



MASTERING MOBILITY IN A WORLD OF **DISRUPTION**

SEPTEMBER 16-18, 2018

FAIRMONT QUEEN ELIZABETH, MONTREAL, QC

experiences, this panel of industry professionals will review strategies and best practices to respond to emergency situations, including:

- Policy considerations and cost implications
- How to address challenges pertaining to real estate transactions and household goods shipments
- How and when to engage with providers/partners

Put More Flexibility in Your Policy Without Increasing Cost

Jeff Houck, Suncor Energy; Carole Savage, Bank of Canada; Gail Reinhart, TheMIGroup

Changing demographics and the change in the way we work have resulted in increased demands from employees for flexibility in relocation policies. In response, many companies have embraced the benefits of a flex allowance which meets the needs of both the business and its mobile employees. Learn more about:

- The various flexible options available
- The benefits of selecting one specific flexible option over another
- How to navigate the impact flexible allowances may have on productivity
- The impact of flexible allowances on both the business and its transferees
- How costs can be reduced through a flexible approach

Relocating Top Talent in Creative Industries

Sophia Hoareau, Fleur de lys relocation; Isabelle Provencher, Ubisoft

With an ongoing global war for talent in many industries, businesses need to develop unique and innovative value propositions that will help them to stand out and attract the brightest and the best international talent. Building on the experiences of one of Canada's leading creative companies, gain deeper insights into:

- How to attract and retain skilled workers
- How to ease integration
- The common challenges for expats and employers in the creative industry
- The need for domestic services in this new era

12:00 – 2:00

Lunch & Trade Expo

2:15 – 3:30

CETA Mobility Solutions: Canada and Europe

Jacqueline Rose Bart, BARTLAW Canadian Immigration Barristers & Solicitors; Laura Devine, Laura Devine Solicitors (UK Perspective); Karl Waheed, Karl Waheed Avocats; Jelle Kroes, Kroes Advocaten Immigration Lawyers

This expert panel of immigration lawyers from Europe and Canada will compare the Comprehensive Economic Trade Agreement (CETA) to other Free Trade Agreements (FTAs) and provide practical guidance on transferring staff to/from Europe/Canada, including timing, process, documents required, tips and itemized CETA transfer lists, what to avoid and how to succeed. The panel will also discuss:

- The pros and cons of CETA versus other domestic mobility provisions
- When to use CETA provisions instead of domestic legislation
- CETA problems and solutions

Protecting Assignee Data Throughout the Supply Chain

WaQas Akkawi and Matthew Dickerson, SIRVA Worldwide Relocation & Moving; Michael Deane, All Points Relocation Service Inc.; Mirela Marin, Manulife

In an age where security breaches seem to be a daily occurrence, it is critically important to safeguard the personal information of assignees and their families when sharing data across borders and between service partners. This session

will help you understand data protection regulations and the measures you need to take to ensure compliance by adequately securing information that is passed through the mobility supply chain in the delivery of services. Our expert panel will share their experiences and best practices to help you safeguard the personal information of employees and avoid security breaches.

The RFP Workshop

Michael Kislasko, RGA International Corporation; Rob Stone, TheMIGroup; Linda Ward-O'Farrell, Ward-O'Farrell and Associates

Mobility RFPs are a significant cost to both corporations and their service partners. How do corporations weigh specific categories such as service offering, service quality, staff qualifications, global reach, technology, corporate culture, security and price? Clear criteria and measurements assist both corporations and providers to create an effective and meaningful RFP process. Attend this interactive workshop and learn more about:

- The importance of categories within a Mobility RFP
- The competing priorities between HR & Procurement
- How RFPs are scored
- The role of the "best and final" presentation
- How to improve the RFP process from both a corporate and service provider perspective

3:45 – 5:00

BRAIN FITNESS: Change your Brain, Change your Results

Jill Hewlett

Outsmart daily life and workplace challenges by building mindfulness muscles and creating your Fit Brain! Your brain is the most powerful technology on the planet. Are you maximizing its potential so you can thrive and be your best in today's world?

A Fit Brain is imperative to your mental health, wellbeing and success. Impactful and refreshingly unique, Jill Hewlett will show you how to develop mindfulness skills and optimize your brain power with practical tools and strategies that can be implemented immediately in daily life and workplace scenarios to keep you relaxed, energized, focused and achieving greater results.

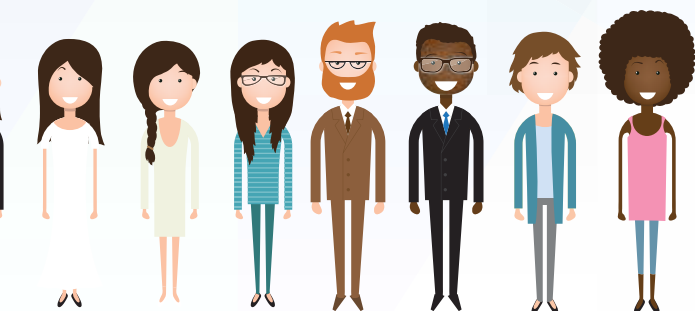
6:00 – 6:30

Cocktail Reception

6:30

Gala Dinner

Join your friends and colleagues as we celebrate another remarkable conference, recognize the valuable contributions of CERC's volunteers and thank the generous support of sponsors. Enjoy some of Montreal's finest cuisine and bring your dancing shoes to dance the evening away with one of Montreal's most notable bands "The Freddie James Project"



"CANADA IS IN A UNIQUE POSITION NOW TO LEVERAGE WHAT SOME ARE CALLING OUR IMMIGRATION ADVANTAGE. AND AS CAN BE SEEN IN THE GLOBAL ENVIRONMENT, THERE ARE MORE AND MORE COUNTRIES THAT ARE CLOSING THEIR DOORS TO PEOPLE, THEY'RE CLOSING THEIR DOORS TO TALENT, TO SKILLS..."
THE HONOURABLE AHMED D. HUSSEN MINISTER OF IMMIGRATION, REFUGEES AND CITIZENSHIP, CANADA