

JAMAICA EMPLOYERS' FEDERATION



ANNUAL BUSINESS & WORKPLACE CONVENTION & EXPO 2007



FEATURED SPEAKERS



Brent Wilton
Deputy Secretary-General –
International Organization
of Employers (IOE)



Johnny C. Taylor Jr.
Past Chair – SHRM - Board
of Directors



Phil O'Reilley
Chief Executive – Business
New Zealand



Hon. Mia Mottley
Deputy Prime
Minister – Barbados



Hon. Bruce Golding
Leader of the Opposition
Jamaica Labour Party (JLP)



Robert Gregory
President – JAMPRO



Hon. Derrick Kellier
Minister – Labour & Social
Security

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25th Anniversary



SUNSET JAMAICA GRANDE RESORT - OCHO RIOS, JAMAICA **MAY 3-6, 2007**



Richard Byles

Mark Shields

David Hall

Steven Burch

Kevin Peternel

Ronald Escoffery

Clive A. Grossett

Francis Wade

Chris Crosby

Milton Perkins

Jeffrey Russell

Lloyd Brown

RICHARD BYLES

Richard Byles is the President and CEO of Life of Jamaica Limited (LOJ), the largest Life Insurance Company in Jamaica. Mr. Byles is also Chairman of Pan Caribbean Financial Services Limited, Red Stripe (Desnoes & Geddes) and the National Water Commission. Prior to taking up the leadership of LOJ, Mr. Byles was the President and CEO of Pan Jamaican Investment Trust Limited (Pan Jam). He remains a Director of Pan Jam.

MARK SHIELDS

Mark Shields is the Deputy Commissioner of Police in charge of crime. He has had more than 30 years experience in the police force. He is in Jamaica on, secondment, with the Jamaica Constabulary Force (JCF) from Scotland Yard, where he has had a very wide and impressive career in international and domestic counter terrorism, covert operations and prison intelligence, criminal intelligence, investigation and organized crime.

DAVID HALL

David Hall is the Chief Executive Officer of Digicel in Jamaica. He joined Digicel in 2002 as Finance Director and was promoted in 2003 to Chief Operating Officer with responsibility for overseeing the continued growth of business in Jamaica. He has had a decade's worth of experience in the fields of Telecommunications and Accounting and has held many key positions within Digicel and other international companies.

STEVEN BURCH

Steven Burch is MD at Quaestus, a consulting firm specialising in helping organisations to develop the leadership they need to be successful. With a strong track record in working with boards and other senior teams, Steven provides excellent facilitation skills and a good understanding of the complexity and ambiguity of leadership and team working at all levels.

KEVIN P. PETERNEL

Kevin Peternel is the President of The HR Effect, LLC and has more than 20 years of Human Resources experience. He has a strong background in manufacturing and has been responsible for HR results throughout his career.

RONALD ESCOFFERY

Ronald Escoffery is the CEO of the Financial Education Institute Ltd. He is a public speaker, entrepreneur and Financial expert with over thirty (30) years experience.

CLIVE A. GROSSETT

Clive Grossett is the Business & Entrepreneurial Development Manager, with HEART-NTA and has had a wealth of experience in the fields of Development Economics; Research; and as Consultant developing marketing programmes for commercial enterprises; policy development in entrepreneurship; and development of business entities in training institutions.

FRANCIS WADE

Francis Wade began the firm of Framework Consulting Inc., after leaving AT&T Bell Labs' internal advisory unit in 1993. As a consultant, he has worked in Europe, North America, Latin America and a variety of Caribbean countries, written several articles and consulted in a variety of industries, developing a successful practice in the process that is now focused on serving Caribbean clients. He currently holds an appointment to the teaching faculty of the University of Phoenix, in their Graduate School of Business.

CHRIS CROSBY

Chris Crosby has been an organizational development professional for 12 years, He has had extensive international experience and a wide range of research and design project planning experience Chris was Alcoa CSI's change specialist on the largest software (Oracle) project in the history of Alcoa. He also has been involved in team sports for his entire life both as a coach and a player and understands the importance of teamwork and preparation.

JEFFREY RUSSELL

Jeffrey Russell is Co-director of Russell Consulting, Inc. With a focus on leadership, strategic thinking, and leading change, Jeff has worked with organizations as diverse as Fortune 500 firms, public sector organizations, and small family businesses. He also teaches at the Campuses of Milwaukee and Green Bay and has designed and delivered leadership development programs.

LLOYD BROWN

Lloyd Brown has been an IDT Employer Representative and Member of the Industrial Disputes Tribunal (IDT) since November 2001. He has held Senior Managerial positions in Human Resources, Personnel and Industrial Relations and Administration with West Indies Glass Company & Plastic Containers Ltd., Jamaica Public Service and Guinness Jamaica Ltd respectively.

DENNIS CHUNG

Dennis Chung is a Chartered accountant by profession and a Member of the Institute of Chartered Accountants of Jamaica. He runs his own company and was previously the Financial Controller at JMMB and Restaurants of Jamaica.

He also Guest lectures on economic issues at the University of New Orleans MBA classes.

HENRIK MOLLER

Henrik Moller is Senior Professional Officer with the Bureau for Employers' Activities (ACT/EMP). He is also the Desk officer for the Caribbean region and English-speaking Africa. His publications include "Employers' Organizations taking the lead on Gender Equality; and "Employers' Organizations and HIV/AIDS information, tools and good Practice" in cooperation with ILOAIDS.

ROBERT (BOB) J. OPPENHEIMER

Robert Oppenheimer is a Professor of Management and the Director of the Centre for Mature Students at Concordia University in Montreal, Canada. Bob teaches Organizational Behavior and a course he created, Developing Managerial Skills, in the MBA programs. Bob has extensive experience consulting and conducting workshops for 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 has been the effective utilization of organizations' human resources.

ALBERT CHEN

Dr. Albert Chen is a Medical Doctor & a Consultant Clinical Gerontologist (Specialist in study of aging); he is the President of the Alliance on Ageing (Jamaica) and the Chairman of the Alzheimer's Disease Outreach Programme.

Dr. Chen will ensure that at the end of the session, participants will increase their competence to develop and follow a wellness programme that focuses on Nutrition, Stress Management, Personal Fitness, Smoking Cessation, Workplace Safety, and Workplace Health Delivery.

MILTON PERKINS

Milton Perkins is the Managing Director of Kaufman, VonStuben & Associates, where he specializes in strategic workforce program development and global diversity training. He has also acted in the capacity of Director – Member services for SHRM.

HOLLIS NICHOLAS

Hollis Nicholas is the Senior Assistant Registrar – Human Resources at the St. Augustine Campus of the University of the West Indies. He is also a part-time lecturer in Human Resource Management.

RAPHAEL BUTLER

Raphael Craig Butler is the Learning and HRD Executive with the Jamaica Employers' Federation (JEF).

He has had over twenty years experience and training in providing digital solutions to clients both locally and in the United States, East and West Coasts.

ROBERT L. GREGORY

Robert Gregory is the new President of JAMPRO. He was Executive Director at the HEART Trust/NTA for 15 years and brings to JAMPRO a wealth of experience in the areas of Management, Human Resource and Manpower Development as well as a thorough knowledge of the export manufacturing sector. He is the current Vice Chairman of the National Council on Education.



ALDAIN REID

Aldain Reid is the President of the Young Entrepreneurs Association (YEA) the organization that seeks to develop a cadre of young Jamaican Entrepreneurs. An entrepreneur himself, he is CEO of the Jamaican subsidiary of the second largest provider of distance learning education worldwide, Resource Development International (RDI).

LUESETTE HOWELL

Luesette Howell is the Senior Specialist for Employers' Activities with the ILO Sub regional Office for the Caribbean in Trinidad and Tobago. She is highly experienced in the design and delivery of capacity-building programmes for employers' organizations in Africa and in the Caribbean.

BEN HENRY

Ben Henry is Managing Director of Customer Service Academy of Jamaica (CSAJ). He is also Chief Learning Consultant of Sandals and Beaches Resorts and President of Sandals Corporate University.

YVONNE GRAHAM

Yvonne Graham - Brooklyn's Deputy Borough President, has been a pioneer in the area of public health for over twenty years. As Brooklyn's deputy borough president, Ms. Graham oversees health care policy and all human services for the Borough president.

JOHNNY C. TAYLOR

Johnny C. Taylor, Jr. is the Senior Vice President of Human Resources for Inter Active Corp and has overall responsibility for the Human Resources strategy and execution for the 33,000 employee interactive company. He recently served as SHRM's past chairman of the board for 2005-2006. He also serves on the following professional and community organizations boards: Drake University Board of Trustees; University of Miami President's Council; and the National YMCA Employee Benefits Plan.

PHIL O'REILLY

Phil O'Reilly is the Chief Executive of Business New Zealand – the voice of Business – committed to New Zealand's success by promoting sustainable growth through free enterprise. Business NZ is New Zealand's largest advocacy group for enterprise, and champions policies leading to International competitiveness; Balanced employment; Economic and environmental legislation; Innovation and skill development.

Phil is also inaugural chair of Massey University's new College of Business Advisory Board.

DAVID GEDDES

David Geddes is the Director of Consumer and Public Affairs with the Office of Utilities Regulation (OUR). In this capacity, he has responsibility for the company's web site, press releases, public education and Consumer Affairs including the complaints process, capturing the consumer's perspective on various issues, as well as the operations of the OUR Information Centre.

BRENT WILTON

Brent Wilton, a Lawyer by training, is the Deputy Secretary-General of the International Organization of Employers (IOE), the umbrella body under which JEF falls. Brent was appointed IOE Deputy Secretary-General in January 2003 and spearheads the IOE's presence on employer's rights in the International arena.

BRUCE GOLDING

Hon. Bruce Golding – MP, is the Leader of the Opposition Jamaica Labour Party. His lifelong involvement in politics spans over fifty-eight years. His interest in politics was honed from a very early age and his exposure to the political arena began in 1967. His political career began in 1968 when he was elected Vice Chairman of the JLP Constituency Executive for West St. Catherine. He made history when he became the youngest person ever elected to Parliament, a record that still stands.

MIA MOTTLEY

Hon. Mia Mottley is the Deputy Prime Minister of Barbados and Minister of Economic Affairs and Development.

Prior to this, she was the Attorney General and Minister of Home Affairs; Minister of Education, Culture and Youth. She also served as Ambassador to the U.S. and the OAS.

DERRICK KELLIER

Hon. Derrick Kellier - MP, is the Minister of Labour & Social Security. A farmer and businessman, he has been described as a positive thinking Member of Parliament.

He has been a Member of Parliament since 1989 and has served as Minister of State in the Office of the Prime Minister. He has also served as member of the Jamaica Agricultural Society; member of the National Union of Young Farmers and member of the Youth Action Movement.

MILTON BRADY

Milton Brady is the Managing Director of FirstCaribbean International Bank, Jamaica. He is also a member of the Executive Management Committee of FirstCaribbean International Bank Ltd. (a subsidiary of the Canadian Imperial Bank of Commerce). Milton has accountability for the three operating companies of FirstCaribbean in Jamaica.

Other Speakers

Dr. Patricia Holness
CEO – Registrar's General Department

John Pilgrim – Executive Director
Barbados National Productivity Council

Blossom O'Meally Nelson – CEO - Aeromar Limited

Rosemarie Voordouw – Director - Employee Communications & Consultations Unit - BNS

Errol Miller
Senior Director – Industrial Relations & Allied Services, Ministry of Labour & Social Security

Patrick Smith
Managing Director, Krystal Clear Productions

Bobby Smith
Security Operations, Manager – UTECH

Captain Astley Jones
Operations Manager – Ranger Security

Angela Robertson – Attorney-At-Law
Livingston, Alexander & Levy

Rezworth Burchenson – Managing Director
Prime Asset Management Ltd.

Gregory Reid – Attorney-At-Law
Zaidie, Reid & Company

Dr. Oswald Harding – Attorney-At-Law,
Harding, O. G. & Company

Dr. Anna Perkins – Dean of Studies/Lecturer
St. Michaels Theological Seminary

Trevor Graham – IDT Employer Representative

Marigold Harding
Office Administrator/Etiquette Specialist

Jackie Tyson – Events Coordinator

Wayne Lawrence –
Director - Marketing - Red Stripe





Thursday May 3

SUPER-SIZED THURSDAY

9:30 AM – 12:30 PM

- Why everyone hates your Power Point presentations
- Fighting back: How to keep your employees and your workplace assets safe and secure.
- Your Workplace legal issues “LIVE and DIRECT”
- Noble Intentions, poor results: Strategies to get the people and change management aspects of project implementation right.

12:30 PM – 2:00 PM

LUNCH at Leisure

12:30 PM – 1:30 PM

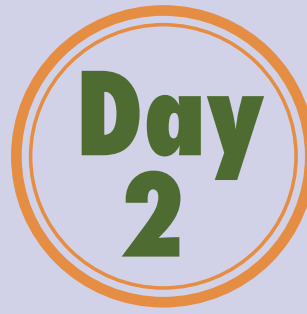
Orientation

2:00 PM – 5:00 PM

- Customer Service which ROCKS: Strategies for Managers who want to make it happen
- Changing your company culture and improving business results : Strategies which work
- Looking ahead: How to create a winning Human Resource Strategic Plan
- Manners really matter, social and business etiquette for the savvy Corporate Executive

5:30 PM – 7:00 PM

- Expo Opening & Viewing



Friday May 4

5:30 AM – 6:30 AM

Sunrise Fun Run / Walk

8:30 AM – 10:15 AM

Opening Spectacular and Keynote Presentation

10:15 AM – 10:45 AM

Coffee Break and EXPO Viewing

11:00 AM - 12:15 PM

Concurrent Sessions

- We are not yet one: Differences in labour laws and the Industrial Relations challenges of doing business in the Caribbean Single Market
- Winning the Mind, Heart and Spirit of your employees; how to get people to feel great about what they do.
- WHY THEY CALL US: Common complaints which come to the Ministry of Labour and proactive steps employers can take.
- Digital Technology and the paperless office; How to truly cut cost in today's modern office.





Day 2

Friday May 4

12:15 PM – 02:00 PM

LUNCH @ Leisure

12:30 p.m – 1:30 PM

Executive Women's Forum Luncheon

1:00 PM – 1:45 PM

SIDEBAR 1

Balancing the Scale: Juggling between job, family and social life

2:00 PM – 3:15 PM

Concurrent Sessions

- Your job as a business: How to get your employees to develop a CEO Mentality
- Is the Workplace making your employees sick?: How to take Workplace Wellness up a notch
- Misbehaviour, your organization's reputation and the bottom line: why Ethics matter in business
- When its time to go, will they be ready: How to help your employees build wealth and prepare for retirement.
- Appearing before the Industrial Disputes Tribunal, Preventative and success strategies for Industrial Relations practitioners.

3:45 PM – 5:00 PM

General Session

- Achieving world class productivity in the CSME; challenges and strategies for Caribbean Public and Private sector organizations

5:30 PM – 6:30 PM
Vendor Presentations

9:00 PM – 1:00 AM
Friday Night Party

Day 3

**Saturday May 5
CEO SATURDAY**

5:30 AM - 6:30 AM
Rise and Shine with Karell

8:00 AM – 9:15 AM
Concurrent Sessions

- Rules of engagement: How to get your employees Firing on all cylinders: A CEO Perspective
- Leadership lessons from Lord Nelson the Great Commander
- Coming in from the cold: How your external corporate communications practices can drive the achievement of the corporate
- Driver or passenger; How to increase the influence of HR within the organization
- Creating Innovation in the Public Sector





Saturday May 5 – CEO SATURDAY

9:45 AM – 11:00 AM Concurrent sessions

- Developing business leaders for SUCCESS and SUCCESSION: A CEO perspective
- Hiring and keeping your best talent : innovative strategies to getting the best people in the right place
- New paradigms for retirement benefit planning
- Sound decision making; using financial data to drive efficiency and growth

9:30 AM – 12:30 PM International Business Mini Conference

Doing business in the Global Marketplace - Challenges and success strategies for small developing economies and enterprises

11:30 AM – 12:45 PM Concurrent sessions

- Building bridges across the region; Networking strategies for the new breed of Caribbean leaders.
- Do performance based incentive schemes really improve organizational productivity; what the research tells us.
- FLEXICURITY - Is Jamaica ready: Reflections and lessons from the working of the Danish Labour Market.
- Getting your customer's attention: Marketing techniques which stop them in their tracks

12:45 PM – 2:00 PM Lunch @ Leisure

12:45 PM – 2:00 PM CEO Luncheon

1:30 PM – 2:00 PM

SIDEBAR 2

*Dressing for impact and influence:
How to look great when it matters most.*

2:15 PM – 3:30 PM Concurrent sessions

- Caribbean workplace culture what helps, what hurts: A CEO Perspective
- Corporate Social Responsibility; nice to have or essential for business success
- The Changing face of Entrepreneurship
- Why can't we all get along; how to develop an effective system to handle workplace conflict

3:45 PM – 5:00 PM Closing General Session

This thing called LEADERSHIP:
Lessons learnt from the Trenches

5:30 PM – 8:00 PM LYME in the Gardens

Day 4

Sunday May 6



8:30 AM – 11:00 AM
Closing Proceedings

- Praise and worship and the “Word”
- 25th Anniversary recognition
- Closing KEYNOTE
- Closing remarks
- Departure



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Nadjé Leshe
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Dwayne Foster
Talented Saxophonist, Keyboard Player and Singer



SIDE BARS

Balancing the Scale:

Juggling between job, family and social life



Dressing for Impact & Influence:

How to look great when it matters most



THE INTERNATIONAL BUSINESS MINI CONFERENCE

Doing business in the Global Marketplace – Challenges and success strategies for small developing economies and enterprises



SPEAKERS:
Phill O'Reilly
 CEO – Business - New Zealand
David Hall
 CEO – Digicel



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