



ANNUAL BUSINESS & WORKPLACE CONVENTION

EMPOWER PEOPLE... ENERGIZE BUSINESS

MAY 26 - 29, 2016 / MONTEGO BAY CONVENTION CENTRE

Keynote Speakers



**Ambassador
Dr. Richard Bernal**
Executive Director
Caribbean
Inter-American De-
velopment Bank



**Sandra Husbands
Nurubakari**
Management Consultant
Business Development
Services INC.



Milton J. Perkins
MSHRM,
SHRM-SCP, SPHR
Chief Accountability
& Human
Resources Officer
Vanguard Integrity
Professionals



Marcia Woo-Choy
Certified Business
Coach / Advisor



K. Barrington Thomas
Chief Servant & Motiva-
tional Speaker

SUPER-SIZED THURSDAY

DAY 1 THURSDAY MAY 26



DAY 2 FRIDAY MAY 27

9:30 AM - 12:30 PM

“HR POLICING: Arresting Grievances - Developing Strategies for Managing the Complaints of Aggrieved Employees, to Avoid Court Action”

“Putting the ‘Social’ in Social Media: Techniques and Tricks to Make the Most of this Social Marketing Tool”

“Integration of Talent Management:
It is like Building an Orchestra”

12:30 PM - 1:30 PM

LUNCH @ LEISURE

1:30 PM - 2:00 PM

ORIENTATION SESSION

“Your Road-Map to Convention 2016”

2:15 PM - 5:15 PM

“The Performance Coaching Kit”

“The Power of the Purposeful Story”

Performance Masterclass – (Change Management)

“Emotional Intelligence & Engagement:

Use the Science of the Brain to Empower People & Energize your Business”

8:30 AM - 10:00 AM

OPENING SPECTACULAR & KEYNOTE PRESENTATION

10:00 AM - 10:30 AM

COFFEE BREAK & EXHIBITION VIEWING

10:45 AM - 12:00 Noon

CONCURRENT SESSIONS

“Enhancing Entrepreneurship through Information and Communications Technologies (ICTs)”

“Competency Standards: The Learning Approach to Improving Workplace Productivity”

“Safety & Security Best Practices in the Workplace”

“The Marriage Between HR & Social Media”

12:00 Noon - 1:30 PM

LUNCH @ LEISURE

EXECUTIVE WOMEN’S FORUM LUNCHEON

1:45 PM - 3:00 PM

CONCURRENT SESSIONS

“Getting Ready for Retirement: Important Pension Statistics to guide you”

“Jamaica’s Proposed Sexual Harassment ACT: All You Need to Know”

“Building Trustworthy Organizations: Traditional and Cultural Factors in Jamaican organizations”

“Developing Time Management Skills: Applying the Process more Effectively”





CEO SATURDAY

DAY 2 FRIDAY MAY 27

DAY 3 SATURDAY MAY 28

3:15 PM - 4:30 PM
CONCURRENT SESSIONS

“How to Improve Your Insurance Safety Net and Minimise Workplace Accidents”

“Trusteeship in Action: Empowering People & Energizing Business”

“Managing the ‘Tool Box’ of Business Ethics and Corporate Governance”

“Mastering the Dance Between Talent and Compensation”

4:45 PM - 6:00 PM

CLOSING GENERAL SESSION

“RE-ENGINEERING OUR FUTURE”

8:30 AM - 9:45 AM

OPENING GENERAL SESSION

“Leadership: It’s not about the Hard Skills”

9:45 AM - 10:00 AM

COFFEE BREAK

10:00 AM - 11:45 AM

CONCURRENT SESSIONS

“Enhancing The Capacity of Management to Make Better Decisions”

“Don’t Fear Conflict, Embrace it!

Develop a New Mindset to help you Work Effectively with Conflict”

“Why Some Strategic Plans Fail ”

Youth Unemployment: “Empowering Youth for the Corporate World”

11:45 AM - 1:00 PM

“The Employment of Persons with Disabilities (PWDs) in Jamaica:

“Attitudes, Perceptions and Access”

“Which Decade Are Your Telecommunications Living In”

“Does Gender Really Matter?”

Impact of Women in Corporate Board Composition”

“Personal & Business Enrichment:

The Equity Capital way for a Richer Future.”

1:00 PM - 2:30 PM

LUNCH @ LEISURE



CEO SATURDAY

DAY 3 SATURDAY MAY 28



DAY 4 SUNDAY MAY 29

1:00 PM - 2:30 PM

LUNCHEON FOR CEOs

“Chinese Direct Foreign Investment in the Caribbean”

9:30 AM - 11:00 AM

CLOSING PROCEEDINGS

2:45 PM - 4:00 PM

CONCURRENT SESSIONS cont'd

“It is not ‘Book Knowledge’ – Partnering with Employers to Facilitate Learning for a Competent Workforce”

“Social Media: The New Normal”

“Outlawing Sexual Harassment in the Workplace: How do we Manage in the Absence of Certain Laws?”

“Wellness & Its Impact on the Workplace”

4:15 PM - 5:45 PM

CLOSING KEYNOTE SESSION

“A Bold New Financial Paradigm for the Rainbow People of God”



Saturday Night Party





Convention Speakers



Vanessa Thomas Williams, LLB

Ms. Thomas Williams is an Attorney at law, currently engaged 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 and 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.



Dr. Tony L. Henthorne

Dr. Henthorne teaches Marketing Planning & Strategy. He directs all graduate programs, research activities and international programs 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.



Dr. David S. Cohen

Dr. Cohen is the founder and a principal consultant with Strategic Action Group, Ltd. (in 1991). His passion is about aligning people practices with the company's culture and strategic business plan. He has been speaking on the topic of behavioural competencies as a business tool aligned with the business strategy for over 29 years. His work crosses all business sectors.

Dr. Cohen has built competency models that are currently in use in companies throughout Europe, North America, The Caribbean, and Southeast Asia. He teaches in the executive education programs at Schulich School of Business, York University and the Singapore Institute of Management.



Wayne Chen, LLB

Wayne Chen is Past President of the Jamaica Employers' Federation (JEF) and the President 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, The Victoria Mutual Building Society, The CVM Television Group, Urban Development Corporation, the National Land Agency, the 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" (Temple University Press 1998).



Steven Burch

Mr. Burch is the Senior Partner at Quaestus, a UK consulting firm specializing in creative and effective training and development initiatives. He is a lively and engaging trainer, great coach, skillful facilitator and effective communicator, with people at any level in the organization.

He is a Member of the Chartered Institute of Personnel and Development, is a past council member of the Association for Management Education and Development and has trained in excess of 30,000 persons to date. Steven is an author with Kogan Page business publishers in the UK.



Michel Neray

Mr. Neray is a creative marketing copywriter, advertising agency director and marketing executive; a visionary and entrepreneurial game-changer. In 1995 he founded Portfolios Online, the world's first Internet search engine for advertising and creative professionals.

He has held leadership positions in the Canadian Association of Professional Speakers. In 2012, he created "Momondays", an entertaining monthly show based on inspiring, personal storytelling. Corporate clients who have engaged Michel have benefited from stronger brand positioning, sales focus and market messaging, in some cases resulting in up to 60% increase in sales.



Gilmore Crosby

Mr. Crosby has been an Organizational Development Professional since 1984, and has delivered services within the Caribbean since 1999. His unique and practical approach consistently results in individual and systemic change. He has served industries ranging from Nuclear Power to Libraries, is engaged in a world-wide consultancy and is married to a Jamaican.

Carla-Anne Harris-Roper

Mrs. Harris-Roper is an Attorney-At-Law with over 14 years experience in the Labour/Industrial Relations and Employment Law fields within the Caribbean. She is currently the Regional Director Labour Relations in the Caribbean with Scotiabank.



DeWayne Pryce

Mr. Pryce, an experienced educator, manager and administrator, is currently the Director for Standards and Assessment Development at the National Council on TVET (NCTVET), where he provides leadership in the development of competency standards and other guidelines to inform training and certification programmes in the TVET system. He was seconded to the Ministry of Education as Director for the TVET Rationalization, where he had responsibility for equipping schools to meet the requirements for offering TVET training, as well as the rationalization and integration of TVET in all secondary schools.



Convention Speakers



Gary Campbell

Mr. Campbell is the Director of Technology in the Ministry of Science, Technology, Energy and Mining (MSTEM), the Ministry with portfolio responsibility for Information and Communication Technology (ICT). He has responsibility for national ICT policy and strategy.

He is also an adjunct faculty member at the University of the West and has done extensive work in the area of ICT and Project Management in both the public and private sectors. He has worked with companies such as Cable and Wireless (now FLOW), LOJ (now Sagcor) and the Planning Institute of Jamaica.



Dr. Leachm Semaj

Dr. Semaj is the Chief Executive Officer & Business Guru with the The JobBank – Above or Beyond. He is noted internationally among the leading Keynote & Motivational Speakers, Creative Thinkers and Problem Solvers hailing from the Caribbean. This Psychologist combines ancient wisdom with contemporary 'livity' (worldviews) to bring fresh insight to old human problems. As a Transformation Specialist he offers two options – ABOVE or BEYOND. Above where you presently are or Beyond your wildest dreams. Dr. Semaj has worked with many sectors including – Energy, Hospitality, Finance, Gaming, Telecommunications, Security, Agriculture, Pharmaceutical, Shipping, Distribution, Manufacturing, Education and Government.



Luesette S. Howell

Luesette Howell has lived and worked internationally spanning 40 years in English and French-speaking Africa, Europe, and the Caribbean. Her global career has encompassed the areas of Tertiary education, management positions, training in small enterprise development, and international relations specializing in providing advisory services as well as developing and evaluating technical cooperation programmes for implementation through public and private-sector organizations.

Up until her retirement in late 2012, she was an active member, as Senior Specialist-Employers' Activities, with the International Labour Organization (ILO) Decent Work Team and Office for the Caribbean, based in Trinidad and Tobago and serving twenty-two Caribbean countries and territories.

Since her retirement from the ILO in August 2012, Luesette assumed her current capacity as International Development and Management Consultant. She continues to provide training and advisory services in response to requests by private and public sector organizations, as well as national, regional, and international projects and programmes regarding rights and responsibilities in the world of work.



Robert Finzi-Smith

Mr. Finzi-Smith is the Director of Safety & Security at the University of Technology. He has had extensive experience in the areas of Security Management, Academia, Sports and Corporate Social Responsibility.



Ingrid Emmons

Ms. Emmons is currently the Human Resource Director – Sandals Resorts International. She has value-added International experience as most of her career was spent at SunTrust Bank, in a HR Department catering to 35,000 employees from Florida through the Greater Washington Region. Her most recent role was the Head of the Shared Service Centre for SunTrust Bank.



Marcia Woon-Choy

Marcia Woon-Choy is a certified Business Coach, providing business help, business advice, business coaching and mentoring services to small and medium sized businesses.

She has a passion for helping businesses grow and become profitable, so the business owner can enjoy the lifestyle he/she deserves.

As a Business Coach and advisor, she will help owners to deliver the desired results, using proven tools, methodologies and systems, tested and perfected over tens of thousands of businesses worldwide for over more than two decades. She will also ensure accountability for results and just like a sports coach, push performance at optimal levels.



Rezworth Burchenson

Mr. Burchenson started his finance profession at Sigma Investments Ltd in 1995 as an Investment Analyst with subsequent promotions to Equity/Research Manager and to Vice-President and General Manager at the merged Pan Caribbean Asset Management Ltd, managing Jamaica's largest unit trust.

In early 2006 he joined Prime Asset Management Ltd as its Managing Director, responsible for the strategic development of Prime which currently manages over J\$28B in pension assets. He regularly contributes pensions and investment articles to the Gleaner Company with various speaking engagements on these subjects over the years.



Dr. Locksley Henry

Dr. Henry is a lecturer in the General Management Division of the College of Business and Management (COBAM), University of Technology (UTech), Kingston, Jamaica. He lectures in graduate and undergraduate programmes in Strategic Management, International Management, Management Theory & Practice, and Organization Theory & Design. He is a long-standing member of the Michigan-based Academy of International Business (AIB).



Convention Speakers



Carvell Newton McLeary

Mr. McLeary is currently the Senior Director, Human Resources Management & Administration with the Airports Authority of Jamaica. He is a Practitioner and Researcher in Organizational Behaviour and has gained significant experience in human resource management while working in large and small organizations across the industries of telecommunications, electric utility, distribution (consumer and pharmaceutical) and air transport. Through working in academia, Carvell also gained organizational diagnosis and improvement experience.



Dr. Robert Oppenheimer

Dr. Oppenheimer is a Professor in the Department of Management at Concordia University, where he has taught courses in developing managerial and personal skills, negotiation and conflict resolution, organizational behaviour and human resource management. He has been engaged in independent management consulting and provides consultation and conducts workshops with small and medium-sized privately held corporations and large organizations in both the private and public sectors. The focus of his work has been the effective utilization of the organization's human resources.



Georgla Simpson

Ms. Simpson is currently Management Consultant with the Corporate Clinic. She has over twenty years experience in enhancing outcomes through leadership, training, customizing insurance and risk solutions and project management. Ms. Simpson provides consulting services to the private sector, government and multi-lateral agencies. She recently published the book "Issues & Approaches to Development – Jamaica's Dilemma" which includes a compilation of strategies to accelerate development in Jamaica.



Dr. Claudette Williams-Myers

Dr. Williams-Myers has served as Associate Dean, Acting Dean in the College of Business and Management and in various academic, administrative and leadership positions at the University of Technology for several years. She has conducted research in several areas including teaching/learning/ training, workplace requirements, balancing multiple priorities, disabilities and leadership succession planning and presented at various conferences in Jamaica, the United States and in Europe. She has vast experience in teaching/training in academic and corporate settings. She has enjoyed much success in initiating, developing and implementing courses in a variety of areas for academic and corporate clients. Dr. Williams-Myers continues to make significant impact in the communities she serves and in 2014 was awarded the University of Technology's top award; the Distinguished Service Award.



Acres Stowe

Mr. Stowe, a past President of the Antigua & Barbuda Employers Federation (ABEF), has proven track record, which spans over Twenty (20) years, in the Information Technology Industry, having spent seventeen (17) of those years in Senior Executive Management positions.

Mr. Stowe is a Past Director of the Board of the Caribbean Employers' Confederation, Board Member on Medical Benefits Scheme's Board, Board Member on the Antigua & Barbuda National Development Foundation's Board and An Alternate - Board member on the Caribbean Export Development Agency's Board.



Dr. Patrick Sterling

Dr. Sterling is a Human Resource and Industrial Relations Practitioner, who is currently the Group Human Resource and Industrial Relations Manager - Sepro Group of Companies.

His work experience spans the insurance industry, retail, telecommunications, manufacturing and distribution. He previously held Senior HR Management roles in a number of entities including LIME Jamaica, Pepsi-Cola Jamaica and Carreras Limited during which he facilitated talent acquisition, organizational change and transitions as well as training and development.



Sandra Husbands-Nurubakari

Mrs. Husbands-Nurubakari is a Management Consultant with a blend of experience in the business community that makes her services an invaluable asset to her clients. With experience spanning Broadcasting, Sales, Market Research, Tourism, Public Relations and Total Quality Management, she brings to human development the background experience which makes training relevant. She is also empowered to understand the critical needs of the sector and develop approaches that meet diverse requirements.

She currently holds the position of 2nd Vice-president of the Caribbean Institute of Certified Management Consultants. She has held the positions of President of the Executive Council of the Barbados Small Business Association, (BSBA), as its first female President and the only President to hold office over three consecutive terms.



Keisha Palmer-Burke

Mrs. Palmer-Burke is a Human Resource Professional with over 12 years of comprehensive strategic and operational human resources experience including Business People Planning, Leadership Development, Performance, Talent, Change Management and Labour Relations. She is currently the Human Resources Manager with Nestlé Jamaica Limited.



Convention Speakers



Milton J. Perkins

Mr. Perkins is the Chief Accountability and Human Resources Officer for Vanguard Integrity Professionals, a leader in cyber security software and solutions. Previously, he was the Senior Director of Workforce Solutions for Agile-1 (HR consulting practice leader). Milton has a tremendous wealth of practical, research, teaching and consulting experience in human capital strategies, tactics and initiatives. He was also the SHRM's Director, North Central Region, responsible for facilitating strategic planning and providing advice and counsel to the Society's volunteer members and leaders.

He has been teaching SHRM courses – SHRM-SCP/CP, HR Metrics and Analytics, Diversity & Inclusion, Workforce Planning, Conducting Internal Investigations, HR Generalist, HR Business Partner I/II and HR Strategy courses for nearly 15 years.



Magdalena Cooper-de Neuze

Ms. Cooper-de Neuze is currently partner with Milestones & Lifestyle Planning Services. She has responsibility for presentations and is Pensions Consultant, Solid Life & General Insurance Brokers Ltd. She is a former Trustee of the LOJ Approved Superannuation Fund.

Her career in Life Insurance, focuses on Employee Benefits programmes: Group Life & AD&D, Health and other Benefits; Jamaica's State Benefits (NIS and NHT) and Approved Retirement Savings Plans (Superannuation Funds, Retirement Schemes, Retirement Benefits Schemes aka Top Hat) business. She has also worked in the life insurance industry in St. Lucia and te Turks & Caicos Islands.



John Pilgrim

Mr. 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.



Kemal Brown

Mr. Kemal Brown is currently Solutions Officer at the Leachim T Semaj & Company/ The Job-Bank. He is an entrepreneur, motivational speaker, digital media consultant, academic and problem solver. Kemal, a lecturer, social media strategist and host of the popular radio programme "Talking History", has worked in business, marketing, media, research, gender studies, academia and international consulting.

He has built both personal and commercial brands using social media, writes on digital trends and trains companies and individuals in the effective use of social media.



David Roberts

Mr. Roberts is an Australian national, who has worked and lived in Jamaica for the last 14 years. He is currently the Executive Vice President Coresystems (a wholly owned Global Directories (Jamaica) Ltd company) C&W Business Authorized Platinum Reseller. He has held numerous senior management positions within Global Directories (Jamaica) Ltd as Jamaica Yellow Pages. He has also held sales & marketing positions in a number of countries.



Ambassador Dr. Richard L. Bernal

Ambassador Dr. Richard L. Bernal is the Executive Director–Caribbean, Inter-American Development Bank. Dr. Bernal was previously the Director-General of the Caribbean Regional Negotiating Machinery (RNM) which is responsible for trade negotiations including those in the WTO for the member states of the Caribbean Community (CARICOM), Cuba and the Dominican Republic. He was Principal Negotiator for Forum of Caribbean States (CARIFORUM) in the negotiations, which led to the CARIFORUM- European Union Economic Partnership Agreement).

He was also CARICOM's lead negotiator in the Free Trade Area of the Americas (FTAA) negotiations and has been lead negotiator in numerous negotiations on behalf of Jamaica and CARICOM, including agreements on investment, intellectual property rights, textiles and apparel, trade agreements, debt reduction agreements and loans from multilateral financial institutions (IMF, World Bank, and IADB).



John Jackson

Mr. Jackson is a Chartered Accountant & founder of the website IC Insider.com which covers financial and other information within the Caribbean and is also publisher of Investor's Choice. John organised and since 1987, was the main presenter at the very successful Investment series. John is a former KPMG, Sevens Ltd and National Sugar Company employee and serves on a number of private company boards as well as the listed company "Jamaican Teas" where he is acting Chairman and mentor. He has wide experience in the fields of economics, stock markets, equity investments and business.



Dr. Marcia Rowe Amonde

Dr. Rowe Amonde is currently a Senior Director at the HEART Trust NTA where she is responsible for leading the quality assurance of technical and vocational education and training programmes (TVET) to ensure quality TVET programmes, overseeing the capacity building of TVET professionals and strengthening the interface with the Ministry of Education to advance TVET in the formal education system.



Convention Speakers



Dr. Andre McDonald

Dr. Andre McDonald is a medical doctor, and the CEO and Founder of Suretime Emergency Medical Services, a family business with a team of doctors with a wide range of expertise with supporting competent medical staff, located at 10 Trafalgar Road. He is the Chief Medical Officer for Guardian Life Paramedic Centre and for the National Golden Age Home, which houses nearly 500 residents, in addition to support staff. Dr. McDonald also has primary responsibilities to provide medical services to a number of other public and private entities.

He is a member and past Director of the Kiwanis club of Eastern Kingston and Port Royal and a member of Mona Baptist circuit of churches. He is a very accomplished and articulate man of God. He adores the Lord; he loves people and values success in all areas of life.



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 Defense 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.

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Saturday Night Party



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VIEWS &
INTERVIEWS**

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