



Human Resources Certificate for CGAs

Designed for **accounting and finance professionals** who wish to increase their human resources knowledge or are seeking new directions in their careers.

Provided in partnership with the Human Resources Professionals Association (HRPA), Canada's HR thought leader and the largest HR association in Canada, this two-day program gives participants a theoretical insight into the field of human resources and the practical knowledge you need to offer added value to your organization.

Of particular value to CGAs employed by small- to medium-sized enterprises and tasked with cross-discipline roles, the Human Resources Certificate for CGAs gives you the tools to turn problems into solutions and challenges into opportunities. Leverage your leadership potential and demonstrate your cross-discipline expertise through the Human Resources Certificate for CGAs.

Enrolment in the program includes a HRPAs membership in the category of "Allied Professional," which confers all benefits of regular HRPAs membership except voting rights and free access to HRPAs Resource Centre. Certification is issued by the HRPAs in partnership with CGA Ontario.

THE HUMAN RESOURCES CERTIFICATE FOR CGAs IS DESIGNED AROUND THE FOLLOWING THEMES:

- ▣ HR Law: What You Should Know
- ▣ AODA Legal Requirements
- ▣ Total Rewards
- ▣ Coaching
- ▣ Leading in Turbulent Times
- ▣ The High-Performance Balance

DETAILS

August 16-17, 2011
8:30 a.m. - 5 p.m.

HRPA Education Centre
150 Bloor West, Suite 200
Toronto, Ontario M5S 2X9

\$1,295 plus tax (Members)
\$1,495 plus tax (Non-Members)



We see more than numbers.

2011 Professional Development Certificate Program



Certified General Accountants of Ontario

240 Eglinton Avenue East,
Toronto ON M4P 1K8
Tel: 416-322-6520 Fax: 416-322-6481
Toll free: 1-800-668-1454

THEMES:

HR LAW: WHAT YOU SHOULD KNOW

- Legal issues regarding recruitment and termination
- Case law and risk assessment and its impact on your organization
- Recent changes to legislation
- AODA legal requirements and update

TOTAL REWARDS

- Building a total rewards strategy aligned to business goals
- Attracting and keeping top talent
- Developing a total rewards strategy that doesn't break the bank

COACHING

- Learn how to inspire and mentor
- How to uphold accountability among your staff
- Bring out the best in people

LEADING IN TURBULENT TIMES

- Draws from the book, *Growing @ the Speed of Change: Your Inspir-actional How-To Guide For Leading Yourself and Others through Constant Change*

THE HIGH-PERFORMANCE BALANCE

- Understand the differences between management and leadership and how to integrate them for greater success
- Learn how to propel teams and organizations to peak performance
- Learn about your emotional intelligence and how to lead from the inside out
- Learn to balance the technical issues with the management and leadership components

For details on this program, please contact the program administrator at 416-544-4767.



About the Human Resources Professionals Association

The Human Resources Professionals Association (HRPA) is Canada's HR thought leader and the largest HR association in the country, with more than 19,000 members in 28 chapters.

In Ontario, the HRPA regulates the HR profession and issues the Certified Human Resources Professional (CHRP) designation as well as the Senior Human Resources Professional (SHRP).

CERTIFICATE MATERIALS

The Human Resources Advisor®

Practical advice on payroll & employment law compliance

All participants in the Certificate program have full access for 12 months to the online subscription service, The Human Resources Advisor. This authoritative reference provides small- to medium-size businesses with clear answers to their human resource related questions.

- Clearly defined regulatory and legislative requirements
- Explanations of the judicial interpretations of legal obligations, from HR and legal perspectives
- Practical tools including downloadable and customizable HR and government forms
- The most current information provided in bi-monthly update releases
- **Inside HRA** newsletter, included in every update
- Published by First Reference: Retail Value: \$515

TO REGISTER

Please visit our website: cga-ontario.org
or call the contact centre at 416-322-6520 or 1-800-668-1454