



36th Annual Business & Workplace Convention

“THE CHALLENGE OF CHANGE”

June 7-9, Moon Palace Resort & Spa

GENERAL SESSION SPEAKERS



Leahcim Semaj, PhD
Chief Ideator
Above or Beyond



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



Patrick Sterling, PhD
Group Human
Resources Manager
Seprod Group Ltd.



Robert Lemon, PhD
Professional Speaker
Believe Your Dreams Inc.

Day 1

SUPER-SIZED SESSIONS

Thursday June 7

10:00 AM - 12:00 PM

“Developing and Honing Your Human Relations Skills”

‘Negotiating as a Catalyst for Change’

12:00 NOON - 1:30 PM

LUNCH @ LEISURE

1:00 PM - 1:30 PM

ORIENTATION SESSION

“Navigating the MAIZZE”: Meeting And Integrating with Zest, Zeal & Energy

1:45 PM - 3:45 PM

SUPERSIZED SESSIONS cont'd

“Evolve or Expire”: The role of the HR Business Partner in the Organizational Change Process

“Leading Them Where?”

4:00 PM - 5:15 PM – PANEL DISCUSSION

“Costly Industrial Relations Decisions and How to Avoid Making Them”

5:30 PM – 7:00 PM

EXHIBITION OPENING CEREMONY

VIEWING & COCKTAILS



Day 2

Friday June 8

8:30 AM - 10:00 AM

OPENING CEREMONY

10:00 AM - 10:30 AM

COFFEE BREAK & EXHIBITION VIEWING

10:45 AM - 12:00 NOON

GENERAL SESSION

“Retirement is Dead, Time To Design A Viable Replacement”

12:00 NOON - 1:30 PM

LUNCH @ LEISURE

1:45 PM - 3:00 PM

CONCURRENT SESSIONS

“Lawyers in Industrial Relations Proceedings: The Good, The Bad and The Ugly” – The Voice of Experience

“Bridging the Digital Divide: Leveraging Digital Technologies For Business & Societal Success”

“Work is Warfare”

“Reframing Emotional Intelligence Into Emotional Competence”: How This Shift Can Increase Your Effectiveness As A Leader

3:15 PM - 4:30 PM

CONCURRENT SESSIONS

“Using Social Influence to Create Change”

“Managing Conflict”

“The Leadership Challenge: Inspiring the Vision through the Blue Ocean Strategy Philosophy”

“Security: Whose Responsibility..?”

4:30 PM - 4:45 PM

COFFEE BREAK

5:00 PM - 6:15 PM

“Coping with Stress at work”

“A Real Challenge to Change: Leadership Values & The OSH ACT”

Addressing Crime: A Success Story”

“Cultural Competency: A Life-Long Journey”

Day 2

Friday June 8

6:30 PM - 7:45 PM

CLOSING GENERAL SESSION

“#MeToo: Building a Respectful Harassment-Free Workplace Culture”



Day 3

LEADERSHIP SATURDAY

Saturday June 9

9:00 AM - 10:15 AM

OPENING GENERAL SESSION

“Managing Millennials”

10:15 AM - 10:30 AM

COFFEE BREAK

10:45 AM - 12:00 NOON

CONCURRENT SESSION

“Creating Value: A Contemporary Model/Approach to Incentive Pay as a Part of a Compensation Management Strategy”

“Compliance Risk Management – Challenges in the Work Place”

“Customer Service: Why we do what we do”

“Inclusive Leadership—New Mindset, Models, and Competencies for Workforce 2020”

12:00 NOON - 1:45 PM

LUNCH @ LEISURE

2:00 PM - 3:15 PM

CONCURRENT SESSIONS

“Exploring Your Talents to Transcend Generations”

“Leadership Can Be Learned – Be the Change you want to see in the World”

“Judging Online Posts”: Impact on your Company and employees in the Workplace

“Building and Engaging Your Social Media Audience: Proven Strategies from the Field”

3:30 PM - 4:45 PM

“Harassment – A Real Workplace Issue

“Social Engineering – Exploitation of Human Behaviour”

Day **3**

LEADERSHIP SATURDAY

Saturday June 9

3:30 PM - 4:45 PM

CONCURRENT SESSION cont'd

Lean Thinking: Changing the Lean Way”

“HRM in the 21st Century: Humanoids, Robots and Millennials”

5:00 PM - 5:15 PM

COFFEE BREAK

5:30 PM - 6:45 PM

GENERAL SESSION

“Believe Your Dreams: Teamwork Makes the Dreamwork”



JAMAICA EMPLOYERS' FEDERATION
Celebrating **60** Years
of Service & Commitment





Vanessa Thomas Williams, LLB

Vanessa Thomas Williams specializes in Employment Relations and Caribbean Industrial Relations law. She is a qualified Attorney at law, who has held management positions in both the public and private sectors in both Trinidad and Tobago and Guyana. Her professional work covers management training in Industrial Relations, Human Resource Management Policy Design and Implementation, and Occupational Safety and Health Management. She has represented a range of employers in collective bargaining and several companies at litigation. Ms. Thomas Williams has served as an Adjunct Lecturer at the University of the West Indies. She is currently the President of the Safety Council of Trinidad and Tobago, and performs numerous speaking engagements at international conferences.



Patrick Sterling, PhD

Patrick Sterling, PhD, is a Human Resource and Industrial Relations Practitioner. His work experience includes the insurance industry, retail, telecommunications, manufacturing and distribution. He has held Senior HR Management positions in a number of entities in which he facilitated talent acquisition, organizational change and transitions as well as training and development.

Within academia, he has lectured courses in Management, Human Resources Management and Compensation at both the Bachelor's and Master's degree levels.



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, 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**".



Fabian Thomas

Fabian Thomas has made his mark in the Humanities with over twenty years' experience as a trainer/facilitator, lecturer, writer, an actor, a spoken word performer and director. He has used his academic successes as well as his work in the arts, to provide vehicles for delivering a wide range of workshops to address a number of topics for corporate clients and specific demographics. Topics addressed have included team building, management and leadership skills, organizational issues, customer service, staff development and individual/team motivation. He also offers training and education in specific fields in the entertainment industry and a focused set of seminars on HIV and AIDS education.



Habib Chamoun-Nicolas, PhD

Habib Chamoun-Nicolas, PhD, 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 for over 25 years. He has trained thousands business professionals on a Business Development Approach on sales and negotiation and has conducted research on How Mexicans and other cultures Negotiate. He also designed a program to train a group of Beijing International Airport Managers for cross-cultural negotiations.



Leahcim Semaj, PhD

Leahcim Samaj, PhD, has the unique ability to impact persons at all levels of education and competence, Dr. Semaj creates a participatory environment that keeps the audience fully engaged.



Sandra Palmer, PhD

Sandra Palmer, PhD, has over 20 years of Business and Academic experience in the Caribbean and North America, Dr. Sandra Palmer presents a fresh perspective to her audiences on succeeding in these challenging times.





Gregory C. Reid

Gregory Reid – Attorney-at-Law, is currently the Managing Partner of the firm – Zaidie, Reid & Company. He works extensively in the areas of Industrial and Human Relations and has been a specialist practitioner in Labour Laws for over twenty-three years. Mr. Reid is a former chairman of the Jamaican Bar Association Standing Committee on Labour Laws and Industrial Relations.



Kemal Brown

Mr. Kemal Brown is the Founder, President & CEO of Digita Global Marketing Ltd, a Caribbean based, globally focused media company and marketing agency. He is also Chairman of Digital Global Group Inc. and Digita Holdings LLC. He is a former Academic, having lectured at two Caribbean Universities. He lives by the philosophy of Kaizen, constantly pursuing daily improvement towards excellence.



Curtis T. Toussaint

Curtis Toussaint is a Management Professional with considerable project experience, throughout the Caribbean Region. His recognized expertise covers the areas of Strategic Corporate Responsibility and Business Development. In addition, his supervision and experience offer to corporate entities, the ability to engage in sustainable community involvement, taking into consideration image, brand and reputation.



Carey Wallace, PhD

Carey Wallace, PhD, "...an incredibly driven professional with the passion, depth of experience and track record of success", is the Executive Director of the Tourism Enhancement Fund. He is responsible for directing and managing the Agency in fulfilling its mandate of promoting growth and development in the local tourism sector.

Prior to joining TEF, Dr. Wallace was a Senior Consultant with T2 (UK) Limited, one of the world's leading providers of Psycho-Linguistics, where he guided blue-chip clients to optimum operational and customer performance. In addition, he led T2's growth strategy through new product development and expansion into International markets. Dr. Wallace's experience in Tourism spans some 20 years.



Inspector Tyrone Archer

Inspector of Police - Tyrone Archer is currently the Commander of the Grants Pen Police Station, where he has transformed negative situations into positive outcomes.



Arnold Smalley

Arnold Smalley is the CEO of Small World Solutions, Inc., a corporate training business with workshops on Diversity, Cultural Competency, Customer Service, Sexual Harassment, and other related topics. Mr. Smalley recently retired from 25 years of Federal Government service as a Special Agent in the United States Department of Justice.



Luesette Simpson Howell

Luesette Howell, a former senior official with the International Labour Organization (ILO), has been engaged in public, private, and international arenas in many countries. Her international experience includes university lecturer, researcher, trainer, facilitator, advisor, and presenter on a variety of work-related topics for national and regional forums. Her focus has been on fostering social dialogue and building capacity. She has also worked in crises situations for disaster relief, economic recovery, and psycho-social support.



Robert "Bobby" Finzi-Smith

Robert Finzi-Smith is the Senior Director of Safety & Security at the University of Technology. He has general responsibility for the security and safety of the Campus and students.

He has had extensive experience in the areas of Security Management, Academia, Sports and Corporate Social Responsibility and has served on the Boards of the Football Federation, Port Security Corps, as Member of the Implementation Committee – "Tablets in Schools". Mr. Smith is an accomplished Trainer in areas of Security & Safety and is also a certified trainer for FIFA/Interpol in Integrity and anti-match fixing.





Fritz H. A. Pinnock, PhD

Professor Pinnock is the President of the Caribbean Maritime University and is a lecturer and the premier presenter for the national logistics 101 and 102 lecturing series which trained over 20,000 persons. Dr. Pinnock is an advocate for Educational transformation through TVET. He is the Chairman of the National Logistics Hub Education and Training Sub Committee. He has authored several books in multiple languages; is a special advisor to various agencies and sits on several, institutional, community and sports related boards.



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.

He has also conducted Lectures at the:

- University of the West Indies
- Barbados Community College
- Catolica Pontificia Madera University, Santo Domingo



Robert C. Teelucksingh

Robert C. Teelucksingh is the Senior Consultant/Director Risk for Tee Luck Singh & Associates Limited.

His primary objective is to assist organizations in managing risk within their organizations and to reduce their risk exposure to future events, even as an opportunity for growth while complying with their specific regulatory requirements.

Robert is also a consultant with the International Labour Organization (ILO) Sub-regional Office in Trinidad working with employer and employee organization as the main resource person/facilitator in the Decant Work Program where he facilitated workshops on Implementing Safety & Health & Business Continuity Planning for Fourteen [14] countries in the Caribbean, including Haiti.



Marcus Mottley, PhD

Marcus M. Mottley is a business consultant, clinical psychologist and executive coach with more than 35 years' experience in the fields of education, mental health, and human resource and organizational development. He develops and presents keynotes and seminars nationally and internationally, and provides consulting services to corporations, associations, government agencies and community organizations.



Gilmore Crosby

Gilmore Crosby has been an Organization Development Professional since 1984. He has delivered services within the Caribbean since 1999. His unique and practical approach consistently results in individual and systemic change. His clients range from government, to pastors, to industry, to resorts and more. Although engaged in a world-wide consultancy, he is always grateful to be in Jamaica and he is happily married to a Jamaican.



Tony Henthorne, PhD

Tony Henthorne PhD, is the Associate Dean at the University of Nevada, Las Vegas where he 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 book deals with tourism planning in Cuba.



Gary Campbell

Gary Campbell is the Director of Technology in the Ministry of Science, Energy & Technology and Office of the CIO, Jamaica. He is a Business Professional and Lecturer with over twenty (20) years of experience in Project Management, Business Research and Training and Development. He has Extensive lecturing/ training experience in curriculum development, course evaluation and assessment, Business Research, Supply Chain Management and Project Management.



Shirley Davis, PhD

Dr. Shirley Davis, CSP, is an accomplished corporate executive, global workforce management expert, a certified leadership coach, and a master of reinvention. She works with leaders at all levels and has worked in more than 30 countries around the world on 5 continents and delivers more than 80 speeches a year.



Tamar Nelson

Tamar Nelson is the Senior Director at the Productivity centre. She is an Industrial and Systems Engineer with an extensive background in process design and re-engineering. She has provided capacity initiatives in Jamaica, as well as Antigua, Haiti, Guyana, Japan and the United States of America. She has worked with over 250 organizations within the private and public sectors spanning many industries helping them to uncover secrets for their organization's success. Saving organization's in some instances in excess of US\$2.5 million per annum.



Cordel Green

Mr. Cordel Green is an Attorney-at-Law, a former Assistant Attorney-General of Jamaica and a former broadcaster. He is the Executive Director of the Broadcasting Commission, which regulates radio, television and cable in Jamaica.

He is a Commissioner on the Jamaica National Commission for UNESCO, member of the Inter-governmental Council for the Information For All Programme (IFAP) – UNESCO, member of the Law Committee for the IEEE Global Initiative for Ethical Consideration in Artificial Intelligence and Autonomous Systems, fellow of Telecommunications Executive Management Institute of Canada (TEMIC) and honorary member of the Multicultural Media, Telecom and Internet Council (MMTC), Washington D.C.



Jodi-Ann Jackson

Mrs. Jodi-Ann Jackson is an Economist with a passion for growth and development. She currently serves as the Economist/Researcher at the Broadcasting Commission, which regulates radio, television and cable TV services in Jamaica.

As a former Research Assistant at the University of the West Indies, she has enjoyed the opportunity to conduct research in areas such as tax formation and implementation, monetary policy, fiscal policy, social and economic development and rural transformation.



Karlene Salmon

Karlene Salmon joined the Broadcasting Commission in 2009 as the Assistant Executive Director after having worked for over a decade in broadcasting and television production as a producer, presenter and media manager.

A former Programmes Manager for Television Jamaica, and a former Operations manager of Love FM Radio and Television, Karlene also lectures part time in media studies. She has taught at the undergraduate and postgraduate levels at the Caribbean School of Media and Communication, UWI, the Northern Caribbean University, and the International University of the Caribbean where she developed the media modules for the Master's in Business Administration, Media Management Specialization. She is currently a research supervisor for the 2017/18 Master's in Communication for Social and Behaviour Change at UWI.



Robert Lemon, PhD

Dr. Robert Lemon 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 U.S. Postal Service and U.S. 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.



Georgia Simpson, FCII

Ms. Simpson has been a Management CONSULTANT since 1997. Her areas of specialization include: Corporate Governance, Needs Assessment, Organizational Development, Risk Management, Women's Leadership & Management, People Management, Change Management, Customer Service and Marketing. Her work, in the commercial and development sectors, includes the execution of initiatives and the pioneering of critical decisions which enabled the achievement of targets and the successful transitioning from challenging dynamics in their internal and external environment. She is also the Author of the book: "Issues & Approaches to Development, Jamaica's Dilemma".





FLASHBACK 2017





About the Jamaica Employers' Federation

The Jamaica Employers' Federation was established sixty (60) years ago, to represent and safeguard the interests of employers in their relationship with government and organized labour. Its mission is "To lead the development of an enabling business environment, through the effective representation and provision of value-added services that strengthen the ability of employers to optimize competitiveness and workplace harmony"

The Jamaica Employers' Federation (JEF) is the only organization of its kind in Jamaica.

Today, JEF has a growing membership of over three hundred Corporate and individual members and is a member of the International Organization of Employers (IOE), and the Caribbean Employers' Confederation (CEC). JEF is Jamaica's sole employer representative to the International Labour Organization (ILO), the only UN body with a tripartite structure that facilitates the interests of the Worker, Government and the Employer.

Through extensive research and developmental activities, as well as its international affiliations, JEF has the expertise and reach, to successfully fulfil its mandate, both locally and regionally, and in 2001, significantly expanded its range of services to better support the business development and productivity needs of Jamaican employers.

JEF's suite of services includes – IR Consultancy; Research & Development; Membership Services; Events Planning & Coordination; Occupational Safety & Health; Learning, Human Resources Development & Workplace Solutions.



**FOR NEWS, VIEWS
& INTERVIEWS**

Advertise Your Products Services

The Jamaica Employers' Federation

2a Ruthven Road Kingston 10.

(876) 926-6762 / 906-8370 / 754-8446 / 968-4576 / 754-8444

www.jamaicaemployers.com / info@jamaicaemployers.com