



Manitoba Child Care  
Association

# *Illuminating Paths of Leadership*

24th Annual Directors Conference

**OCTOBER 2 & 3, 2025**

LAKEVIEW GIMLI RESORT  
GIMLI, MANITOBA



# Workshops

**THURSDAY, OCTOBER 2**

9:00AM – 3:30PM

## *Bias-Free Beginnings: Fostering Inclusion in Early Childhood Education*

In today's diverse world, child care professionals play a pivotal role in shaping inclusive and equitable learning environments. This workshop is designed to empower Directors with the knowledge and tools to identify, challenge, and eliminate bias in early childhood settings.

Participants will delve into the principles of anti-bias awareness, exploring strategies to create environments that celebrate diversity and promote fairness. Through reflective practices, collaborative discussions, and hands-on activities, Directors will learn to recognize and address biases in themselves, their colleagues, and to coach child care professionals in their interactions with children.

The session emphasizes the importance of inclusive teams that reflect and respect diverse backgrounds, ensuring that all team members and children feel valued and understood. By fostering a culture of empathy, respect, and critical thinking, Directors will be equipped to support the development and growth of confident, compassionate, and socially conscious individuals. This transformative workshop will continue to build a foundation for bias-free beginnings, where every individual has the opportunity to thrive in an inclusive and welcoming environment.

**Melenie Olfert** has worked as an independent consultant sharing her knowledge and expertise through leadership projects and workplace training. With a background in adult education and training, Melenie is now a published writer, as well as an

accomplished speaker on intercultural & diversity in the workplace, human resources and leadership development. Further to her training experience, Melenie is an instructor with the University of Winnipeg, PACE Program, where she teaches in the Leadership Program. She is also the co-facilitator of the Language Interpreter Training Program which supports language diversity in work and community settings. Outside of work, Melenie volunteers in assisting newcomers in preparing for their Canadian citizenship exams.



**FRIDAY, OCTOBER 3**

9:00AM – 3:00PM

## *Building Your Leadership Toolkit*

This year's conference will focus on the vital themes of Soft Skills and Conflict Resolution, providing you with practical tools to enhance communication and leadership in your teams. In exploring soft skills, we will delve into what these essential interpersonal abilities truly mean, highlighting how plain language, intentional style, and tailored approaches can be used effectively with diverse staff and parents. Participants will gain insights into how strong soft skills contribute to knowledge sharing and foster positive outcomes that define great leadership.

Equally important, the session will address Conflict Resolution by emphasizing its critical role in maintaining a healthy workplace culture. As a group, we will explore various conflict management styles and learn the "6 Cs" of conflict management—core principles designed to guide constructive dialogue and resolution. To ensure an engaging and collaborative experience and I dare I say "Fun", our conversations will incorporate a variety of interactive activities, including tabletop exercises and movement-based discussions, allowing each of you to learn new skills to add to your leadership toolkit and to practice new strategies in real time.

**Ron Sarran** is proud to share that he was born and raised in Winnipeg and embraces what it takes to brave a Prairie Winter and enjoy our beautiful (yet too short!) summers. He is a graduate of the University of Manitoba with a Bachelor's Degree in Business (Commerce) and Adult Learning & Development (Education). This is an addition to completion of his designation from the Canadian Institute of Management with a Professional Manager's Designation and as a Certified Facilitator from Design Dimensions International (DDI). His current role is the Director, Strategy and Consultant Care with Paradigm Consulting Group where he leads a team of professionals who deliver on their unmatched offer across the organization. The 20+ years of work experience has allowed him to learn about banking, retail, telecom, public sectors management and now consulting.

His responsibilities have spanned multi-million-dollar Capital and Operating Expense Programs at Bell MTS, Organizational Initiatives such as the updated Strategic Plan for Economic Development Winnipeg to the development of Leadership Programs across multiple companies. These valuable experiences have led to successful outcomes that can be seen at each of these organizations.





# Registration Information

**WHERE IS THE CONFERENCE BEING HELD?** Lakeview Gimli Resort

**HOW DO I REGISTER AND PAY?** Online Only – Credit Card or Visa Debit Accepted

## **WHO CAN REGISTER?**

- Members will receive first priority for registration. If spots remain available, non-members may begin registering on June 24, 2025.
- Each organization may register up to two people per organization: the Director and the Assistant Director (or someone in a similar leadership role). After June 24, 2025, if space permits, organizations will be allowed to register additional staff.
- You must be a personal member of MCCA to receive the member rate. **Registrations with centre membership numbers will be automatically deleted and refunded.**

## **WHAT WILL THE CONFERENCE COST TO ATTEND?**

SINGLE 1 BEDROOM VACATION/DELUXE SUITE	\$850.00 PP	<b>MEMBER</b>
	\$1700.00 PP	<b>NON-MEMBER</b>
STANDARD KING SINGLE ROOM	\$750.00 PP	<b>MEMBER</b>
	\$1500.00 PP	<b>NON-MEMBER</b>
STANDARD KING ACCESSIBLE ROOM	\$750.00 PP	<b>MEMBER</b>
	\$1500.00 PP	<b>NON-MEMBER</b>
STANDARD DOUBLE QUEEN	\$650.00 PP	<b>MEMBER</b>
	\$1300.00 PP	<b>NON-MEMBER</b>
TWO BEDROOM VACATION SUITES	\$650.00 PP	<b>MEMBER</b>
	\$1300.00 PP	<b>NON-MEMBER</b>
NO ACCOMMODATIONS	\$500.00 PP	<b>MEMBER</b>
	\$1000.00 PP	<b>NON-MEMBER</b>

## **WHAT IS INCLUDED IN MY CONFERENCE FEE?**

- Wednesday welcome reception and mini tradeshow
- Wednesday and Thursday accommodations
- 2 full days of workshops
- Thursday & Friday breakfast and lunch
- Thursday dinner and social evening

## **GOOD STUFF TO KNOW:**

- If sharing a room, one person will register and secure the room, the other roommate(s) will be given a link to register at a later date. If names and emails of roommate(s) are not included, the registration will be deleted.
- The workshops planned for this Directors Conference have been designed to meet the needs of people currently in leadership/management positions (Directors/Assistant Directors).
- If two people are sharing a room they must select a double.
- To qualify for a member rate, you must be a member since January 1, 2025.
- All conference fees must be paid at time of registrations.
- If you have any inquiries about the hotel, please contact Karen and not the hotel.
- Registrations are on a first come first serve basis for members.
- **Registration deadline is September 1, 2025.**
- Cancellations and refunds will only be accepted until Sept. 1, 2025 at noon. MCCA will retain \$100.00 admin fee per person.
- Substitutions will be accepted until September 9/25.

*For more information, call Karen Kowalski at 204-336-5062 or email [kkowalski@mccahouse.org](mailto:kkowalski@mccahouse.org)*