

Human Resource in the Age of Indigenous Law

October 20-22, 2026

Canad Inns Destination Centre Club Regent
1415 Regent Avenue West
Winnipeg, MB

AGENDA / PROGRAM



CAHRMA

Canadian Aboriginal Human Resource Management Association

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Human Resource in the Age of Indigenous Law

Tuesday, October 20, 2026



CAHRMA

Canadian Aboriginal Human Resource Management Association

8:00am – 9:00am	Registration and Breakfast
9:00am – 9:15am	Conference Welcome and Opening Remarks
9:15am – 10:45am	Session 1: Legislation: Legal Panel Panelists: • Evan Duffy, Bailey Wadden & Duffy LLP • Travis DeLaronde, Saunders DeLaronde Law • Moderator: Loretta Ross, Treaty Relations Commission of Manitoba
10:45am – 11:00am	Refreshment Break
11:00am - 12:15pm	Session 2: Legislation: HR Panel Panelists: • Judy Wright, NNAHRA • Richard McGee, NNAHRA • Jonathan Morin, Enoch Cree Nation
12:15pm – 1:15pm	Lunch, Networking and Exhibits
1:15pm – 2:30pm	Session 3: Leadership Panel
2:30pm – 2:45pm	Refreshment Break
2:45pm – 4:15pm	Round Table Discussion
4:15pm- 4:30pm	Closing Remarks

SUBJECT TO CHANGE

Human Resource in the Age of Indigenous Law

Wednesday, October 21, 2026



CAHRMA

Canadian Aboriginal Human Resource Management Association

8:00am – 9:00am	Registration and Breakfast		
9:00am – 9:15am	Opening Prayer and Welcome		
9:15am – 10:45am	Plenary Presentation - Better Together: Building Teams that Work Presenter: Andrea Canada, Canada Consulting & Training		
10:45am – 11:15am	Refreshment Break and Exhibits		
11:15am – 12:15pm	Plenary Presentation – Ask A Lawyer Presenters: - Travis DeLaronde, Partner, Saunders DeLaronde Law - Evan Duffy, Partner, Bailey Wadden & Duffy LLP		
12:15pm – 1:15pm	Lunch and Exhibits		
1:15pm – 2:30pm	Workshop Session A		
	A1: Occupational Health and Safety Through an Indigenous Lens Presenter: Trina Maher, Bridging Concepts	A2: Managing Substance Abuse and Mental Health Issues in the Workplace Presenter: Joel Gervais, JDG Consulting	A3: Stress Management in the Workplace Presenter: Colleen Kreml, Manitoba Tourism Education Council
2:30pm – 2:45pm	Refreshment Break		
2:45pm - 3:45pm	Plenary Presentation - Navigating Difficult Workplace Conversations Presenter: Janet Schmidt, Janet Schmidt & Associates		
3:45pm – 4:00pm	Wrap Up and Prize Draws		

SUBJECT TO CHANGE

Human Resource in the Age of Indigenous Law

Thursday, October 22, 2026



CAHRMA

Canadian Aboriginal Human Resource Management Association

8:00am – 9:00am	Registration and Breakfast		
9:00am – 9:15am	Conference Opening		
9:15am – 10:15am	Plenary Presentation: Laughter is Medicine – Using Laughter Yoga as an approach to Wellness Presenter: Sandra DeLaronde, Northern Sage Consulting		
10:15am – 10:45am	Refreshment Break		
10:45am – 12:00pm	Workshop Session - B		
	B1: AI, Indigenous Sovereignty & Our Future: Opportunity, Responsibility and Protecting the Land Presenter: Jonathan Fleury, Skownan First Nation	B2: Performance Management: An Easy Road Map for HR and Managers Presenter: Diana Wiesenthal	B3: Challenges Facing Benefit Plans Today Presenter: Andrew Clarke, Clarke Financial Planning & Insurance Services
12:00pm – 12:15pm	Wrap Up and Prizes		

SUBJECT TO CHANGE

MASTER OF CEREMONIES



KEN SANDERSON, BSC

Ken Sanderson is Anishinaabe, and a member of Pinaymootang First Nation. He has dedicated his career to enhancing opportunities for Indigenous communities. Ken brings 20 years of experience in executive leadership, organizational development, and growth management to Teach For Canada. He has worked with the Aboriginal Chamber of Commerce, Manitoba Aboriginal and Northern Affairs, and and Broadband Communiations, most recently Island Lake Tribal Council.

MISTRESS OF CEREMONIES



TRINA MAHER, PRESIDENT, BRIDGING CONCEPTS

Trina is a member of the Ojibwe community of Mattagami First Nation. She is an Adult Educator, who also holds an international designation of Classroom Technical Trainer by CompTIA, is a practitioner of the International Association of Public Participation and a master level facilitator of a variety of personal development programs. Trina has 20+ years of working across Canada to 'help people and ideas connect' for Indigenous workplace inclusion and community organizational development. She has worked with corporations across many sectors advancing reconciliation through customized training conversations for managers to effectively plan and carry out human resource and community engagement efforts that supports the vision to

see Indigenous peoples enjoy meaningful careers in Canadian workplaces. She compliments this work with her dedication to supporting Indigenous Nation building by providing professional development workshops in which she combines contemporary organizational and leadership concepts with Indigenous worldview for learning and doing. Trina has been an advisory member for a number of committees and initiatives, most recently helping to guide the development and launch of the Canadian Career Development Practitioner Centre.

PLENARY PRESENTATIONS TUESDAY, OCTOBER 20, 2026

Session #1: Legislation: Legal Panel

This session will be moderated by Loretta to lead a conversation as to why CAHRMA is proposing on re-writing the current Labour Code to an Indigenous one. The panel will all share their thoughts, experiences, and expertise on this matter. What does this look like, why are we doing this, how will it impact our nations, how will nations incorporate their culture/language into the new legislation. What supports will be in place, what legislative bodies will be created to respond to complaints, concerns. Ombudsman or what regulatory body will be created i.e., indigenous Labour Board? Who will monitor and regulate the necessary changes and all updates are communicated to all nations?

Panelists:



Travis DeLaronde, Partner, Saunders DeLaronde Law

Travis is Partner and Founder of Saunders DeLaronde Law, a firm established in May 2022.

Travis is a proud member of Skownan First Nation and was called to the Manitoba Bar in 2017. While he has experience across a broad range of legal areas, his current practice focuses on employment, child protection, and child and family law development. He primarily advises First Nations and Indigenous organizations on a variety of workplace, governance, and legal matters.

Travis holds three degrees from the University of Manitoba (BPE, BEd, and JD). Prior to joining the legal profession, he taught high school in Ashern and Winnipeg (at Children of the Earth High School).

Travis enjoys helping clients navigate complex issues with clear communication and effective advice. Outside of work, he enjoys travelling and spending time with his wife and their three young boys.



Evan Duffy, Partner, Bailey Wadden & Duffy LLP

Evan is an experienced lawyer that works exclusively with First Nations on complex litigation and negotiations. He has represented First Nations in a wide range of litigation matters, including breach of fiduciary duty claims, breach of treaty claims, employment and labour litigation, and complex governance matters.

Evan holds an Honours Bachelor of Arts degree from the University of Toronto and a Juris Doctor degree from the University of British Columbia. He was first admitted to the bar in 2011. Evan started his career as legal counsel to the Federal Department of Justice where he articulated and acted as counsel before moving to private practice in 2014. For the past 10 years, Evan has focused almost exclusively on representing First Nations on a range of different proceedings.

Evan is based in Edmonton but has acted for clients across the prairies, British Columbia, and northern Canada. Through negotiation and/or litigation, Evan has successfully obtained substantial settlements or judgments for First Nations on historic breaches by Canada.

Evan has expertise representing First Nations in labour and employment matters, including assisting First Nations in responding to Canada Labour Code proceedings, wrongful dismissal claims, and human rights complaints.

Evan is a frequent speaker at professional seminars for lawyers and representatives of First Nations dealing with issues facing First Nations. Evan is also the vice-chair of the Canadian Bar Association's Aboriginal Law section (Alberta – North) where he attends and organizes professional development sessions for lawyers.

Moderator:



Loretta Ross, Treaty Relations Commission of Manitoba

Treaty Commissioner Loretta Ross (Bimaashi Migizi) is a proud member of Hollow Water First Nation in Manitoba and has dedicated her career to advancing Treaty Education, Indigenous rights, and advocacy for First Nations communities.

A graduate of Queen's University Faculty of Law, she practiced law for more than 25 years, providing counsel to First Nations governments, organizations, and leadership on matters including child and family services, residential school claims, Treaty Land Entitlement, specific claims, trusts, hydro

development, and land issues.

Appointed as Treaty Commissioner for the Treaty Relations Commission of Manitoba in 2017, Commissioner Ross brings together legal expertise, traditional knowledge, and guidance from Elders to promote the understanding of Treaties as living agreements that continue to shape relationships today.

Her leadership has been recognized through numerous honours, including the Justice Thomas Cromwell Distinguished Public Service Award, the King Charles III Coronation Medal, and the Queen Elizabeth II Platinum Jubilee Medal (Manitoba). Internationally, she was selected for the Distinguished Humphrey Fellowship Program, recognizing global leaders advancing human rights and governance.

Treaty Commissioner Ross continues to champion the spirit and intent of Treaties while building stronger relationships between First Nations and the Crown through education, awareness, and reconciliation.

PLENARY PRESENTATIONS TUESDAY, OCTOBER 20, 2026

Session #2: Legislation: HR Panel

Panelists:



Judith Wright, NNAHRA

Judith Wright is a seasoned leader with more than 40 years of experience in human resources and executive leadership in the gaming and hospitality industry. She serves as Vice President of the San Pasqual Casino Development Group, helping guide the Tribe's gaming enterprise, Valley View Casino & Hotel.

She previously spent over 25 years as Vice President of Human Resources, where she focused on building strong workplace cultures and developing leaders at every level. Judith also serves as President of NNAHRA and has been a board member since 2012, supporting growth and opportunity across Indigenous Country.

Whether she is leading in the boardroom or speaking with emerging leaders, Judith's message is simple: you don't have to have it all figured out to move forward, just take the next step.



Richard G. McGee, Law Office of Richard G. McGee LLC

Richard G. McGee is the principal attorney at the Law Office of Richard G. McGee, LLC in Plymouth, Minnesota. Mr. McGee works with tribal employers on the full range of employment related issues. Mr. McGee assists tribes with drafting employee handbooks, promulgating employment codes, performing employee investigations, representing tribes in court, and consulting on employment decisions. As part of his work with tribal employers he wrote Effective Practices for Addressing Discrimination & Harassment in the Tribal Workplace (2021), 101 Things Everyone Should Know About Tribal

Employment (Xlibris 2020), Drafting Tribal Employment Laws & Handbooks (Xlibris 2020) and A Guide to Tribal Employment (Xlibris 2008). In addition to his work as an attorney, Mr. McGee serves as Chief Justice of the Appeals Court for the Ponca Tribe of Nebraska.

Mr. McGee was Assistant General Counsel for the Prairie Island Indian Community. The Prairie Island Indian Community owns and operates Treasure Island Resort & Casino. Both the Prairie Island Indian Community and Treasure Island Resort & Casino are located in southeast Minnesota.

Before joining the Prairie Island Indian Community, Mr. McGee spent over a decade litigating business and employment cases as a lawyer at Arnold, Anderson & Dove in Minneapolis, Minnesota. Mr. McGee is a graduate of the Oklahoma University Law School located in Norman, Oklahoma.



Jonathan Morin, Enoch Cree Nation

It was our ancestors who told our people we need to understand our way and the western way to be able to survive as First Nations people. I am a Human Resources Professional with 13 plus years working on-reserve directly in Human Resources. I hold a Diploma in Human Resources Management and am a board member of CAHRMA – Canadian Aboriginal Human Resources Management Association. I have been directly involved with western ways of Governance, Operations, and HR Management. I have overseen several operational reviews, policy reviews and development, and am familiar with how the changing political landscape affects these systems. I am also walking my own journey of reconnecting with our traditional ways of being and doing. I understand the unique challenges First Nations face and the fulcrum of working in balance between western ways and traditional ways. I continue to try to find ways of de-colonizing our systems to include wahkotowin.

PLENARY PRESENTATIONS TUESDAY, OCTOBER 20, 2026

Session #3: Leadership Panel

This session will have the panelist present their thoughts on this initiative, pose questions, challenges, and support.

PLENARY PRESENTATIONS TUESDAY, OCTOBER 20, 2026

Round Table Discussions

At each table questions will be provided for participants to discuss and spokesperson to present any comments, questions and thoughts etc., on the topics presented at each table. This will allow for CAHRMA to capture this information for consideration. As well give the participants the opportunity to share their thoughts at their tables. Hopefully we can mix the tables with leaders and practitioners to have a wholesome conversation, sharing different perspectives. .

PLENARY PRESENTATIONS WEDNESDAY, OCTOBER 21, 2026

Better Together: Building Teams that Work

At each table questions will be provided for participants to discuss and spokesperson to present any comments, questions and thoughts etc., on the topics presented at each table. This will allow for CAHRMA to capture this information for consideration. As well give the participants the opportunity to share their thoughts at their tables. Hopefully we can mix the tables with leaders and practitioners to have a wholesome conversation, sharing different perspectives. .



Andrea Canada, Canada Consulting and Training (CCAT)

Andrea Canada is a proud Métis woman from Winnipeg's North End with a passion for education, workplace learning, and helping people and organizations grow. She holds a Bachelor of Arts in Political Science from the University of Winnipeg and is currently pursuing a Master of Arts in Political Studies at the University of Manitoba.

Following a 26-year career with Manitoba Hydro, where her work included human resources, Indigenous employment and engagement, Andrea now brings her extensive workplace experience to her work as an instructor, facilitator, and consultant through Canada Consulting and Training. She is a sessional instructor at the University of Manitoba, where she teaches Indigenous Relations and Canadian Business.

Andrea develops and delivers engaging, practical learning experiences in areas including leadership, communication, team development, workplace effectiveness, and Indigenous relations. She has worked with learners and organizations across a wide range of industries and brings a practical, people-centred approach to her facilitation.

Andrea believes that learning is most powerful when people can see themselves in it, connect it to their own experiences, and leave with something they can put into practice.

PLENARY PRESENTATIONS

WEDNESDAY, OCTOBER 21, 2026

Ask a Lawyer

This presentation will be an open-ended discussion whereby the audience will have an opportunity to ask a lawyer about various fact scenarios that they may be facing in their day-to-day work on behalf of First Nations. The aim is for the audience to leave with practical insight that they can directly apply to their HR position.



Travis DeLaronde, Partner, Saunders DeLaronde Law

Travis is Partner and Founder of Saunders DeLaronde Law, a firm established in May 2022.

Travis is a proud member of Skownan First Nation and was called to the Manitoba Bar in 2017. While he has experience across a broad range of legal areas, his current practice focuses on employment, child protection, and child and family law development. He primarily advises First Nations and Indigenous organizations on a variety of workplace, governance, and legal matters.

Travis holds three degrees from the University of Manitoba (BPE, BEd, and JD). Prior to joining the legal profession, he taught high school in Ashern and Winnipeg (at Children of the Earth High School).



Evan Duffy, Partner, Bailey Wadden & Duffy LLP

Evan is an experienced lawyer that works exclusively with First Nations on complex litigation and negotiations. He has represented First Nations in a wide range of litigation matters, including breach of fiduciary duty claims, breach of treaty claims, employment and labour litigation, and complex governance matters.

Evan holds an Honours Bachelor of Arts degree from the University of Toronto and a Juris Doctor degree from the University of British Columbia. He was first admitted to the bar in 2011. Evan started his career as legal counsel to the Federal Department of Justice where he articulated and acted as counsel before moving to private practice in 2014. For the past 10 years, Evan has focused almost exclusively on representing First Nations on a range of different proceedings.

PLENARY PRESENTATIONS WEDNESDAY, OCTOBER 21, 2026

Navigating Difficult Workplace Conversations

There are many difficult conversations that HR Professionals need to have as well as assist others in having. This workshop will consider some of the common challenges in having difficult conversations; principles that are critical to their success; a tool to analyze difficult moments and a model to have these conversations constructively.



Janet Schmidt, Janet Schmidt & Associates

Janet Schmidt (BA, MEd): Janet has been working in the field of conflict resolution and mediation since 1986. Janet has a Masters of Education (1987) with a focus on organizational behaviour, and a Diploma in Mediation Skills (1996). Janet's current passion is how to make workplaces healthier by using restorative practices to address challenges and complaints so people can grow and heal. Janet is currently working as a workplace facilitator/trainer/coach/consultant. See Janet's Ted X talk on Utube "If You Could See What I See, You Could Achieve Your Dreams"

PLENARY PRESENTATIONS
THURSDAY, OCTOBER 22, 2026
9:15AM – 10:15AM

Laughter is Medicine – Using Laughter Yoga as an approach to Wellness

Sandra skillfully merges laughter yoga with the profound realms of addressing historical, generational, and personal trauma, all while embracing the fascinating science of epigenetics. Her resulting methodology, deeply rooted in Indigenous wisdom, has become a powerful beacon of support for healing and wellness.

Participants will practise different types of laughter and will in most cases leave with a heightened sense of well-being. Following the laughter exercises the sessions will conclude with a grounding exercise.



Sandra DeLaronde, Northern Sage Consulting

Sandra is an advocate, matriarch in training, grandmother, teacher and learner. She is a sessional lecturer in the Masters in Development Practise at University of Winnipeg, adjunct professor at the University of Manitoba School of Social Work. Her consulting business is Northern Sage and her heart work is with Giganaawenimaanaanig – (we all take care of them) – the 231 Call to Justice Implementation Committee.

Sandra holds her Master of Arts degree in Leadership and Training from Royal Roads University and was awarded a Doctors in Laws by the University of Winnipeg for her lifelong advocacy for Indigenous Women and Girls.

Sandra is with us this week, merging the work of the heart, Laughter Yoga as medicine.

WORKSHOP SESSIONS
TUESDAY, OCTOBER 21, 2026
1:15PM – 2:30PM

A1: Occupational Health and Safety Through an Indigenous Lens

This session will share insights about what workplace occupational health safety can look like through an Indigenous lens, discuss ideas of how a workplace can adapt health and safety training to a local Indigenous workplace context, and how to support employees that may have been directly or indirectly affected by a workplace safety incident. Often in an Indigenous worldview, the well-being of an individual is gauged through the four aspects of mental, physical, emotional and spiritual well-being. Trina will share how these aspects 'show up' in the workplace topics of health and safety and what can be done to support Indigenous workers' education and interventions as it relates to safety in culturally relevant and practical approaches.



Trina Maher, Bridging Concepts

Trina is a member of Mattagami First Nation, a well-known strategist of Indigenous workplace inclusion, a recognized thought-leader of Indigenous career development internationally, and a well-known advocate for people development, personal leadership and well-being. Since the late 1990s she has been helping industries and Indigenous groups connect to create strategic pathways for Indigenous peoples to enjoy meaningful careers in Canadian workplaces. Trina balances this work with her commitment to Indigenous nation building by providing professional development to Indigenous community organizations on topics of human resources and career pathing. She has had the opportunity to work with companies and Indigenous communities in every province and territory of Canada, as well as some experiences abroad working with Native American and Australian Aboriginal peoples.

She is an author, adult educator, curriculum designer, project manager, and a master facilitator with training and designations from CompTIA International, True Colours International, Robin Sharma International 'Leader without Title', the Great Traits Program, and the International Association of Public Participation. In her spare time, Trina enjoys taking walks by the lake with her dog Jasper, exploring bookstores, and spending time on road trips to 'get a little lost' in adventures.

WORKSHOP SESSIONS
TUESDAY, OCTOBER 21, 2026
1:15PM – 2:30PM

A2: Managing Substance Abuse and Mental Health Issues in the Workplace

Participants will explore the impact of substance abuse and mental health issue on performance and the workplace. Participants will also explore strategies to manage this issue and improve employee well-being.



Joel Gervais, JDG Consulting

Joel Gervais is an internationally certified addiction and mental health professional who has dedicated the past two decades of his career to supporting workplaces. With more than 25 years of experience in the field, he holds an advanced BA in Psychology and is a U.S. DOT-certified Substance Abuse Professional (SAP). His career spans both the public and private sectors, including 13 years with the Addictions Foundation of Manitoba, where he worked as a Rehabilitation Counsellor and Prevention Education Consultant. Over the past decade, he has continued his work in the private sector.

His experience also includes a three-year secondment from the Manitoba government to the Canadian Centre on Substance Abuse (CCSA), where he contributed to the development of Canada's National Alcohol and Drug Strategy. His work has also taken him to Canada's North and into collaboration with Indigenous communities and leaders across the country.

Joel is a nationally recognized speaker on managing addiction and mental health issues in the workplace and is a sought-after speaker at local and national HR and safety conferences.

WORKSHOP SESSIONS
TUESDAY, OCTOBER 21, 2026
1:15PM – 2:30PM

A3: Stress Management in the Workplace

In this session, the participant will learn how to manage and reduce stress for themselves, which will create a stress-free work environment. Feeling good physically and mentally will cut down needless absenteeism. Understanding and utilizing intelligence will increase cooperation and decrease conflicts among workers.



Colleen Kreml, Manitoba Tourism Education Council

With more than 35 years of professional experience in Service Excellence, Colleen brings a wealth of practical knowledge in management, customer service training, and Human Resources. Having experienced the demands and pressures that come with leadership, employee relations, customer service, and organizational change, Colleen understands that managing stress is not simply about getting through a difficult day—it is about developing practical strategies that support well-being, resilience, and effectiveness. In this workshop on Stress Management, the goal is to help others better understand workplace stress and share simple and effective

approaches to managing it.

WORKSHOP SESSIONS
WEDNESDAY, OCTOBER 22, 2026
10:45AM – 12:00PM

B1: AI, Indigenous Sovereignty & Our Future: Opportunity, Responsibility and Protecting the Land

Artificial Intelligence presents significant opportunities for Indigenous Nations, but it also raises important questions about data sovereignty, infrastructure, energy use, environmental impacts, and who ultimately benefits. This presentation explores both the opportunities and risks of AI from an Indigenous perspective, including how AI can strengthen governance, administration, health, education, economic development, and community planning. It will also examine the environmental footprint of AI and data centres, Indigenous ownership and control of data, and the importance of ensuring that technological advancement respects Indigenous rights, values, lands, waters, and future generations.



Jonathan Fleury

Jonathan Fleury is a proud member of Skownan First Nation and a technology and Indigenous governance professional leader with more than two decades of experience working with First Nations and Indigenous organizations. His background spans information technology, digital health, broadband and fibre-optic infrastructure, strategic planning, governance, and community administration. His work has included leading digital health initiatives, developing connectivity strategies, which examined fibre infrastructure and modular data centres for Manitoba First Nations. Jonathan currently serves as CEO of Skownan First Nation, bringing together his experience in technology and community leadership to explore how AI can advance Indigenous sovereignty, capacity, and economic opportunity.

WORKSHOP SESSIONS
WEDNESDAY, OCTOBER 22, 2026
10:45AM – 12:00PM

B2: Performance Management: An Easy Road Map for HR and Managers

Performance management is an essential component of organizational effectiveness. Given the percentage of budgets allocated to salaries and benefit costs, maximizing returns on this investment is critical to deliver client services and meet organizational goals and objectives.

The annual performance appraisal process itself can be a painful and stressful event for both managers and employees. In this session, participants will learn how to transform performance management into performance coaching. A methodology that is more effective for organizational capacity building and delivering results, while assisting employees to meet their job objectives, realize their individual potential and career goals.



Diana Wiesenthal, FCPHR, CPHR (retired)

Diana Wiesenthal, FCPHR, CPHR (retired), a recognized expert in strategic and innovative human resource management and governance, retired her consulting company and now takes on a few projects with indigenous communities. Prior to this she was an executive in a multinational corporation holding the position of Vice President, People & Organizational Services. She is the past President of the North American Human Resource Association (NAHRMA) for Mexico, USA and Canada, the Canadian Council of Human Resources Associations (CCHRA), and CPHR Manitoba. Based on her international leadership experience, Diana was selected by the United States

People to People Ambassadors organization to lead international HR delegations around the world.

WORKSHOP SESSIONS
WEDNESDAY, OCTOBER 22, 2026
10:45AM – 12:00PM

B3: Challenges Facing Benefit Plans Today

Performance management is an essential component of organizational effectiveness. Given the percentage of budgets allocated to salaries and benefit costs, maximizing returns on this investment is critical to deliver client services and meet organizational goals and objectives.

The annual performance appraisal process itself can be a painful and stressful event for both managers and employees. In this session, participants will learn how to transform performance management into performance coaching. A methodology that is more effective for organizational capacity building and delivering results, while assisting employees to meet their job objectives, realize their individual potential and career goals.



Andrew Clarke, Clarke Financial Planning & Insurance Services

Andrew Clarke is the owner of Clarke Financial Planning and Insurance Services, a Winnipeg-based firm advising First Nation governments, corporations, and individuals across Canada on group insurance, pension, and investment plans. The firm manages more than \$130 million in pension and investment assets and serves over 4,500 employees and their dependents. A Certified Financial Planner

(CFP) and member of Norway House Cree Nation, Andrew has served on numerous corporate, government, educational, and community boards. For more than 32 years, he has promoted financial services careers to young

Indigenous people through presentations at schools, educational institutions, and trade shows across Canada.