

# ROCK-ON



Ontario Agencies Supporting Individuals with Special Needs  
Agences ontariennes de soutien pour les personnes qui ont des besoins spéciaux

CONFERENCE  
PROGRAM

## Welcome to the 13th Annual OASIS Conference

BLUE MOUNTAIN RESORT  
TOWN OF THE BLUE MOUNTAINS ONTARIO CANADA  
MAY 12 \* 13 \* 14 \* 2010

Re-unite  
Open Your Minds  
Catch the Excitement  
Know It Will Matter

Open The Time Capsule  
Never Look Back





## WEDNESDAY, MAY 12, 2010

8:00 a.m. - 11:00 a.m.	OASIS Board Meeting	Silver Creek Room
11:00 a.m. - 6:30 p.m.	Conference Registration	Hearth Room, Grand Georgian
1:00 p.m. - 5:00 p.m.	<b>Golf - Monterra Golf Course</b> - <a href="http://www.bluemountain.ca/golf.htm">http://www.bluemountain.ca/golf.htm</a> Monterra Golf continues to present golfers with a challenge - round after round. Monterra meaning "land at the bottom of the mountain", was designed by Tom McBroom and opened in 1989. Located adjacent to the Village at Blue Mountain let this championship course entice you with the faint breeze off Georgian Bay and views of the Niagara Escarpment. No game at Monterra is ever the same as the one before!	
	<b>Le Scandinave Spa</b> - <a href="http://www.scandinaveblue.com/">http://www.scandinaveblue.com/</a> Le Scandinave Spa offers a eucalyptus steam room, dry Finnish sauna and baths where cold water plunges are alternated with hot steamy whirlpools and waterfalls for the ultimate in relaxation.	
	<b>Shopping &amp; Tour of Village (on your own)</b> - <a href="http://www.bluemountain.ca/village_quickfacts.htm">http://www.bluemountain.ca/village_quickfacts.htm</a>	
5:30 p.m. - 6:30 p.m.	<b>Meet &amp; Greet</b>	Atrium
	<i>Entertainment - Carl Abrahamson</i>	
7:00 p.m.	<b>Welcome Dinner</b> ( <i>sponsored by Sharevision</i> )	Georgian Bay Ballroom



### With Special Guest, The Honourable Madeleine Meilleur

Madeleine Meilleur has been the Minister of Community and Social Services since 2006 and Minister Responsible for Francophone Affairs since 2003. Thanks to her leadership, Ontario passed two new laws in 2008. The first law promotes the social inclusion of persons with developmental disabilities; the second law gives Ontarians access to open adoption records. Madeleine Meilleur plays an active role to ensure that the Ministry offers help to the people who need it most. The focus of her portfolio is to build resilience and to ensure inclusiveness and full accessibility for all Ontarians.

*Entertainment - Dan Needles, Author & Playwright*

*Entertainment - Shelaugh Hart Jazz Band*

## THURSDAY, MAY 13, 2010

7:00 a.m. - 8:15 a.m.	<b>Buffet Breakfast</b>	Georgian Bay Ballroom
8:30 a.m. - 12:00 p.m.	<b>Registration</b>	

8:30 a.m. - 9:45 a.m.	<b>Opening Speaker - Warren Evans</b>	Georgian Bay Ballroom
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### ***A Look at Where in the World the World is Going***

Everything you are trying to do will happen against the backdrop of the major trends we see swirling around us. Understanding what is driving them below the surface, and the opportunities they present, has never been a more critical part of leadership responsibility. Evans is a globally recognized trends analyst, with a client list spanning 2 dozen countries on 6 continents. And he is based in the GTA. His focus is what smart organizations are doing, right now, to position themselves for ongoing success in accomplishing their missions. This is not "nice to know" . . . it's "what to DO". A consummate platform presenter, his combination of powerful insights, practical ideas, and irreverent humour have won him rave reviews around the world. We are able to have Warren join us this year courtesy of the Laura's Hope Fund.

9:45 a.m. - 10:45 a.m.	<b>Vendor Grand Opening /Coffee Break</b>	Huron Grand Ballroom
9:45 a.m. - 4:30 p.m.	<b>Vendor Trade Show</b>	Huron Grand Ballroom
9:45 a.m. - 12:00 noon	<b>Craft/Art Sale</b> ( <i>by individuals supported by hosting agencies</i> )	Atrium
9:45 a.m. - 6:30 p.m.	<b>Silent Auction</b>	Huron Grand Ballroom



**Session 1 - 11:00 a.m. - 12:00 p.m.**

**The Leadership Perspective**

- **Warren Evans** Silver Creek 1

Join trends analyst and business growth expert Warren Evans in this session designed specifically for those in the executive leadership role and who are responsible for contributing to their organization's strategic direction. Participants will have the chance to explore with Warren the evolving leadership challenges and opportunities that they are facing. Having returned from his most recent speaking tours in Asia/Pacific and Europe, Evans will provide commentary on the leadership priorities he sees being particularly effective in this economic climate and discuss the implications for leaders. There will also be opportunity for Q & A.

**How to Lead Under Pressure and Get Results**

- **Jill Proud** Nipissing

As any senior leader knows, keeping your team going in the same direction in times of change, uncertainty and pressure is like rowing with one oar. You are going nowhere fast. Leading under pressure is challenging. As the head of an organization the kind of conversations you engage people in is a measure of your effectiveness and ultimately the success of you and your team. Regardless of what you are attempting to manage - vision, attitudes, performance or behaviours - all leaders have to be prepared to have real conversations. In this session we explore how to leverage real conversations to remove blocks and build ownership.

**Moving to an Individualized Support Model - Part 1**

- **Xavier Noordermeer & Marg McLean**
- **Ian and Marleen Crawford** Algonquin

As our sector transforms, there will be opportunities for individuals to choose individualized settings for supported living. Agencies may be asked to support individuals in their own homes, and to develop partnerships with people and their families and communities in new ways. Community Living St Marys and Community Living Windsor are two agencies at different stages of providing individualized support to people with flexible, portable supports. Marg McLean and Xavier Noordermeer will share their experiences, successes and lessons learned and dispel some of the myths that have become perceived barriers to successful implementation of this model.

**Program Review Findings - Provincial Cross Section**

- **Paul Muldoon** Silver Creek 2

Join consultant/trainer, Paul Muldoon, as he shares the trends he has observed over the past 12-18 months as a result of formal review of several residential programs, day services and SIL operations across several regions of the province. (based on 8 separate review exercises conducted over the past 24 months) The themes to be addressed will include:

- Major trends Observed in each of the three categories
- Lessons Learned regarding Leadership, Management/Supervision and Front line delivery
- Change/Evolution in these areas into the future
- Challenges Facing these Programs

12:00 p.m. - 2:45 p.m.

**Lunch** (sponsored by Altus Dynamics)

Georgian Bay Ballroom

1:15 p.m. - 2:45 p.m.



**Keynote Speaker - J.P. Pawliw-Fry** Georgian Bay Ballroom  
**YOU CAN'T STOP THE WAVES BUT YOU CAN LEARN TO SURF! Tools to Thrive in Turbulent Times**

Why do some organizations and individuals falter during times of uncertainty while others thrive in chaos and find ways to adapt? Is it our IQ or technical skills that gets us through those times - or our ability to keep it together and manage ourselves intelligently? Discover how Emotional Intelligence differentiates high performers from others in turbulent times. Your team will walk away with tools that will help them excel in uncertain times.

**Session 2 - 2:45 p.m. - 3:45 p.m.**

**Building the Future - Succession Planning**

- **Terry MacMillan & Bill Silk** Nipissing

With over 85% of Simcoe Community Services Management team positioned for retirement by the year 2013, Simcoe Community Services quickly prioritized the need to prepare its' agency for the leadership transition it was about to embark upon. Join Terry MacMillan, Executive Director and Bill Silk, Human Resources Director, in a review of Succession Planning and Management best practices, tips, lessons learned, and practical steps towards building agency benchstrength and continuously developing leadership talent from within.

**Bullying in the Workplace**

- **Chris Hinkle** Silver Creek 1

A safe and healthy workplace cannot exist where bullying is allowed to flourish. Increase your awareness and understanding of workplace bullying as a hazard to the health and safety of workers, and learn what can be done to reduce this risk. Explore the impact of bullying on the working environment, the cost/benefit ratio of prevention, and what can be done to make your workplace a healthier environment.

**Moving to an Individualized Support Model - Part II**

- **Xavier Noordermeer & Marg McLean**
- **Ian and Marleen Crawford** Algonquin

This session is a continuation of the 11:00 a.m. session regarding flexible, portable services supporting people in their own homes. Xavier Noordermeer and Marg McLean continue to share their experiences, successes and lessons learned, and dispel some of the myths that have become perceived barriers to successful implementation of this model.

**Automated Scheduling - Time and Attendance**

- **Wendy Svistunenko** Silver Creek 2

Never again schedule an employee who's on vacation! With our powerful solution you can create complex shift rotations, perform "what if" scenarios, and analyze planned vs. actual data. Come and see how Pendylum will make your Employee Scheduling as easy as 1-2-3... Built specifically for the Community Living industry, the Pendylum Scheduler Solution is an automated tool that will handle ALL of your complex scheduling and timesheet needs. Eliminate the guess work of manually tracking vacation, sick, and hours worked, and best of all - Pendylum will work with your existing payroll system. It is our business to make your business easier. Let us show you how.



## THURSDAY, MAY 13, 2010 (Continued)

3:45 p.m. - 4:30 p.m.	Coffee Break/Trade Show	Huron Grand Ballroom
5:15 p.m. - 6:30 p.m.	Hospitality Suite - <i>Hosted by 2011 Conference Committee</i>	Atrium
7:00 p.m.	Dinner ( <i>sponsored by Stevenson &amp; Hunt</i> )	Georgian Bay Ballroom
	Time Capsule	
8:30 p.m. - 9:00 p.m.	Special Event	
9:00 p.m. - 1:00 p.m.	<u>Entertainment - Even Steven</u>	

## FRIDAY, MAY 14, 2010

7:30 a.m. - 9:00 a.m.	Breakfast Buffet	Georgian Bay Ballroom
9:00 a.m. - 10:30 a.m.	Presentation - Steve Finlay	Nipissing
10:30 a.m. - 10:45 a.m.	Coffee Break	Georgian Bay Ballroom
10:45 a.m. - 11:45 a.m.	AGM	Nipissing
12:00 p.m. - 3:00 p.m.	OASIS Board Meeting	Georgian Bay 1

Conference cancellations prior to March 26<sup>th</sup>  
will be charged a \$50.00 administrative fee.  
After March 26<sup>th</sup>, only substitutions will be accepted.