

THE JAMAICA EMPLOYERS' FEDERATION



ANNUAL BUSINESS & WORKPLACE CONVENTION AND EXPO

MAY 9-11, 2019
MOON PALACE JAMAICA,
MAIN STREET, OCHO RIOS, ST. ANN

**"TODAY'S VISION...
TOMORROW'S REALITY"**

GENERAL SESSION SPEAKERS



John Sherman
SPHR, SHRM-SCP, PCC
Division Human
Resources Manager
Pace Industries



Diane Edwards
President
Jamaica Promotions
Corporation (JAMPRO)



**Jacqueline
Lynch-Stewart**
Chief Technical Director
Planning, Monitoring
and Evaluation Division
Office of the Prime Minister



Tana M. Session
CEO / Founder
TanaMSession.com



Michel Neray
President
Concentric Strategies Inc.
Canada

SUPER-SIZED THURSDAY



DAY 1 THURSDAY MAY 9

8:45AM - 11:45AM

**"Dotting 'I's' and Crossing 'T's'...
Mastering Employment Letters
from Hire to Fire"**

**"Energize Your Workplace
with Happiness"**

**"Key to successful training
delivery beyond the classroom:
How to design a training program
that is worth your money ..."**

12:00PM - 1:30PM

LUNCH @ Leisure

1:00PM - 1:30PM

**ORIENTATION SESSION
FOR FIRST-TIME ATTENDEES**

**"From Vision to Reality ...
Charting Your Path"**

1:45PM - 3:45PM

"Managing Workplace Negativity"

**"Negotiating Yourself out of
Conflict and Honing your
Conflict-Management Style"**

"Accelerated Learning Workshop."

4:00PM - 5:30PM

EXHIBITION

OPENING CEREMONY

"Ten X Five" SHOWCASE



DAY 2 FRIDAY MAY 10

8:30AM - 10:00AM

OPENING SPECTACULAR & EXHIBITION VIEWING

"Your Visions – Real as
YOU Make Them!"

**10:00 - 10:15AM
BREAK**

**10:30AM – 11:45AM
GENERAL SESSION**

"Improving Jamaica's
Competitiveness in the
Global Market"

**12:00PM – 1:00PM
LUNCH @ Leisure**

**1:15PM – 2:30PM
CONCURRENT SESSIONS**

"Mastering the Dance Between
Talent and Compensation"

"Resolving The Redundancy
'CONSULTATION' Conundrum"

"Why our decision making is not
as good as we think it is"

"The Leadership Challenge"



2:45PM – 4:00PM

"The Risk Management Approach
to Managing Safety"

"TEAM -
Together everyone achieves more"

"Creating a Talent-Driven
Organization"

"Where Do We Go From Here?
Jamaica's Social Insurance"

**4:15PM – 5:30PM
GENERAL SESSION**

"The Future Workforce Is Here –
Now What??"



LEADERSHIP SATURDAY

DAY 3 SATURDAY MAY 11

9:00AM - 10:15AM

GENERAL SESSION

"NIDS – What You Need To Know"

10:30AM – 11:45AM

CONCURRENT SESSIONS

"The Realities of Employee Engagement and the Employee Experience"

"Stemming the flow of Corporate Misbehaviour"

"Valuing The Internal Customer"

"Employee Wellness ...
The new frontier for reducing cost, improving productivity and furthering engagement"

12NOON – 1:00PM

LUNCH @ Leisure

1:15PM – 2:30PM

CONCURRENT SESSIONS

"Exceptional Leadership –
A Human Relations Approach"

"Critical & Difficult Conversations for Managers"

"Me-3 and Me-4 Movements: Investigating real and copycat claims of harassment and abuse in the workplace"

"The Time Trap!"

2:45PM – 4:00PM

CONCURRENT SESSIONS

"Social Styles:
Unlocking Who You Are"

"Getting it right!
Due Process and the Industrial Disputes Tribunal"

"Punctuality and Individual Accountability:
Raising the Bar on Productivity"

"Put away your papers.
Get out your Smart Devices.
Here comes Gen Z"

4:00PM – 4:15PM

BREAK

4:30PM – 5:45PM

CLOSING GENERAL SESSION

"The Awesome Power of Story...
Your Story!"

5:45PM - 7:00PM

GOSPEL CONCERT





Ms. Vanessa Thomas Williams

Ms. Vanessa Thomas Williams, LLB, 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, St Augustine Campus.



Donovan Thomas, PhD

Dr. Donovan Thomas, President of CLI, is a former National Director of Jamaica Youth For Christ, and Regional Director for Youth For Christ International in the Caribbean. He holds a Doctorate from Columbia Theological Seminary in Atlanta, Georgia, and has conducted extensive research on the subject **"Confronting Suicidal Propensity among Jamaican Teenagers"** and is the author of the book, **'Confronting Suicide: Helping Teens at Risk'**.



Mrs. Faith Thomas

Mrs. Faith Thomas, Vice President and Head of Counselling at CLI, previously served as Senior Counsellor at the Stony Hill HEART Academy for nineteen (19) years. She has also served as an adjunct lecturer in the Social and Behavioural Sciences Department at the Jamaica Theological Seminary (JTS), for over fifteen (15) years.



Habib Chamoun-Nicholas PhD

Dr. Habib Chamoun-Nicholas, 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 designed a program to train a group of Beijing International Airport Manager for cross- cultural negotiations at the University of Houston on preparation for the Beijing Olympic Games.



Wayne Chen, LLB

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



Fabian Thomas

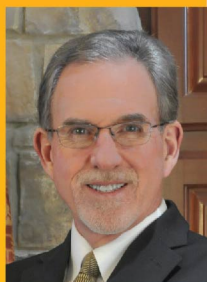
Fabian Thomas has made his mark in the Humanities with over twenty years' experience as a trainer/facilitator, lecturer, writer, an actor, a spoken word performer and director. He has applied his academics as well as his work in the arts, to provide vehicles for delivering a wide range of workshops to 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



Steven Burch

Steven Burch is the Senior Partner at Quaestus, a UK consulting firm specialising 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.

He is a lively and engaging trainer, great coach, skillful facilitator and effective communicator, with people at any level in the organization. Steven brings to the table, extensive qualifications in Management Learning, 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 people in his career to date. He is also an author with Kogan Page business publishers in the UK.



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 and marketing, quality, communications, video production, and learning and development teams. As a consultant, Sherman lead the ArcBest Corporation in various capacities including their newest "Space Based Pricing" initiative. Sherman is currently the Division Human Resources Manager for Pace Industries, one of North America's leading Aluminium and Zinc die cast producers.



Diane Edwards

Ms. Diane Edwards is the President of Jamaica Promotions Corporation (**JAMPRO**) – the national investment and export promotion agency. Possessing a wealth of knowledge and experience in international marketing and business development, Diane is committed to building Jamaica's business brand through increased customer focus and effective marketing communications programmes and has promoted a culture of innovation to facilitate and support the development of new industries in Jamaica. She has also been a strong advocate for transformation of the nation's business environment.



Robert Lemon, PhD

Dr. Robert Lemon is an award winning national speaker, author and successful entrepreneur. Named a Man of Prominence, Power and Prestige by a Miami newspaper, Robert is a speaker who teaches others to take responsibility for their lives. As a leading corporate and college speaker, he combines the ageless tool of story - telling with a profound understanding of today's culture and highest ideals. Utilizing a keen sense of humor and heartwarming charm, he effortlessly elevates and energizes his audiences to pursue their dreams. Robert has over 35 years' corporate experience from the U S Postal Service and U S Airforce. He has been mentored by, and has shared the platform with, Les Brown, Dr. Willie Jolley and Simon T. Bailey. Robert is a member of the National Speakers' Association and earned his Doctorate Degree in Religious Education from JBTS Seminary.



Carla-Anne Harris-Roper, LLB

Mrs. Carla-Anne Harris-Roper, LLB is a practicing Attorney with over 20 years' experience. She has had extensive experience in the field of industrial relations, employment and labour law and is the Co-author of the ground-breaking book, "Commonwealth Caribbean Employment and Labour Law" (July 2014) which is the only publication of its kind in the Caribbean region.



Robert Oppenheimer

Dr. Robert Oppenheimer is Professor Emeritus of the Department of Management, in the John Molson School of Business of Concordia University, Montreal, Canada. He has published extensively. Prior to teaching at Concordia he was the Manager of Organizational Development with Nortel Networks (Northern Electric) and before that a Human Resource Administrator with Texas Instruments.

Robert has been an independent management consultant since 1973. He consults and conducts workshops with small and medium-sized privately held corporations as well as with large organizations in both the private and public sectors. The focus of his work is on the effective utilization of organization's human resources and the development of individual, interpersonal, team and organizational competencies.



Jacqueline Lynch-Stewart

Mrs. Jacqueline Lynch-Stewart, LL.B is the Chief Technical Director for the Planning, Monitoring and Evaluation Division of the Office of the Prime Minister. In that capacity, Mrs Lynch-Stewart has oversight for the National Identification System Project.

Mrs Lynch-Stewart is an Attorney-at-Law with a Masters in Business Administration, and has had extensive experience working in the private and public sector. Mrs Lynch-Stewart was Legal Counsel for the Kingston Free Zone Company Limited, Legal Counsel and Company Secretary for the Seprod Group of Companies, practised at the Private Bar for a number of years, owned and operated a successful business and was Senior Director, Operations at the National Housing Trust. In addition, Mrs Lynch-Stewart lectured part time at the University of the West Indies. Prior to joining the Office of The Prime Minister, Mrs. Lynch-Stewart was the General Manager of the Bob Marley Foundation and Museum.



Joe Cardiello

Former President of his own fashion business in New York City for 19 years. Joe Cardiello has been a certified Dale Carnegie Trainer for 17 years and a Master Trainer for 4 years. He is certified to deliver all of Dale Carnegie curriculum and is responsible for training trainers and trainer quality around the world. Joe works with groups as small as 10 participants to as many as 500.



Gillian Corrodus

Ms. Gillian Corrodus has over 20 years of experience in the field of industrial relations. She shares first-hand knowledge of the tripartite perspectives on contemporary industrial relations issues having represented the employer perspective as senior manager in many public sector institutions including as former Deputy Executive Director of the Institute of Jamaica, the trade union perspective as Second Vice President of the Jamaica Civil Service Association, and currently the Governments perspective as Divisional Director of Industrial Relation and Allied Services in the Ministry of Labour and Social Security. Her keen interest in industrial relations has led her to serve over ten (10) years in academia, lecturing and developing curricula in the field of labour relations.



Patrick Sterling, PhD

Dr. Patrick Sterling 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 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.

Within academia he has lectured courses in Management, Human Resources Management and Compensation at both the Bachelor's and Master's degree levels. He also been engaged as a presenter and facilitator at local conferences and workshops.



Barrington Robinson

Barry Robinson is Head of Corporate Wellness Services/ Human Resource Solutions Ltd. and is a Professional Trainer and Facilitator with a wealth of experience in leading learning events in the Private and Public sectors. He has over 30 years HR experience as a practitioner and a consultant, and is the former Head of HR and Industrial Relations / Regional HR Focal Point with the Shell Company W.I Ltd. He is also a Certified Health and Wellness Coach



Marcus Mottley, PhD

Dr. Marcus M. Mottley is a business consultant, clinical psychologist, executive coach and business owner with more than 45 years of experience in the fields of education, mental & emotional health, executive coaching, emotional intelligence & competence, and human resource & organizational development. He develops and presents keynotes and seminars, and provides coaching, consulting and leadership development services to executives, corporations, associations, government agencies and community organizations.

Dr. Mottley's current focus is on helping professionals and executives at all levels of the organization become more emotionally competent and be more successful at achieving personal, professional and organizational goals. He is the host of The Emotional Shuff Podcast.



Karlene Salmon LLB

Ms. Karlene Salmon, LLB, is a Chevening Scholar and an Attorney-at-Law with a background in media and broadcasting. A former Programmes Manager for Television Jamaica, and a former Operations manager of Love FM Radio and Television, Karlene has also lectured part time in media studies. Her Academic successes include teaching at the under-graduate and postgraduate levels and the development the media modules for the Master's in Business Administration, Media Management Specialization. Since joining the Broadcasting Commission in 2009 as the Assistant Executive Director, Karlene has funnelled her passion for teaching and interest in technology into the Commission's digital literacy programme.



Michel Neray

Michel Neray combines a science degree from the University of Waterloo, an MBA from McGill University, and a career as 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.

A naturally dynamic, fun and engaging speaker, Michel has held a variety of leadership positions in the Canadian Association of Professional Speakers, and has spoken professionally in more than seven countries. He is passionate about helping his audiences and coaching clients discover and communicate what he calls their 'Essential Message'.



Elva Clarke

Ms. Elva Clarke is the Co-Founder and COO of WorkSafe Global. She has spent the last 16 years in professional training development and delivery, first with the UWI OESH programme and later with the Caribbean HIV/AIDS Regional Training network.. While at the UWI, Elva worked on several projects including the National Hazardous Materials Inventory Project and the Reduction of Chemical Stockpiles at the Island's Ports of Entry. During these activities she developed skills and expertise in the categorisation, segregation, storage and handling of hazardous cargo. As a safety and health practitioner she specializes in industrial hygiene measurements and monitoring as well as asbestos abatement management.



Cecile McCormack

Ms. Cecile McCormack holds the position of Manager, Revenue Assurance, at the Jamaica Public Service Company. Her appointment followed her role of Implementation and Logistics Manager (Prepaid) where she led the successful implementation of prepaid electricity in Jamaica. She is completing her Doctor of Business Administration in Human Resource Management at the Walden University. In her recent roles at JPS she achieved remarkable success in prepaid installations in 2017, doubling the 2016 installations, and in 2018 led her team to a record 85% reduction equivalent to \$15.2M, over 2017, in monetary penalties resulting from human errors and inaccuracies, which she credits to the fundamental principles of punctuality and accountability.



Dr. David S. Cohen Ed D

Recognized as a global thought leader on the people side of the business. Dr. David Cohen has presented on five continents working with corporate leaders and employees to improve people practices enabling productivity and business success. He has authored two books and numerous articles in professional journals. Keynote speaker, workshop facilitator, team builder, and, executive coach. He is considered a thought-provoking speaker who challenges the status quo on conventional thinking regarding corporate culture.

He has worked with organizations across all business sectors, large and small, public and private, in helping identify the DNA of firm to ensure people engagement, retention and productivity



Audrey Deer-Williams

Mrs. Audrey Deer-Williams is the Chief Technical Director with responsibility for the Social Security Division of the Ministry of Labour and Social Security. In her current position as Chief Technical Director, her role is to oversee, coordinate and direct all the operations of the Social Security Division of the Ministry for the development and implementation of relevant policies, legislations, projects and programmes for an effective social protection system to meet our goals of Vision 2030.



Tana M. Session

Ms. Tana M. Session has built a successful career in Human Resources spanning over 20 years, where she has held almost every position from administrative assistant to the top Human Resources leader for multiple companies including for profit and non-profit organizations. Her experience has enabled her to embed her passion for the field of Human Resources and Coaching in everything she develops and implements., Tana established her award-winning, WMBE-certified coaching and consulting practice, **tanamsession.com**, offering her expertise through speaking engagements, group and 1:1 coaching and Human Resources consulting. She was recently recognized as a Huffington Post "Top Female Expert to Follow in 2018."



Acres Stowe

Acres Stowe has amassed a twenty five year proven track record in senior leadership positions, in the commercial industry, coupled with 3 years in the legal industry. Mr. Stowe holds a BA and MBA from Middlesex University.

Mr. Stowe has served at the highest level of the private sector employer network, as the President of the Antigua & Barbuda Employers' Federation and Board Director of the Caribbean Confederation of Employers.



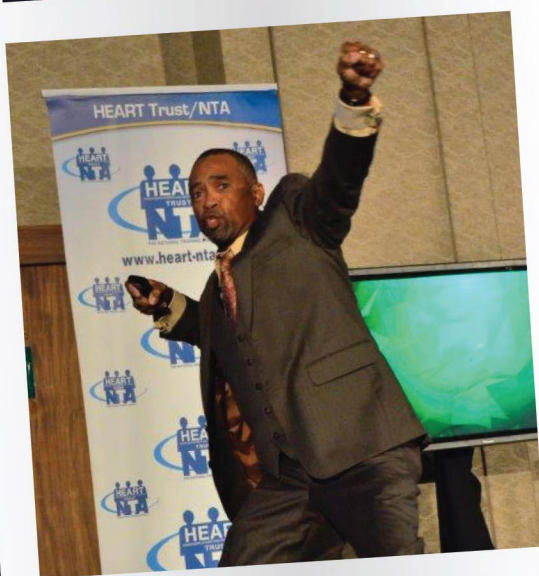
Don Dobson

Don Dobson is a Public Relations and Corporate Communications Specialist who has worked in several leading public sector organizations. These include, Broadcasting Commission, Petroleum Corporation of Jamaica and the Jamaica Information Service.

He is currently the Information & Public Relations Officer of the Broadcasting Commission, where he manages a dynamic public education programme and serves as one of the chief spokespersons on Digital Media Literacy.



FLASHBACK 2018





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