

Better Business Practices Series

How to Transform A Toxic Team to A Dream Team – Repairing Your Workplace Culture

When negative attitudes and behaviours invade our teams repairing a damaged workplace culture can be exhausting to manage. Conflict and dysfunction within the team may lead to bullying behaviour resulting in increased absenteeism or employee turnover.

Current employment legislation requires all employers to ensure that our workplaces are positive, inclusive, and free from harassment and bullying. Taking the right steps now will improve team morale, build a healthy workplace culture, increase employee engagement, and significantly reduce your risk of legal liability.

Our interactive session will focus on the steps child care organizations should take to:

- Create a positive, inclusive and respectful workplace
- Help employees develop communication, conflict, and problem-solving skills
- Help employees develop strategies to deal with disagreements in a respectful manner
- Move away from the blame game and into problem solving

Registration Information

Thursday October 10, 2019

9:30 am to 1:00 pm

ECCDC Conference Room, 3340 Schmon Parkway, Thorold

Niagara Educators: \$75 includes continental breakfast and a light networking lunch; Outside Niagara Educators \$80 (Please note the cost of this seminar is far less than the average legal consultation fee)

To register, please contact the ECCDC at 905.646.7311 extension 304, email eccdc@eccdc.org or visit www.eccdc.org



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About the Facilitators

Terri Carr & Joy Lerman – TJ Solutions

Terri and Joy have worked together as consultants and facilitator/trainers working all over southern Ontario for more than fifteen years. They have extensive experience in providing training in the areas of Management, Human Resources, Organizational reviews, and Board Governance.

Terri and Joy's focus is on providing seminars and solutions in managing your Child Care/Family Resource Organizations. Their interactive workshops are creative and energetic combining practical and workable solutions that often include ready-to-use templates you can use in the workplace.

Asha Rampersad – Bernardi Human Resource Law LLP

Asha has represented major Crown Corporations, municipalities, and large private sector clients including Child Care Organizations on a broad range of labour and employment matters, including human rights litigation; grievance arbitrations; AODA and human rights compliance; and occupational health and safety issues.

Equipped with several years of teaching experience at the university level, and conducting numerous training sessions for human resource professionals and child care administrators. Asha has significant expertise in delivering training to both employers and employees on all facets of employment and labour law, including collective agreement interpretation.

Asha has worked with Joy and Terri in the Child Care sector for over seven years. Her main areas of practice include human rights litigation and accommodation issues, labour relations, and all facets of human resources law.

