



## Construction Entrepreneurs Roundtable

Tuesday, August 14, 2018

MNP Boardroom, 2010 11<sup>th</sup> Ave, Suite 900, Regina

### Agenda

- 6:40 AM – Registration opens
- 6:45 AM – Breakfast is served
- 7:00 AM – Networking
- 7:15 AM – Welcome
- 7:20 AM – Presentation from Janice Decelles, MNP
- 7:40 AM – Break
- 7:50 AM – Presentation from Lonnie Mackenzie, Abco Elevator
- 8:10 AM – Facilitated Roundtable Discussion
- 8:40 AM – Group Discussion
- 8:50 AM – Closing Comments
- 9:00 AM – Formal portion ends

### Employee Engagement & Retention – Join us to learn:

- How to develop a strong work culture that attracts employees;
- Understand what is driving employee engagement or disengagement;
- Boosting productivity by creating an environment ripe with opportunity for growth;

*With thousands of baby boomers set to retire in the next decade, do you have a strong work culture that entices employees to stay and grow with the company?*





## Speaker Bios:



### **Janice Decelles, Senior Consultant, MNP**

Janice's presentation will focus on employee engagement and retention from MNP Consulting's experience and point of view.

She will define engagement and offer some reasons why it is important, tackle the idea of employee retention from the perspective of why people leave, offer some insights on working with Millennials and discuss a leader's role in retention – including outlining some “need to do” things that will only help to increase your engagement and retention.

*Janice has over 18 years experience in human resources in the areas of workplace learning, staff development, performance management, career development and change management.*

*She has been at the forefront of organizational culture change leading many aspects of the shift including needs assessment, design, development and delivery and facilitation of education and organizational development initiatives in support of the strategic direction.*

*Janice has led goal setting and vision building sessions for work groups as well as facilitated senior level management quarterly and succession planning meetings.*

*Janice has also worked with competency based recruitment and performance management systems. Janice has extensive experience in designing and delivering training in several subject areas including customer service, general communication skills, supervisory skills and personal development.*

*Janice holds a Certified Professional in Human Resources (CPHR) designation.*



### **Lonnie Mackenzie, CEO, Abco Elevator**

Lonnie will speak about employee engagement from his own experience as an entrepreneur and business owner.

In building his business, he has learned that culture is at the center of employee engagement. He will speak about how designing and establishing the culture he wanted for his business impacted and continues to impact the employees and their overall engagement in the organization.

*Lonnie is a 100% visionary at heart and in practice, he has worked in the elevator industry for 22 years.*

*Lonnie founded Abco Elevator 10 years ago, and Medicine Hat Elevator 6 years ago. Lonnie believes that organizational health and culture go hand in hand.*

