participants will be able to:

- Describe the nature of joint RTW/DM programs with a specific focus on the financial and societal benefits accruing from the existence of such programs.
- Identify the core dynamics of change in organizations: triggers, politics, targets, and effects.
- Explain how to leverage organizational culture to prevent resistance and promote accountability.
- Facilitate progress through visible leadership, from wherever you stand on the organization chart.
- Develop action plans corresponding to three levels of responsibilities and desired behaviours: executives, managers/team-leaders, and individual contributors (team members).
- Generate a convincing message that others can embrace; and commit to reinforcing it.
- Recognize why people often struggle with change; encourage more optimistic perspectives and attitudes.
- Demonstrate how to draft collective agreement language relating to the EDMP.



Materials

Participants will be provided with a package of relevant materials prior to commencement of the workshop.

Speakers

The workshop is team-taught by three individuals, each with unique and value-added expertise in the key areas comprising this workshop. Unlike traditional delivery models where a single speaker engages with participants at a given time, all three speakers will be present and contribute, although there will always be one speaker taking a lead role conditional upon the topic under consideration. A combination of lecture, group discussion, and group exercises will be employed to maximize participant participation and engagement. A brief biography of each speaker is attached.

Workshop Structure

This workshop is offered in a concentrated three-day timeframe. A brief synopsis of the key topics/activities is delineated below:

Day 1:

Morning: An introduction to joint Return to Work / Disability Management programs and their impact.

Afternoon: EDMP development: Building the Foundations Part 1: Culture, communication, and leadership.

Activities: Group exercise and follow up discussion.

Day 2:

Morning: Building the Foundations Part 2: Change management issues and approaches.

Afternoon: Formalizing joint Return to Work / Disability Management programs through letters of understanding, joint policy statements, and the collective agreement.

Activities: Group exercise and follow up discussion.

Day 3:

Morning: Implementation and management of an EDMP in the BC Healthcare sector.

Afternoon: Group activity, discussion, and wrap up.

Continuing Education Credits

Participants having the CDMP and CRTWC designations will receive 20 CEC hours for attending the workshop. An additional 10 hours is achievable by completing the advanced readings and an optional assignment.

All participants will receive a Certificate of Completion for attending the workshop.

Details for the Three-Day Workshop

Date: July 11, 12 and 13, 2017

Place: Port Alberni Campus of Pacific Coast University for Workplace Health Sciences

Cost: \$850 per person for entire three-day event.

Online registration is available at: www.pcu-whs.ca

Or please contact Student Services at: education@pcu-whs.ca

For details regarding travel to or staying in Port Alberni, please contact us at: info@pcu-whs.ca



BIOS OF THE SPEAKERS

Lani de Hek, a Registered Nurse, is Administrator of the EDMP at the BC Nurses' Union (BCNU). For the last five years, she has worked through the process of implementing, monitoring and evaluating this provincial program, while supporting Regional EDMP Representatives. Additionally, she supports the LTD appeal team and assists in advocating for her members on WorkSafeBC files. Her passion for the well-being of her nursing colleagues, combined with her knowledge and work experience, provide a unique insight into how to assist workers who are disabled due to illness or injury and addressing barriers for those returning to work.

John Fiset, PhD, is an assistant professor in organizational behaviour and human resource management at the Faculty of Business Administration at Memorial University, St. John's, Newfoundland. He obtained his PhD in management from the John Molson School of Business at Concordia University. One of his research focuses has been on the impact of leadership behaviours on workplace health and safety outcomes. He has published and presented numerous papers in the areas of leadership, interpersonal workplace dynamics, and workplace diversity.

Peter G. Lawrie has a BSc from the University of Victoria and a MBA from the Ivey School of Business. Peter has held senior positions in corporate labour relations, human resources and employee relations in government, mining and forest industries. He has had responsibilities specializing in strategic labour relations, productivity, and building results-based partnerships. He has been a partner in a firm specializing in large scale change projects in Fortune 500 companies and has extensive expertise in developing, supporting and imbedding high performance results and cultures within and across a company's operations, in partnership with management and union teams. Peter brings 40-plus years of experience in labour relations, including chairing negotiations for collective agreements, coaching, training, safety and consulting. He is committed to organizations producing extraordinary results through people together being creative, proud and safe at work. He is a past Chair of the Conference Board of Canada's Industrial Relations Council and was a founding Co-Chair of the National Institute of Disability Management and Research (NIDMAR). He is an active Rotarian supporting both community and international projects.