



RESPECTFUL LEADERSHIP

LOCAL GOVERNMENT LEADERSHIP ACADEMY

2016 LEADERSHIP FORUM

FEBRUARY 3-5, 2016

RICHMOND, BC

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PROGRAM

We have come to the conclusion of the first year of the inaugural four-year local government electoral term in BC. Councils and boards across the province have had time to get to know one another and their new members and to familiarize themselves with the ways in which their communities operate. At this point in the learning curve, newer elected officials have been through the full annual cycle and know generally what to expect come the New Year. By now, our newest leaders will have experienced first hand what seasoned elected officials and senior administrators understand to be an irrefutable truth of good governance – respectful relationships are crucial to effective leadership. A government based on respect – for the office, for those it serves, for one another, and for oneself – is the foundation of a healthy community.

LGLA will be exploring the theme of Respectful Leadership at the 2016 annual province-wide Leadership Forum. Join us from February 3-5 as we delve into topics such as community engagement, balancing work and personal life, elected-elected-staff relations, conflict management, local government-First Nations relations, harassment and bullying, open meetings and more. Look forward to an inspirational address from our keynote speaker, Dr. Beverley Busson, first female Commissioner of the RCMP; join Dr. Gordon McIntosh for a look at how your personality can affect your leadership style; enjoy a chance to network and interact with fellow delegates from around the province at our welcoming reception; hear from The Honourable Peter Fassbender, Minister of Community, Sport and Cultural Development and MLA Selina Robinson, Official Opposition Spokesperson for Local Government; and take away a useful summary of the whole forum experience from our returning Forum Rapporteur, Ken Cameron.

This is your chance to take some time out from community service to reflect on the past year, absorb some new knowledge, meet some new people or connect with old friends, and gather some practical skills and tools to take you into a successful 2016. We welcome all local government and First Nations elected officials and senior administrators and we encourage every community to invest in this unique leadership development opportunity.

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Thank you to our generous sponsors...



WEDNESDAY, FEBRUARY 3RD

Forum Registration

(12:30-1:30 pm)

Pick up your registration package in the Ballroom Foyer, 2nd floor of the Radisson Hotel.

Welcome, LGLA President Chair Rhona Martin, Mayor Malcolm Brodie, City of Richmond & Chief Wayne Sparrow, Musqueam Indian Band

(1:30-1:45)

Join Mayor Malcolm Brodie, Chief Wayne Sparrow and LGLA President, Chair Rhona Martin as they officially open the 2016 Forum.

Keynote Address: 3-Dimensional Leadership, Dr. Beverley Busson, OBC

(1:45-3:00 pm)

The truth is that nothing meaningful can ever be achieved in the workplace without mutual respect: respect for yourself, respect for others and respect for the organization and its goals. Despite the need for transparency and oversight, successful leadership at any level cannot be achieved without this essential 3-dimensional foundation. Bev will explore this imperative from her own perspective and experience through her 33 years of policing, beginning as an RCMP constable, through her time as the Commanding Officer of British Columbia to Commissioner of the RCMP.

Beverley Ann Busson, C.O.M., O.B.C., LLB., LL.D.UCFV, LL.D.SFU(Hon) never imagined that her decision to join the RCMP back in 1974 as one of the first female members would lead her to becoming one of Canada's most powerful women; and would allow her to experience a career marked with trail blazing success stories and such incredible challenges along the way. Not only was Bev one of the first women to join the RCMP but she was also the first woman to be appointed to the position of Commanding Officer of a Province, the first woman to be appointed as Commissioner of the RCMP and the first police officer to ever be awarded the Order of British Columbia.

Bev offers her comments and advice on how to navigate the workplace from the bottom up. She has lessons to pass on from the unique perspective of a woman employed in a male dominated working environment and in strategically leading a complex and dynamic organization. Her remarks are sprinkled with stories and anecdotes about her own experiences, some humorous and some serious, but all of them designed to have her audience lean in to her inspiring message.

Introduction of Forum Rapporteur, Ken Cameron

(3:00-3:10 pm)

Forum Rapporteur, Ken Cameron, will attend sessions and networking events and interact with speakers and delegates in order to provide participants with a summary of topics covered and discussions held over the course of the Forum. With the Forum theme and streams in mind, he will provide delegates with some take-away insights and observations to share with their councils and boards back home.

Community Engagement Workshop, Shauna Sylvester, Robin Prest, Sebastian Merz & Jenna Dunsby

(3:30-5:00 pm)

Elected officials want to hear from citizens who are informed about the issues, understand real world trade-offs, and reflect the views of the general public rather than the "same ten people." Citizens in turn wish to know that engagement is more than lip service, and to have certainty that their input will tangibly impact decisions that affect them. Yet real world engagement processes often fall short from these ideals, leading to frustration and distrust.

Useful and authentic engagement experiences are possible, but require up-front effort to define how public input fits within the larger decision-making process. Hosted by the Civic Engage program at Simon Fraser University's Centre for Dialogue, this interactive session will explore four key questions Council must discuss with its CAO to enable high quality public engagement: What is the purpose of public engagement and how does this add value to the decision-making process? What constraints will limit the scope of public input? How will the role of the public relate to the roles of elected officials, staff, and experts? And what is your contract with the public, so that the process builds trust and mutual accountability?

**Official Opposition Spokesperson for Local Government, MLA Selina Robinson
(5:00-5:15 pm)**

MLA Selina Robinson will address delegates in her capacity as Opposition Spokesperson for Local Government and will join us for the Networking Reception beginning immediately afterward.

**Networking Reception – Sponsored by Young Anderson Barristers & Solicitors
(5:15-7:00 pm)**

This is your chance to unwind and reflect with your colleagues on the opening plenary sessions. Join local government and First Nations leaders from around the province, as well as our first-day presenters, for a beverage, a bite to eat, and some great discussion.



THURSDAY, FEBRUARY 4TH

**Breakfast – Ballroom Foyer
(7:00-8:30 am)**

**UBCM Early Morning Clinic – Asset Management: More Than Just a Gas Tax Requirement, Glen Brown
(7:15-8:15 am)**

Communities build and maintain infrastructure to provide services. These services support our quality of life, protect our health and safety, and promote social, economic and environmental well-being. Failure to care for our infrastructure, manage our natural resources and protect the benefits provided by nature risks degrading, or even losing, the services communities enjoy, and that future generations may rely on.

Asset Management for Sustainable Service Delivery: A BC Framework (the Framework) establishes a high-level, systematic approach that supports local governments in moving toward service, asset and financial sustainability through an asset management process.

This session will provide an overview of asset management and the approach within BC, highlight the Framework, identify how asset management has been integrated/required under senior government capital funding programs such as the Gas Tax Fund, and discuss the importance of asset management as a strategic priority for local governments.

**Morning Concurrent Sessions – Choice of Two
(8:30-10:00 am; repeat 10:30-noon)**

1) Respect for Yourself – The Juggling Act: Balancing Work & Personal Life, Joyanne Landers

Are you striving to be everything you think you should be at work and at home? If so, this workshop is for you. It will help you:

- identify solutions to bring you more balance and harmony at work and at home;
- discover ways to integrate successful and fulfilling professional and personal lives; and

- develop effective strategies for coping with the time/energy balance.

Join Joyanne Landers – trainer, speaker and leadership coach extraordinaire – for an invigorating, interactive session that will provide you with practical skills, tips and workable solutions that you can implement immediately.

2) Respect for Others – Reconciliation for Local Governments & First Nations, Chief Dr. Robert Joseph, OBC

In order to transform our society, we must transform the conversation on reconciliation and it must include both Indigenous peoples and all Canadians. Local Governments and First Nations have a unique opportunity to make reconciliation a priority, to open the dialogue and begin to explore a New Way Forward with the neighbouring municipality or nation.

Join Chief Dr. Robert Joseph to learn more about the role of Local Government in reconciliation.

3) Respect for the Office – Elected/Elected/Staff Relations, Allison Habkirk, Linda Adams, Gord Horth, Christina Benty

We have all seen communities get caught in a cycle of conflict at the council table or with staff and how that conflict gets in the way of getting the business of the community done. Respecting the office and building constructive relationships with other elected officials and staff will help make you more successful as an elected official and help you accomplish your goals while in office.

Join Christina, Gord, Linda and Allison (who have over 100 years of collective experience in local government) in an engaging and interactive session that will help you avoid getting caught in the conflict cycle and instead lead your council or board and staff to build positive and productive relations.

Lunch – Ballroom Foyer & President Ballroom B&C – Sponsored by Fortis BC (12:00-1:00 pm)

Thursday Afternoon Concurrent Sessions – Choice of Two (1:00-2:30 pm; repeat 3:00-4:30 pm)

1) Respect for Yourself – Self Leadership: Using Olympic Principles to Guide Your Personal Success, Dr. Jennifer Walinga

Self Leadership is about understanding and managing the complex, multiple facets of your self. The metaphor of sport is a powerful example of how optimal performance depends on identifying and leading from your personal strengths. The sport metaphor is often used to describe management and leadership practices. Teamwork, visioning, strategy, and training parallel sport performance. In this session, an Olympic rower will demonstrate how productive the leadership/sport metaphor can be for self leadership, personal development and performance.

Drawing on her experience as a two time Olympian, and particularly as a member of Canada's double gold medal winning Olympic rowing team (Barcelona 1992), Dr. Jennifer Walinga shows participants how the sport performance metaphor can be applied effectively to the practices of self leadership: goal setting, visioning, and planning. In her 25 years as an educator, researcher and consultant in the area of organizational behaviour and learning, Walinga has seen how successfully the tools she learned in the rowing shell transfer to daily life. Jennifer weaves colourful stories and videos throughout her presentation and includes an interactive component that shows how physiological principles are just as present at work as they are in sport.

2) Respect for Others – Effectively Managing Meetings and Encounters with the Public, Christina Benty, Frank Leonard, Jordan Bateman, Councillor Caleb Moss

Good governance does not happen by default, it happens by design. Effective meetings are intentional, not accidental. Everyone wins when good process is practiced and functional relationships exist between elected officials, staff and the community. Learn from both the mistakes and the successes of political veterans as they explore some common pitfalls that diminish the effectiveness of governing bodies. They will teach you how to get the most out of your meeting time by sharing stories and answering questions in an entertaining and interactive session. Plan to leave with some tips, tools, and workable solutions to successfully manage meetings and interactions with the public.

3) Respect for the Office – Conflict Engagement & Communications Skills & Tools Workshop, Michael Shoop & Gerrie Waugh

This workshop will focus on skills and tools that will enable elected officials to engage conflict in various settings. Facilitated by two conflict management and communications professionals, the session will be highly interactive – including role-playing, scenario-based examples and hands-on learning methods.

Conflict and communications skills and tools covered can be used in situation such as:

- Conflict at the council table and in committee sessions;
- Conflict with senior staff members;
- Conflict with the public in the council chamber; and
- Conflict with the public away from the council chamber (e.g., on the street, on the telephone).

The objective of the session is to build better relationships with fellow councillors, senior staff and the public.

Evening Plenary – CIVILITAS: Respectful Leadership – Your Personality Impact on Others, Dr. Gordon McIntosh (7:00-9:00 pm)

Every personality style can be a contributor or inhibitor to civic relationships and processes. Join Dr. Gordon McIntosh for an interactive and engaging session on respectful leadership. Learn personal strategies and organizational practices to enhance civility in political and administrative relations.



FRIDAY, FEBRUARY 5TH

Breakfast – Ballroom Foyer – Sponsored by Municipal Insurance Association and BC Assessment Authority (7:00-8:30 am)

MIA Early Morning Clinic – Loose Lips Sink Townships: Risk Management Tips for Reducing Liability for your Communications, Tom Barnes & Megan Chorlton (7:15-8:00 am)

Have you ever wondered whether you might be saying too much when speaking to members of the public? Tom Barnes and Megan Chorlton will outline the top three ways in which MIABC members can get themselves into hot water for their communications, illustrate the consequences by sharing stories of real claims, and provide some risk management tips to reduce your liability exposure.

BC Assessment Early Morning Clinic – We Value BC, Richard Taylor (8:00-8:30 am)

At BC Assessment, we not only value property, we also value innovation, our people, and our local government and First Nations customers. This focus ensures we are creating uniform, up to date and accurate property assessments

and providing assessment information that continues to support the economic and social prosperity of communities like yours across the province. Join us for an interactive session to learn more about how our work serves to benefit your communities. Together, we all succeed when our communities are well-served through enhanced leadership.

**Concurrent Sessions – Choose One
(8:35-9:35 am)**

1) Harassment/Bullying/Bill 14, Kacey Krenn & Scott McCann, Harris & Co.

Employers have a duty to protect their employees from workplace bullying and harassment, and this policy impacts the public sector as well as the private. In this session, Kacey and Scott will educate elected officials and senior government staff on the implications of Bill 14, while exploring some of the Do's and Do Not's of appropriate behaviour within a government landscape.

2) Open Meetings, Linda Blackman & Charisse Giarraputo, BC Office of the Ombudsperson

Most local government meetings are to be open to the public. *Open Meetings: Best Practices Guide for Local Governments* helps local councils and boards ensure meeting standards and practices demonstrate openness, transparency and accountability to the public. The report includes a checklist to assist local governments in the limited circumstances where a meeting may be closed.

3) Is there a role for an Integrity Commissioner? Reece Harding, Young Anderson

This discussion examines the current legislative vacuum in British Columbia in dealing with an elected official's misconduct. The discussion then reviews Integrity Office models in other Canadian provinces and takes a look at what type of model could be tailored to suit the needs of BC local governments.

**Concurrent Sessions – Choose One
(9:50-11:00 am)**

1) Reconciliation in Action: TRC 94 Calls to Action, Marissa Lawrence, Reconciliation Canada

What is the role of Local Government in reconciliation for Indigenous peoples and all Canadians? In June 2015, the Truth and Reconciliation Commission of Canada released 94 Calls to Action. Municipalities and Local Governments are called upon in a number of the Calls to Action, namely to adopt and implement the United Nations Declaration on the Rights of Indigenous Peoples, and to provide education to public servants on the history of Aboriginal peoples in Canada.

Reconciliation Canada will highlight three municipalities and municipal service providers who have made great progress through small and achievable reconciliation action.

2) Freedom of Information & Protection of Privacy: What Every Elected Official Needs to Know, Dr. Jay Fedorak, Office of the Information & Privacy Commissioner for BC

A practical guide for all elected officials on the privacy, access to information and records management requirements of the *BC Freedom of Information and Protection of Privacy Act*. It covers all of the essential steps, illustrated by examples, which elected officials should take to ensure that they and their municipalities remain in compliance. There is growing public awareness of privacy and access to information issues. Reduce the risk that you or your municipality will have to manage avoidable issues.

**Greetings from the Minister, The Honourable Peter Fassbender
(11:05-11:30)**

The Honourable Peter Fassbender, Minister of Community, Sport and Cultural Development brings greetings from the provincial government.

**Forum Rapporteur's Report, Ken Cameron
(11:30-12:00)**

Ken Cameron wraps up this year's Forum with his summary of the sessions and events and his unique take on the topics, and ideas up for discussion: the perfect finale to your LGLA experience.

**Forum Closing, Chair Rhona Martin
(12:00-12:15)**

LGLA President, Chair Rhona Martin officially closes the 2016 Forum.

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