



The Manitoba Child Care
Association

23rd Annual Directors Conference



SEPTEMBER 26 + 27, 2024

LAKEVIEW HECLA RESORT
HECLA, MANITOBA

Workshops

THURSDAY, SEPTEMBER 26

9:00AM - 3:30PM

BLAZE A BRILLIANT LEADERSHIP TRAIL

In this session attendees will learn about the importance of strong leadership and the responsibilities each leader plays in creating a workplace people love to be in. Attendees will learn about the importance of communication and how impactful strong listening skills are in the employee experience. Strong leadership is also about knowing your people and understanding what makes them tick! We will dive into a discussion about knowing, and I mean really knowing, the people who work with and for you.

The topic of recognizing employees is a crucial one when it comes to retaining staff; this session will cover the world of employee recognition and the astounding impact it has. Lastly, we will discuss briefly how to maintain respect and integrity with a team while also handling tough situations. Attendees will walk away feeling empowered to step into their leadership responsibilities with an fresh and energized confidence.

Facilitator: Lyndsay Gillon-Seafoot is the founder of Curbridge, an HR Consulting firm focused on recruitment, outsourced HR Services, and leadership training. Lyndsay also founded Standout Staff, a platform created to innovate how employers connect with top talent. Curbridge supports organizations across Manitoba and Saskatchewan (and growing) with their HR needs. Whether big projects or small questions, Curbridge is here to support owners and executives as they navigate the world of employees and human resources. Lyndsay is an entrepreneur, mother to two young boys and stepmom to a teenage girl. Emigrating from Scotland as a child, Lyndsay now calls Wawanesa MB home.



FRIDAY, SEPTEMBER 27

9:00AM - 3:00PM

GETTING UNSTUCK FROM STICKY SITUATIONS

As managers of child care programs we will refer to policies and procedures to help guide our decisions when faced with questions, concerns, etc. We use tools like the MCCA Human Resource Manual to guide us to create policies that are fair, thought out and adhere to any legislative law. With all that said, sometimes we still fall in that gray area or a “sticky situation” where we have followed the policy but an employee may not feel the decision was fair, or other employees feel that a particular staff person is getting special treatment even though their request is within the policy of the manager to approve.

We have all experienced these situations in some time of our career. In this session, we will tackle some of these sticky situations you may find yourself in and discuss them as a large group and at our tables.

****In August, Karen will send out an email inviting you to submit your sticky situations and then will forward those to the presenter who will then incorporate them into the Friday’s workshop day.**

Facilitator: Lisa Anderson is Director, Strategic HR Consulting, Lisa is a senior human resources professional with over 28 years of leadership and HR experience in banking, agriculture, financial services, food processing and photography. Lisa has provided support in a broad range of HR areas for mid to large-sized organizations and has volunteered for various non-profit organizations. Her experience includes coaching, diversity, equity, and inclusion, employee relations, facilitation, health and wellness, performance management and talent acquisition. Lisa has a reputation for being candid and kind, is quietly passionate about people and their health and wellbeing and knows how to build trusting relationships. She is known for her coaching, mentoring and adjusting her style and approach to each situation. Lisa is a Chartered Professional in Human Resources (CPHR), a Registered Professional Recruiter (RPR) and an Integrative Nutrition Health Coach. Lisa holds a business degree in Human Resources, certificates in Communication and Leadership skills through Mediation Services and is certified in emotional intelligence assessments (EQi 2.0).



THURSDAY, SEPTEMBER 26

4:00PM - MEET IN LOBBY

LIGHTHOUSE WALK

Join Kayla from MCCA in an easy hike/walk to Gull Harbor Lighthouse Trail. This is approximately 2km with a well maintained trail. We will leisurely walk and share how we explored outdoors as children and what fills your cup.

Once we arrive at the breathtaking view we will take a few minutes for reflection in a personal sit spot. Opportunity to share our reflections will be provided and then we will make our way back to the hotel.

Participants can take this walk as slowly or as quickly as they would like!



Registration Information

WHERE IS THE CONFERENCE BEING HELD? Lakeview Hecla Resort

HOW DO I REGISTER AND PAY? Online with Visa or Mastercard or by mail/in person with cheque

WHAT WILL THE CONFERENCE COST TO ATTEND?

SINGLE DELUXE KING SUITE	\$725.00 PP	MEMBER
	\$1450.00 PP	NON-MEMBER
SINGLE KING STUDIO	\$700.00 PP	MEMBER
	\$1400.00 PP	NON-MEMBER
DOUBLE	\$625.00 PP	MEMBER
	\$1250.00 PP	NON-MEMBER
TRIPLE	\$525.00 PP	MEMBER
	\$1050.00 PP	NON-MEMBER
QUAD	\$500.00 PP	MEMBER
	\$1000.00 PP	NON-MEMBER
NO ACCOMODATIONS	\$425.00 PP	MEMBER
	\$850.00 PP	NON-MEMBER

WHAT IS INCLUDED IN MY CONFERENCE FEE?

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

GOOD STUFF TO KNOW:

- If you are sharing a room, don't forget to write down the name of the person you are sharing with.
- 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.
- The workshops planned for this Directors Conference have been designed to meet the needs of people currently in leadership/management positions (Directors/Assistant Directors).
- There are limited single rooms, so once they are filled, we can no longer accept single accommodation requests. Online registrants will be able to opt in to a waitlist after it is full.
- You must be a personal member of MCCA as of January 1, 2024 to qualify for the member rate. You cannot use the centre membership to obtain the member rate.
- All conference fees **MUST** accompany the registration. (Emailed/Faxed/POs NOT accepted).
- Cheques and money orders are payable to MCCA.
- Registration is on a first come first serve basis.
- **Registration deadline is August 23, 2024.**
- If you have any inquiries about the hotel, please call Karen at MCCA, not the hotel.
- Cancellations and refunds will be accepted until August 23, 2024, less \$100.00 admin fee per person.
- No refunds after August 23, 2024. Substitutions accepted until September 11, 2024.
- Please ensure your registration forms are filled out completely, failure to complete your registration may result in an incomplete registration. What does this mean? It means you are **NOT** registered and your spot in the conference is **NOT** secured.

For more information, call Karen Kowalski at 1-888-323-4676 ext.224 or 204-336-5062 or email kkowalski@mccahouse.org



Directors Conference Registration Form

NAME: _____ MCCA #: _____ NON-MEMBER

ORGANIZATION: _____

WORK PHONE: _____ EMAIL: _____

I HAVE BEEN A DIRECTOR FOR: 1-5 YEARS 6-10 YEARS 11-25 YEARS 25+ YEARS

I HAVE BEEN AN ASSISTANT DIRECTOR FOR: 1-5 YEARS 6-10 YEARS 11-25 YEARS 25+ YEARS

ACCOMODATIONS (PLEASE SELECT 1):

- | | | |
|--|--------------|------------|
| <input type="checkbox"/> SINGLE DELUXE KING SUITE | \$725.00 PP | MEMBER |
| | \$1450.00 PP | NON-MEMBER |
| <input type="checkbox"/> SINGLE KING STUDIO | \$700.00 PP | MEMBER |
| | \$1400.00 PP | NON-MEMBER |
| <input type="checkbox"/> DOUBLE
SHARING WITH: _____ | \$625.00 PP | MEMBER |
| | \$1250.00 PP | NON-MEMBER |
| <input type="checkbox"/> TRIPLE
SHARING WITH: _____
_____ | \$525.00 PP | MEMBER |
| | \$1050.00 PP | NON-MEMBER |
| <input type="checkbox"/> QUAD
SHARING WITH: _____

_____ | \$500.00 PP | MEMBER |
| | \$1000.00 PP | NON-MEMBER |
| <input type="checkbox"/> NO ACCOMODATIONS | \$425.00 PP | MEMBER |
| | \$850.00 PP | NON-MEMBER |

DIETARY REQUIREMENTS

- REGULAR VEGETARIAN VEGAN GLUTEN FREE
- OTHER - PLEASE EMAIL KAREN

Registration and Cancellation Deadline: August 23, 2024 @ noon

CHEQUE # _____	AMOUNT _____	DATE RECEIVED _____
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MAIL REGISTRATION TO:

2-2350 MCPHILLIPS ST, WINNIPEG, MANITOBA R2V 4J6
ONLINE REGISTRATION: WWW.MCCAHOUSE.ORG

**Questions? Call Karen Kowalski at 1-888-323-4676 ext.224
or 204-336-5062 or email kkowalski@mccahouse.org**