



Annual Business &
Workplace Convention

**PEOPLE, PURPOSE, GROWTH...
THE PATHWAY TO PROSPERITY**

May 4 - 6, 2017
Montego Bay Convention Centre

MAIN SPEAKERS



John Sherman, PhD
SPHR, SHRM-SCP, PCC
President
John W. Sherman –
Human Resources
Learning & Development
Performance Services



Shirley Davis, PhD
President & CEO
SDS Global
Enterprises Inc.



Honourable
Shahine Robinson
Minister of Labour &
Social Security



**K. Barrington
Thomas**
Chief Servant &
Motivational
Speaker



Robert Lemon, PhD
Motivational Speaker
& Best-selling Author

SUPER-SIZED THURSDAY DAY 1 Thursday May 4

9:30 AM - 12:30 PM

“Clever Clues For Crafting Contracts – The 4 C’s Guide for Drafting and Administering Employment Contracts”

“Leading Others In Teams”

“Successful Negotiations: Best Practices”

12:30 PM - 2:00 PM
LUNCH @ LEISURE

1:30 PM - 2:00 PM
ORIENTATION SESSION

“Your ‘Intro/Guide’ to Convention 2017”
(For first-time attendees)

2:15 PM - 5:15 PM

“Leading Behaviour: How to Lead a Values-based Organisation”

“Pensions and Retirement Planning – A CPD Certification Programme”

“Service Excellence: A 10-step Winning Strategy”

5:30 PM - 7:00 PM
Exhibition Opening Ceremony
Viewing & Cocktails

DAY 2 Friday May 5

8:30 AM - 10:00 AM

OPENING SPECTACULAR

KEYNOTE PRESENTATION

“Leading & Engaging the Generations”

10:00 AM - 10:30 AM
COFFEE BREAK & EXHIBITION VIEWING

10:45 AM - 12:00 Noon
CONCURRENT SESSIONS

“Managing the Customer Service Function”

“The Total You, Balancing Work and Home”

“Enterprise Risk Management: Enhance Your Risk Response & Decision-making Processes”

“Assess, Analyze, and Act: How to Improve Your Organisation’s Performance”

12:00 Noon - 1:45 PM
LUNCH @ LEISURE

12:00 Noon - 1:45 PM
EXECUTIVE WOMEN’S
FORUM LUNCHEON

2:00 PM - 3:15 PM
CONCURRENT SESSIONS

“Retirement Planning: How Prepared Are You...?”
Mini-current session (Limited to 30 participants)

“New Tax & Customs Laws: Getting Up to Speed”



DAY 2

Friday May 5
cont'd

2:00 PM - 3:15 PM

CONCURRENT SESSIONS *cont'd*

“**Disruptive Leadership: An Essential Tool for Business Renewal**”

“**Are My Values Equal to Yours?: Value Congruence and Occupational Fraud**”

3:30 PM - 4:45 PM

CLOSING GENERAL SESSION

“**The Seat: How to Get Invited to the Table When You're Over-Performing but Undervalued**”

5:00 PM - 5:15 PM

COFFEE BREAK

5:30 PM - 7:00 PM

GOSPEL CONCERT

CEO SATURDAY

DAY 3

Saturday May 6

8:30 AM - 9:45 AM

OPENING GENERAL SESSION

“The ‘**BOLT SYNDROME**’ ...
Run to Greatness Jamaica”

9:45 AM - 10:15 AM

COFFEE BREAK

10:30 AM - 11:45 AM

CONCURRENT SESSIONS

“**Productivity Growth and Strategies:**

A Focus on Enhancing Performance in Small Island Developing States”

“**Leadership & Culture –**

Transact or Transform – Leadership Approaches”

“**Synergising Business and Philanthropy for National Development**”

12:00 Noon - 1:15 PM

“**Corporate Social Responsibility: Scope, Research, Practice and the Jamaica Experience**”

“**Increasing Employee Engagement Through Servant Leadership Strategies**”

“**They Come To Work With Issues:**

Help Them to Become Better Employees”

“**Unconscious Bias and its Impact on Leadership Decision-making**”



CEO SATURDAY DAY 3 Saturday May 6

1:15 PM - 2:30 PM
LUNCH @ LEISURE

1:15 PM - 2:30 PM
LUNCHEON FOR CEOs

2:45 PM - 4:00 PM
CONCURRENT SESSIONS

“Leading Change: The Leader’s True Mission”

“The Internet of Things (IOT)”

“Settling Industrial / Labour Disputes Just In Time: Practical Options for Alternative Resolutions”

“Transforming Organizations to be Purpose-Driven, Strategy Focused and Accountable”

4:30 PM - 5:45 PM
CLOSING GENERAL SESSION

“Now Is Your Time - Balancing Work, Life, Education - Time Management”



6:00 PM - 9:00 PM

Movements



Movements



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Hotline:

Website: www.jamaicaemployers.com

Email: info@jamaicaemployers.com

Convention Speakers



Vanessa Thomas Williams, LLB

Vanessa Thomas Williams is an attorney at law in private practice. She specializes in Industrial Relations and legal issues surrounding employment and represents a range of employers in collective bargaining. Her professional work covers management training in the Caribbean Region in Industrial Relations, Human Resource Management, HR and IR Policy Design and Implementation, and Occupational Safety and Health Management.

Ms. Thomas Williams has held management positions in the public and private sectors of Trinidad & Tobago and Guyana and has lectured in the field of Human Resource Management and Industrial Relations in the Public Sector at the University of the West Indies (St. Augustine Campus). She is also the immediate Past President of the Safety Council of Trinidad and Tobago.



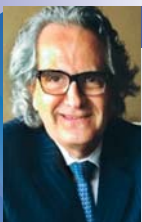
G. Ronald Gilbert, PhD

Ron Gilbert, PhD, is an organisational consultant and a Professor of Management and International Business at Florida International University (Miami). He specializes in helping individuals, leaders and teams improve their performance at work. He has authored several books and over 40 academic journal articles. More than 300,000 working adults have taken his assessments online. He has consulted with over a thousand Organisations and has a passion for his work.



Garfield Morgan

Garfield Morgan is a career banker with over 23 years of experience, attained from working with major local and international banks and is currently Manager – Mortgage Sales and Service at Sagcor Bank Jamaica Limited. He has held various roles in Sales, Credit, Operations and Branch Management. A mentor to many, he has a passion for people development through effective coaching which has seen several star performers being unearthed under his direction.



Habib Chamoun-Nicolas, PhD

Over the past 25 years, Dr. Chamoun-Nicolas has been conducting negotiation and business development activities in diversified sectors – oil and gas, petroleum, petrochemical, chemical, industrial, commercial, institutional, for the sales and marketing of services and products.

Dr. Chamoun-Nicolas has trained thousands of business professionals on a **Business Development Approach** in sales and negotiation and has conducted research on **How Mexicans and Other Cultures Negotiate**.

Dr. Chamoun-Nicolas has designed a programme to train a group of Beijing International Airport Managers for cross-cultural negotiations at the University of Houston on preparation for the 2008 Beijing Olympic Games. Dr. Chamoun-Nicolas participated as a negotiation judge in May 2011 at a Chinese International Negotiation competition at Beijing University.



Wayne Chen, LLB

Wayne Chen is Past President of the Jamaica Employers' Federation (JEF) and the President of the Caribbean Employers' Confederation (CEC). He is also Chairman and CEO of Super Plus Food Stores.

Mr. Chen has served on the boards of several Jamaican companies including the National Commercial Bank, Victoria Mutual Building Society, CVM Television Group, Urban Development Corporation, National Land Agency, National Gallery of Jamaica and the Advisory Board of the Caribbean Policy Research Institute. In 1998 he was the **Jamaica Observer's** Business Leader of the Year. He is the co-author of **Reggae Routes: The History of Jamaican Popular Music**.



Steven John Burch

Steven Burch is the Senior Partner at Quaestus, a UK consulting firm specializing in creative and effective training and development initiatives. He is also the Managing Director of a manufacturing company in the Marine Leisure Industry in the UK. Mr. Burch is a lively and engaging trainer, great coach, skillful facilitator and effective communicator with people at any level in the organisation.

He is a member of the Chartered Institute of Personnel and Development; a past council member of the Association for Management Education and Development and has trained in excess of 30,000 people in his career to date.



Rezworth Burchenson

Rezworth Burchenson is the CEO of Prime Asset Management, a pension fund management company that manages over \$30B of pension assets. Prime is the third largest independent pension fund manager in Jamaica. He was previously Vice President and General Manager of Pan Caribbean Asset Management Ltd (formerly Sigma Unit Trust). Under his leadership the Sigma Portfolios became well known in Jamaica for their outstanding performance, outperforming all the industry benchmarks.

He routinely makes presentations across Jamaica, in the media and is also a **Gleaner** contributor on pensions/financial matters.



John Pilgrim

John Pilgrim is the Executive Director of the Barbados National Productivity Council. He has been involved in the design and development of Productivity Improvement Programmes in Barbados and throughout the wider Caribbean. The countries assisted are St. Vincent & The Grenadines, St. Lucia, Curacao, Grenada, The Bahamas, St Kitts & Nevis, St Maarten, Saba, Anguilla, Trinidad & Tobago, Montserrat, Dominica, Jamaica, Bermuda and Suriname.



Richard Dick

Richard Dick is the Principal Consultant and CEO of Development Consulting Center Ltd., a Trinidad and Tobago based boutique OD consulting firm. He has over 20 years experience in organization development. His firm has provided training and consulting services to companies in over 35 countries in all sectors.

Mr. Dick is a Change Architect and Strategist, who helps organizations develop through skilled interventions, coaching and advice. Some areas of specialization include Strategic HRM, strategic planning, teambuilding, leadership development, change management, executive coaching and service excellence strategies.



John Sherman

John Sherman is the former Managing Director of People Development for FedEx Freight. During his 23 years with FedEx, Sherman led their sales/marketing, quality, communications, talent/learning and development, and video production teams. He was awarded FedEx's highest award for the development and deployment of the People First Leadership Experience.

Sherman now provides speaking and consulting services within North America in the areas of human resources, organization design, organizational effectiveness, talent development, leadership, effective communication, employee engagement, union engagement, union avoidance, change management, emotional intelligence, sales performance, negotiations, executive coaching and mentoring.

Currently Sherman is working with the ArcBest Corporation www.arcb.com which is a fully integrated logistics provider, with creative problem solvers who deliver integrated logistics solutions.



Tony L. Henthorne

Tony Henthorne PhD., teaches Marketing Planning & Strategy. He directs all graduate programmes, research activities and international programmes for his college. He has worked with resort entities throughout the Caribbean and Mexico on market planning and customer service. His latest works deal with destination image and brand personalities of Cuba and Jamaica.



Fritz H.A. Pinnock, PhD

Fritz Pinnock, PhD, is the Executive Director of the Caribbean Maritime Institute. He is also a Fellow of the Chartered Institute of Logistics and Transport, and a Fellow of the Chartered Management Institute. He has also been a Fellow of the British Institute of Management (MBIM) since 1991, and the Institute of Logistics and Distribution Management (MILDM).



Sophia Smith-Butler

Sophia Smith-Butler is a mother, entrepreneur and the owner of Proevents Jamaica, Jamaica's leading corporate event planning company. Ms. Smith-Butler is a firm believer that failure is a necessary step that leads to success and that persistence/never giving up is what defines winners from the losers. Ms. Smith-Butler possesses an extensive background in the field of hospitality and events planning, having worked for international brands such as the Hilton and Wyndham hotels.

Mother to an International soccer player and track athlete, she believes that sports in the lives of children contributes in the development of well rounded, disciplined and high achieving adults.



Robert Clive Teelucksingh

Robert Teelucksingh is the Senior Consultant/Director – Risk, for Tee Luck Singh & Associates Limited. He is a qualified Safety and Health professional with comprehensive knowledge of, and technical expertise in, safety and health-related issues. He has over twenty [20] years' experience and has been making significant contributions towards improving the standard of safety and health in the working environment in the Caribbean and North America. He is a recognized expert in Emergency Management/Mass Casualty Management and Contingency Planning.

Robert is also a consultant with the International Labour Organization Sub-regional Office in Trinidad, working with Employer organizations as the main resource person/facilitator in the Decent Work Programme.



Dionnie Headley

Dionnie Headley is the Managing Director of Sygnus Tax Advisory Limited, Founder of TaxTech Institute and an International Tax Specialist. She has held various tax management positions in public accounting both in Jamaica and the United States. She is a tax professional with almost 20 years experience in taxation. She has worked with PricewaterhouseCoopers both in the USA and Jamaica and has advised very large international clients such as DuPont Corporation, JP Morgan Chase and many others.



Cecile McCormack

Cecile McCormack is an experienced researcher having conducted extensive research and statistical analyses in the fields of housing, consumer and human resource management. She is a part-time lecturer at the National Police College of Jamaica, and has lectured in Marketing Research and tutored research at the UWI Western Campus and UTECH respectively.

Her voluntary work has extended to the training of 24 police officers in the use of SPSS statistical software for crime analysis. She is currently pursuing her Doctor of Business Administration at the Walden University, and is now completing her doctoral study, focusing on "Fighting Occupational Fraud through Ethical Corporate Culture and Internal Controls."

Convention Speakers



Shirley Davis, PhD

Ms. Shirley Davis, PhD - President of SDS Global Enterprises, is an accomplished corporate executive, a certified senior Global HR and Talent Management expert, and a success coach. She has over 20 years of business experience and has worked at five Fortune 50 and 100 companies in various senior and executive leadership roles. Most recently, for 8 years she was the Global head of Diversity & Inclusion and Workplace Strategies for the Society for Human Resource Management (SHRM), the world's largest HR membership association.

She is the author of the book: **“Reinvent Yourself: Strategies for Achieving Success in Every Area of Your Life.”** This fall she released her second book, **“The Seat: How to Get Invited to the Table When You’re Over-performing but Undervalued.”**



K. Barrington Thomas

Tobago born and raised, K. Barrington Thomas started his working life as a Teacher in the Primary School system. He enlisted as a Military Officer, spent nine (9) years with the Trinidad and Tobago Defence Force (Regiment); retiring at the rank of Captain in 1989. Mr. Thomas co-developed the Special Forces Unit of the Trinidad and Tobago Regiment during his tenure, and commanded it for the first six (6) years of its existence. In 2003, he launched his own business – Incubator Caribbean Focus Limited.



Jean Lowrie-Chin

Jean Lowrie-Chin is a communication specialist, author, columnist, real estate developer, seniors advocate and philanthropist. She founded PROComm in 1978, CCRP in 2010 and PRODEV in 2013. CCRP is a non-profit organization run by PROComm as a tribute to senior mentors, aimed at empowering Jamaican seniors. To date PROComm and Jean's combined sponsorship of CCRP is over \$15 million.

She is the author of **Souldance** and creator of **Flair Magazine** for the **Gleaner**. She established the PROComm Scholarship Fund for students in Grants Pen, led and contributed to the fund-raising to secure the Stella Maris Foundation headquarters, and has sponsored Food for the Poor home building in Jamaica and Haiti.

Mrs Lowrie-Chin is Executive Chairman of PROComm, PRODEV and CCRP. She is Chairman of the Digicel Foundation, and serves on the Boards of Food for the Poor Jamaica, CIBC-FCIBJ, Convent of Mercy 'Alpha' Academy and the Kingston & St. Andrew Development Foundation.



Locksley Henry, PhD

Locksley G. M. Henry, PhD, is a lecturer and module coordinator in the General Management Division of the College of Business and Management (COBAM), University of Technology (UTech), Kingston, Jamaica.

He facilitates both undergraduate and graduate programmes in Strategic Management, International Management, Management Theory & Practice, and Organization Theory & Design. Dr. Henry's current research interests include culture, international management, international business, corporate strategy, corporate social responsibility, board composition and corporate governance in Caribbean territories. He is a member of the Academy of International Business (AIB), Chairman of the SOBA research committee, and member of the COBAM research committee at UTech. Dr. Henry was also a BREXIT panelist in a high-profile discussion on the subject at UTech in 2016.



Peter Burchenson

Mr. Peter Burchenson is the founder and Principal of Appreciative Solutions, LLC, an organizational development and training company that specializes in helping organizations overcome structural efficiency and professional development issues.

Peter previously served 21 years in the United States Marine Corps, leading and developing hundreds of Marines. He currently serves in the United States Senate as an Instructional Designer/Trainer, training thousands of Senate Staff, facilitating retreats, and strategic planning; developing leadership programs and coaching senate executives.



Claudia A. White, PhD

Mrs. Claudia White, PhD, is an I/O Psychologist who has worked with many individuals and organizations to significantly improve their quality of work/life, quality of customer service, improve work relations, create productive team environments and increase worker productivity. She has worked successfully in both the domestic and international arenas.

She has vast experience conducting coaching, performance analysis, developing and implementing organizational change strategies, and developing and training leaders and employees. Her passion for her work has produced significant results in terms of grooming leaders, improving employee productivity and performance, enhancing the quality of customer service and increasing overall profitability for her clients.

Convention Speakers



Gary Campbell

Gary Campbell is the Director of Technology in the Ministry of Science, Technology, Energy and Mining (MSET) and Government of Jamaica's Office of the CIO, the entities with responsibility for national ICT Policy and Strategy.

Mr. Campbell has conducted extensive research and work in the fields of ICT and Project Management in both the public and private sector. He has worked with companies such as Cable & Wireless (now FLOW), LOJ (now Sagikor) and the Planning Institute of Jamaica where he was instrumental in developing and implementing a number of ICT projects. Mr. Campbell has also several publications and conference papers on Open Source Software and Open Innovation.



Robert Wynter

Mr. Robert Wynter is the Founder, Chief Strategist and Managing Director at Strategic Alignment Limited Group of Companies. His collective Mission is to make society better by expertly facilitating Strategic Transformation to achieve amazing client results. With a background in Chemical Engineering, Mr Wynter has evolved into an Organization Engineer focusing on Strategic Transformation. He is a Certified professional Facilitator and Balanced Scorecard Practitioner, certified by founders Kaplan and Norton.



Dr. Robert Lemon

Robert Lemon, PhD., is an award winning national speaker and best-selling author. Named a man of Prominence, Power and Prestige by a Miami newspaper, he teaches others to pursue their dreams. Named Advantage Media Group 2011 Author of the Year, **Now Is Your Time** foreword by Les Brown. Co-authored **Multiple Streams Of Inspiration** with Jack Canfield. He has presented to numerous corporate, government, associations and educational organizations. His profound presentations draw from his academic and professional achievement, from over 30 years corporate experience from the US Postal Service and US Air Force.

Dr. Lemon has been mentored and shared the platform with Les Brown, Dr. Willie Jolley and Simon T. Bailey. Robert earned his Doctorate Degree from JBTS Seminary and is a member of the National Speakers' Association.



