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A RECRUITING & RETENTION WINTER WEBINAR SERIES

FREE FOR CANADIAN CONCRETE, AGGREGATE,
CEMENT & MASONRY ASSOCIATION MEMBER EMPLOYEES

presented by CONCRETE WINS ALBERTA OCT 2022 TO MARCH 2023

featuring



TUES JAN 10 ~ 11 MT
WHY SUPERVISORS' SKILLS MATTER FOR RETENTION

Pamela Bragg, Sarkany Management
Owner / Chief Consultant



TUES JAN 24 ~ 11 MT
HELMETS TO HARDHATS

Paul Bury, Alberta
Helmets to Hardhats



TUES JAN 31 ~ 11 MT
THE RETENTION REVOLUTION

Sydne Jacques, PE. CEO
Next Level Leadership

WITH MORE GREAT TOPICS &
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WHY SUPERVISORS' SKILLS
MATTER FOR RETENTION

Pamela Bragg, Sarkany Management
Owner / HR & Management Consultant

WHAT YOU'LL LEARN

Employee retention is one of the most talked about organizational challenges facing our industry, and it is anticipated to continue in the coming years. Employee retention is about much more than the foundational components of wages, hours and benefits. There are many other components that go into an employee's decision to stay or leave. And the supervisor-employee relationship has a powerful influence over that decision. Employers that systematically manage and strengthen the supervisor-employee relationship will stand a greater chance of managing through the labour shortages while retaining talent. Join us as we discuss the supervisory skills needed to help you retain your talent and become an employer of choice.

ABOUT PAMELA ~ www.sarkanymanagement.com

Pamela Bragg, Owner of Sarkany Management Inc., provides strategic human resource approaches to some of West Canada's largest contracting, construction, & transportation companies, as a versatile executive with 25+ yrs strategic & operational management experience. As an International HR Director for a multinational construction materials company, she supported multiple product lines in Canada and the US. Pamela holds a Master's Certificate in Strategic Human Resources & Organizational Change from Royal Roads, Certificates from Stanford in Diversity and Inclusion for Organizational Excellence, and Corporate Governance from Wharton Executive School of Business.

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**TUES JAN 24 ~ 11 MT
HELMETS TO HARDHATS**

Paul Bury,
Helmets to Hardhats

WHAT YOU'LL LEARN

A general introduction to Helmets to Hardhats (H2H) Canada and the value-added of the organization re. talent to the construction and related industries.

ABOUT PAUL

Major-General Paul Bury (retired) OMM CD, joined the Helmets to Hardhats team in 2019 after he transitioned to civilian life after 33 years of dedicated service in the Canadian Armed Forces. Appointed to predominately Reserve force positions, he commanded at all levels, both domestically and internationally. He retired upon the completion of his four-year appointment as Chief Reserves and Employer Support within Canada's National Defence Headquarters.

As a Reserve Force member, Paul also held a civilian position with the Department of the Solicitor General, Government of Alberta, retiring as a senior manager in 2013. Due to the support and engagement of the Government of Alberta for the Reservists within its employ, Paul was able to effectively balance both demanding careers, receiving significant periods of military leave from his civilian employer and completing five operational deployments.

Paul holds a Master's degree in Criminal Justice Administration from Boston University and is a graduate of the Canadian Forces College, Advanced Military Studies Program.

MORE GREAT TOPICS & EXPERT SPEAKERS TO COME !

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THE RETENTION REVOLUTION

Sydne Jacques, PE, CEO
Next Level Leadership

WHAT YOU'LL LEARN

Employees have more workforce and workplace options than ever before. Since one of your company's biggest expenses is finding, training and retaining employees, employee turnover deeply affects your bottom line. It's time for your company to be at the forefront of the Retention Revolution, where you will learn to reduce turnover, increase profits and create cultures where people want to stay. Two of the most important factors to increase retention rates (and increase profits) are LEADERSHIP and CULTURE. Join Sydne for some actionable takeaways on how to improve both leadership and culture in your organization.

ABOUT SYDNE

Sydne Jacques is a rare breed – a professional engineer and a certified professional speaker with roots as a farm girl from Montana. She is the founder of Next Level Leadership, where we focus on the “people-side” of construction by helping teams create cultures that result in higher levels of trust and more effective communication. Sydne has worked with over 550 different construction teams around the world and is well qualified to help your leaders gain the mindset and the toolset to move to the next level. Sydne has a patient husband, 4 awesome children and was recently voted one of the “10 Coolest Entrepreneurs” by Utah Valley Business Magazine.