

Inclusion Works '18 : Creating Partnership Intersections
Preliminary Program
Delta Hotels by Marriott Grand Okanagan Resort
Kelowna, BC - April 16 - 18, 2018

Updated: March 15, 2018

Program is subject to change without notice.

Monday, April 16

1:30 pm - 4:00 pm	Registration [Conference Center Lower Foyer]
	<p>An afternoon at the Movies! <i>The Road Forward</i>, by Director Marie Clements [Mount Boucherie Room] <i>The Road Forward</i>, is a musical documentary that connects a pivotal moment in Canada’s civil rights history—the beginnings of Indian Nationalism in the 1930s—with the powerful momentum of First Nations activism today. <i>The Road Forward</i>’s stunningly shot musical sequences, performed by an ensemble of some of Canada’s finest vocalists and musicians, seamlessly connect past and present with soaring vocals, blues, rock, and traditional beats. A rousing tribute to the fighters for First Nations rights, a soul-resounding historical experience, and a visceral call to action.</p> <p>Come join us – A film, popcorn and conversation!</p>
6:30 pm - 9:30 pm	<p>Spring Festival - Official Launch of Inclusion Works '18 [Laurel Packinghouse - Historic Property located just a quick walk from the Delta Hotel] Join us for a wonderful evening of networking, games and entertainment mixed with superb culinary delights.</p>

Tuesday, April 17

7:15 am - 4:00 pm	Registration [Conference Center Lower Foyer]
8:00 am - 9:00 am	Breakfast [Okanagan Ballroom Foyer]
9:00 - 9:45 am	<p>Opening Prayer / Greetings / Welcome [Okanagan Ballroom] Opening Prayer: Elder Grouse Barnes, Westbank First Nation</p>

	<p>Plenary - Creating Partnership Intersections Emcee: Kory Wilson, Executive Director, Aboriginal Initiatives and Partnerships, British Columbia Institute of Technology Welcome: Kelly J. Lendsay, President and Chief Executive Officer, Indigenous Works</p>
<p>9:45 am - 10:45 am</p>	<p>Opening Plenary - The Why of Partnerships: Accelerating Employment, Business and Social Development [Okanagan Ballroom] Why does your company / organization want to build partnerships? How can you leverage the best of current socio-economic research to create authentic and successful partnerships? Kelly J. Lendsay will provide an overview of Indigenous Works’ Seven Stage Partnership Model. He will explain the principles of authentic and culturally relevant partnerships between companies and Indigenous organizations. What are the important foundations from which to plan strategies and outcomes.? Using examples of successful partnerships, Lendsay will explain how Indigenous people are able to attain a greater range of employment opportunities and companies can achieve stronger benefits from workforce diversity and inclusive workplaces.</p> <p>Craig Hall will provide an overview of Indigenous Works’ Partnership Index Score. He will present a diagnostic tool which your organization can use to calculate your score. Throughout Inclusion Works ‘18 we will be discussing the ways that your organization can raise your partnership score and improve your corporate/ Indigenous employment, business and social outcomes. Each segment in the program focuses on a different stage of partnership formation. The program is built around the seven stages of the partnership model starting with the earliest stages and gradually building toward the organizational competencies needed to achieve successful and authentic partnerships. Along the way, Indigenous Works’ guest Faculty will share their own perspectives and hold facilitated discussions in each session. A great way to learn and exchange ideas.</p> <p>Thought Leaders: Kelly J. Lendsay, President and Chief Executive Officer, Indigenous Works Craig Hall, Chief Operations Officer, Indigenous Works</p>
<p>10:45 am - 11:15 am</p>	<p>Break [Okanagan Ballroom Foyer]</p>
<p>11:15 am - 12:30 pm</p>	<p>Plenary - The Power of Partnerships - Seven Stage Partnership Model Stages 1, 2 and 3: Partnerless, Assessment and Readiness [Okanagan Ballroom] In this plenary session, participants will gain new insights into the foundational pillars of authentic corporate/Indigenous partnerships. The focus of this conversation is on the early stage of the partnership model when partnership formations are still at the planning stages. In the first stage being <u>Partnerless</u> is sometimes a conscious decision, but not always. A culture of partnership needs to first develop before your business or organization can proceed to the next stages. In the <u>Assessment Stage</u>, you need a clear vision why you need a partnership and what you are seeking in a partner. What competitive advantages does your organization have to offer and what are you looking for in a partner to complement your own abilities? During the <u>Readiness Stage</u>, partnership ‘visioning’ is intensified. Each prospective partner needs to be able to clearly identify the principles under which a productive partnership would grow, and what internal competencies are needed to support partnership goals. Engagement of team members across the company or organization is needed to explain the business case for the partnership and the roles your team need to play to make it all work. Our Faculty will explore how partnership readiness varies between Indigenous and corporate partner prospects and why it’s important to understand the differences as well as similarities of their approach to this stage.</p>

	<p>Moderator: Pat Baxter, Co-Chair, Indigenous Works Thought Leaders: Trevor Gladue, Director, Indigenous Strategic Initiatives, CIVEO Canada Inc. Stephen Lindley, Vice President, Aboriginal and Northern Affairs, SNC-Lavalin Inc. Judith Sayers, President, Nuu-chah-nulth Tribal Council and Strategic Advisor to First Nations</p>	
12:30 pm - 1:45 pm	<p>Luncheon [Okanagan Ballroom]</p>	
1:45 pm - 2:45 pm	<p>Concurrent Sessions - Seven Stage Partnership Model Stages 3 and 4: Partnership Readiness and Prospect Identification In these two concurrent sessions, you will have the benefit of working in smaller forums to hear from two sets of Faculty members who will speak to these stages of Indigenous Works’ Partnership Model ,from their own experiences. During the ‘Partnership <u>Readiness</u> stage, your business or organization is defining its purpose for partnering by establishing its business case. What are the particular benefits of corporate/Indigenous partnerships – for employment, business or social development? Once you understand the ‘why’ of partnership you need to look for potential partners. In the <u>Prospect Identification</u> Stage you are looking for a company or organization which matches your partner prospect profile. Someone that can complement what your organization has to offer. You need to put into place the necessary attraction strategies to pull prospects to you. You also need to market your business or organization as a partner prospect. It’s a push/pull effort. Deciding who the best prospect will be to become your partner is a big decision which will have lasting consequences for the outcomes you seek. For example, in the employment context, Indigenous organizations that choose a company partner which has an inclusive workplace will likely result in better success placing Indigenous people inside that company.</p>	
Concurrent Sessions Choose 1 of 2 sessions	<p>Session 1 [Vaseaux/Kootenay Room] Moderator: tbc Speakers: Jeremy Kinch, President, Willbros Canada Krista Laboucane, Manager, Indigenous Employment Strategies, CIVEO Canada Inc. (invited)</p>	<p>Session 2 [Skaha Room] Moderator: tbc Speakers: Darrell Balkwill, Chief Executive Officer, Whitecap Development Corporation Gaetan Thomas, Chief Executive Officer, New Brunswick Power</p>
2:45 pm - 3:15 pm	<p>Break [Okanagan Ballroom Foyer]</p>	
3:15 pm - 4:15 pm	<p>Concurrent Sessions - Seven Stage Partnership Model Stage 5: Engagement In both of these concurrent sessions, ‘fishbowl’ conversations will be held. Partnership <u>engagement</u> is the theme. Participants will gain front-row seats to listen in and take part in conversations between leaders and managers from corporations and Indigenous organizations as they discuss the nuances of engagement. In this phase, intersecting factors come into play. Listen to the conversations as they weave these themes together.</p> <ul style="list-style-type: none"> • Carrying out the due diligence needed to assess partnership ‘fit’ • Building cultural competencies & understanding your partner’s needs • Understanding the importance of your reputation and building your profile as a potential partner • Identifying the right agreements needed to match what you and your partner want to do together 	

	<ul style="list-style-type: none"> Creating engagement in your employment, business and community development partnerships, and how they differ. 		
Concurrent Sessions Choose 1 of 3 sessions	Session 3 [Vaseaux/Kootenay Room] Moderator: tbc Speakers: John DeGiacomo , Executive Director, Anishinabek Employment & Training Services Rick Connors , Chief Executive Officer, Gitxsan Development Corporation	Session 4 [Skaha Room] Moderator: tbc Speakers: Terry Ma , Senior Policy Advisor, Health & Social Development, Inuit Tapiriit Kanatami Keith Matthew , President, CANDO	Session 5 [Columbia Room] Moderator: tbc Speakers: Thomas Benjoe , President and Chief Executive Officer, FHQ Developments Adam King , Chief Executive Officer, Fort McKay Group of Companies
4:15 pm - 4:45 pm	Plenary - Insights from 'Stage 5: Engagement' Conversations [Okanagan Ballroom] In this wrap-up session, delegates will hear the top points 'overheard' from the 'fishbowl' conversations held in our earlier concurrent sessions.		
5:00 pm - 6:00 pm	President's Reception [Okanagan Ballroom Grand Foyer]		
	Free evening for participants to explore and enjoy Kelowna!		

Wednesday, April 18

7:30 am - 12:00 pm	Registration [Conference Center Lower Foyer]
7:30 am - 8:30 am	Breakfast [Okanagan Ballroom Foyer]
8:30 am - 8:45 am	Housekeeping and Overview of the Day Ahead [Okanagan Ballroom] Emcee: Emcee: Kory Wilson , Executive Director, Aboriginal Initiatives and Partnerships, British Columbia Institute of Technology
8:45 am - 10:00 am	Concurrent Sessions - Seven Stage Partnership Model Stage 6: Relationship Building Establishing a foundation of trust for your partnership is imperative. It takes time and a willingness to understand the differing perspectives of Indigenous and corporate realities. Trust means different things to both groups. Identifying what actions, processes, and evidence each partner can provide in the interests of building and earning trust is the key theme of the <u>Relationship Building phase</u> . In these sessions, speakers will share their perspectives on what building a good relationship means for their businesses or organizations.

Choose 1 of 2 sessions	Session 6 [Vaseaux/Kootenay Room] Moderator: tbc Speakers: Carol Anne Hilton , Chief Executive Officer, Transformation International and Founder, Indigenomics Institute Jim Nowakowski , President, JNE Welding	Session 7 [Skaha Room] Moderator: tbc Speakers: Brent Bergeron , Executive Vice President, Corporate Affairs & Sustainability, Goldcorp Inc. Sean Willy , Chief Executive Officer, Des Nedhe Development
10:00 am - 10:30 am	Break [Okanagan Ballroom Foyer]	
10:30 am - 12:00 pm	Plenary - Seven Stage Partnership Model Stage 7 Creating Authentic Partnerships: Conversations [Okanagan Ballroom] In this plenary delegates will have the opportunity to engage in a dialogue to reflect on their learning over the course of the Inclusion Works event and discuss among their peers what does an authentic partnership look like in terms of its vision and intent, its design, features and implementation. What do these partnerships look like from Indigenous perspectives? How do companies look at them? How are the perspectives the same and what are the key divergences? Following group discussions this session will also provide time to ask questions of the Inclusion Works'18 Faculty about their insights, experiences, and reflections on building and sustaining authentic partnerships. Moderators: Craig Hall , Chief Operating Officer, Indigenous Works Kelly J. Lendsay , President and Chief Executive Officer, Indigenous Works	
12:00 pm - 12:30 pm	Reception [Okanagan Ballroom Foyer]	
12:30 pm - 2:00 pm	Luncheon and Presentation of the 2018 Inclusion Leadership Awards for Excellence in Workplace Inclusion Strategies and Corporate/Indigenous Partnership Development [Okanagan Ballroom] These awards recognize the importance of Indigenous workplace inclusion and partnerships development recognizing both indigenous and non-indigenous employers and partners who are striving to achieve Indigenous inclusion excellence. They recognize companies that have committed to building strong inclusive workplace, Indigenous relationships and partnerships. Come celebrate with us the innovations that make inclusive workplaces and successful partnerships and these leaders for their concrete commitments and actions and setting a standard of practice for others to follow. Awards will presented in the following categories: Workplace Inclusion Excellence Award and Corporate-Indigenous Partnership Development Excellence Awards	
2:00 pm - 2:45 pm	Closing Plenary - Moving the Partnership Index Score [Okanagan Ballroom] Throughout the past two days, delegates have been introduced to the <i>Seven Stage Partnership Model</i> . In this closing plenary we focus on a pathway for next steps and what to consider for your partnership journey. How can we align and leverage employment partnerships, business partnerships and social partnerships to generate new prosperity? Speakers: Craig Hall , Chief Operating Officer, Indigenous Works	

	Kelly J. Lendsay , President and Chief Executive Officer, Indigenous Works Duncan Phillips , Vice President, Mitacs Strategic Enterprises
2:45 pm -3:00 pm	Wrap-up and Closing Prayer [Okanagan Ballroom] Wrap-Up: Kelly Lendsay , President and Chief Executive Officer, Indigenous Works Closing Prayer: Elder Grouse Barnes , Westbank First Nation

Thursday, April 19

Workforce Connex Program (complimentary - separate program)

[\[Okanagan Ballroom\]](#)