

Small Business Week - October 19-23, 2020

FREE Online Lunch and Learn sessions

Mental Health in the Workplace

Tuesday, October 20 12-1pm

Heightened uncertainty, ongoing change and challenging times can take its toll on you and your staff. Often, we don't acquire knowledge until it's needed. Knowing how to recognize a change in behavior that may be related to mental health, knowing how to talk about it and get supports, can keep you in the game. Join Tara and Stephanie to learn more about improving mental health education in your workplace. It is a gift for you and your employees.

Presenter Profiles:



Tara Sudbury,
Canadian Mental Health
Association (CMHA)

Tara has facilitated Mental Health Education for hundreds of employees/employers in different industries. Her passion

to give people the tools and knowledge to thrive melds perfectly with her current role at CMHA. Tara is working towards a future where talking about and managing one's own mental health is as ordinary in the workplace as it is for one's physical health.



Stephanie Peter,
MA, RCC, SEP, Registered
Clinical Counsellor,
Parksville

Stephanie is a Clinical Counsellor specializing in the effects of stress and trauma

on mental health. She has taught and counselled in the mid-island area for over 20 years, sharing practical tools that help individuals and teams to navigate stressful times with greater ease and success.

Top 5 HR Essentials

Wednesday, October 21 12-1pm

Does it feel like the deck is stacked against you when trying to hire or manage your staff and run your business? It is not easy to know all or keep track of all your compliance rules. These top 5 HR Essentials will help you manage with much less stress. Discover CFIB's Business Resources - the best kept secret you'll wish you found out about sooner! Learn more about how CFIB can help you with almost all of your day to day headaches.

Presenter Profile:



César Gomez,
Canadian Federation of
Independent Businesses

With the knowledge of business analysis as well as business management and marketing from University of Toronto

and Humber College, César Gomez, Manager of the Ontario Business Resources department has been serving small and medium sized businesses for over 10 years. César has spoken to countless business owners about everything from starting a business, employee recruitment, management and termination, to helping them understand their Canadian government compliance and regulations.

Contact: Cesar.Gomez@cfib.ca

The Canadian Federation of Independent Business (CFIB) is the country's champion of small business. With over 110,000 members, they are Canada's largest non-profit organization devoted to creating and supporting an environment where your business can succeed.

- All sessions will be presented online via Zoom
- Registered participants will receive a link via email to join the session
- Limited space is available at the Career Centre for those wishing to attend in person

Call 250.248.3205 or email info@careercentre.org
to register for these FREE Online sessions!

HR Strategies for Uncertain Times

Thursday, October 22 12-1pm

Without question, these are uncertain times. COVID-19 has changed everything we know about how to manage employees - navigating these new complexities can be overwhelming! Not sure how to manage the new requirements of the workplace such as working from home, COVID-related leaves, and the general COVID fatigue we are all feeling? Join us as we explore all your options for building a positive work culture, both in person and virtually, and for managing employees through the challenges of a pandemic.

Presenter Profile:



Denise Lloyd,
CEO, Engaged HR

Denise Lloyd is the Founder and CEO of Engaged HR, an award-winning, Victoria based human resource consulting firm that provides services to organizations across Canada. Denise is a leader that brings new ideas and innovation to the way HR contributes to an organization and is known for creating great places to work. Denise has over 25 years of HR leadership experience, has a Master of Arts in Leadership and holds the prestigious designation of Fellow Chartered Human Resources Professional (FCPHR).

Getting Digital in 2020 - Surviving and Thriving in Rough Waters

Friday, October 23 12-1pm

The question is not - can my business afford to "get digital"? Rather, the question has become - can my business afford not to? We get it! Technology can be scary, navigating the digital space can be terrifying, and digital transformation doesn't happen overnight. "Getting Digital" may be one of the only ways for businesses to survive during these times. Going "online" is about far more than creating a website; it's about harnessing the power of technology to help your business succeed in new and more digital ways. Join Innovation Island as they discuss the pros and cons of "getting digital", identify the steps in a businesses' "digital transformation" plan and provide resources to help small businesses in their digital journey.

Presenter Profiles:



Graham Truax,
Executive Director and EiR
Graham is a technology and entrepreneurial shaper. With over 30 years' experience working as an entrepreneur and executive, Graham's career

has spanned retail, manufacturing, commercial real-estate development and media/technology industries in Canada and the US.



Jennifer Hufnagel,
General Manager

Jennifer has a passion for people, systems, training and technology and a powerhouse in GSD (getting stuff done). Coupled with a BCom in Entrepreneurship, she has trained coached and supported thousands of businesses, entrepreneurs, and individuals.

For the past 20 years, Innovation Island has been instrumental in fostering and encouraging growth in the regional technology sector; serving greater Vancouver Island, the Gulf Islands and the Sunshine Coast.

REGISTER: 250.248.3205 or info@careercentre.org