



ECO CANADA CONFERENCE 2006

*and the Environmental
Employer of the Year Awards*

Opportunities • Strategies • Growth



TORONTO, ONTARIO

JANUARY 26-27, 2006

PRELIMINARY CONFERENCE PROGRAM

Canada

Funded in part by the Government of Canada's Sector Council Program



ECO CANADA CONFERENCE 2006

and the Environmental Employer of the Year Awards

TORONTO, ONTARIO JANUARY 26-27, 2006 DOUBLETREE INTERNATIONAL PLAZA

Who Will Attend?

This unique conference is designed for environmental:

corporate executives who are responsible for the business development of their companies

senior human resource managers looking to gain insight into industry trends

practitioners looking to advance their careers

purchasers of environmental services looking to define their priorities and needs

educators looking for industry skills needed for curriculum and program development

Who Will Be Featured?

Keynote speakers, panellists, and moderators will include:

governmental policy makers responsible for environmental policy, regulatory, and economic development

environmental industry leaders successful in garnering environmental work by aligning human resource strategies with market needs

human resource consultants and company directors who have expertise in environmental recruitment, retention, and succession planning

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Why Attend?

The ECO Canada Conference 2006 will:

- Identify upcoming business **OPPORTUNITIES** in reclamation and remediation, and energy and climate change
- Define **STRATEGIES** to access the work
- Showcase timely human resource best practices and case studies to promote business **GROWTH**

Improve your bottom line by maximizing the effectiveness of environmental business teams through their career development

Environmental business leaders know first-hand what it means to be operating in a knowledge-based economy. They recognize that their ability to hire and keep talented people is what drives their business and provides them with their competitive advantage.

The ECO Canada Conference 2006 is an opportunity to learn and network with industry leaders as they discuss one of the most critical aspects of environmental business success: people and their contributions to companies. Your employees represent:

- Your most valuable asset
- Your most critical investment

Obtain a Roadmap to Gain a Competitive Advantage

Unique among environmental conferences, the ECO Canada Conference 2006 provides senior environmental professionals with skills to create effective business teams to take full advantage of emerging Canadian environmental work opportunities.

Learn How to Develop Effective Recruitment, Retention, and Planning Skills

Combining the best features and practices of other successful conferences, ECO Canada Conference 2006 offers:

- Dynamic, well-moderated panels
- Logically connected sessions
- Opportunity for delegate participation

Networking Opportunities

Over the course of the two days, the ECO Canada Conference 2006 offers catered networking opportunities where delegates can connect with other leaders, business developers, practitioners, government officials, and experts.

Advisory Committee

Ray Clement, CCEP

Ontario Ministry of
the Environment
Toronto, Ontario

Guy Crittenden

Solid Waste
& Recycling magazine
Toronto, Ontario

Bob Gill

Manitoba Hydro
Winnipeg, Manitoba

Marcie Girouard

Industry Canada
Ottawa, Ontario

Margaret Kenny

Office of Greening
Government Operations
(OGGO)
Gatineau, Quebec

Lou Locatelli, CCEP

Gartner Lee
Toronto, Ontario

Ed Norrena

SENES Consultants Limited
Ottawa, Ontario

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Calgary, Alberta

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Canadian Land Reclamation
Association
Duncan, British Columbia

Charlie Riggs

Newfoundland and Labrador
Environmental Industry
Association (NEIA)
St. John's, Newfoundland and
Labrador

About ECO Canada

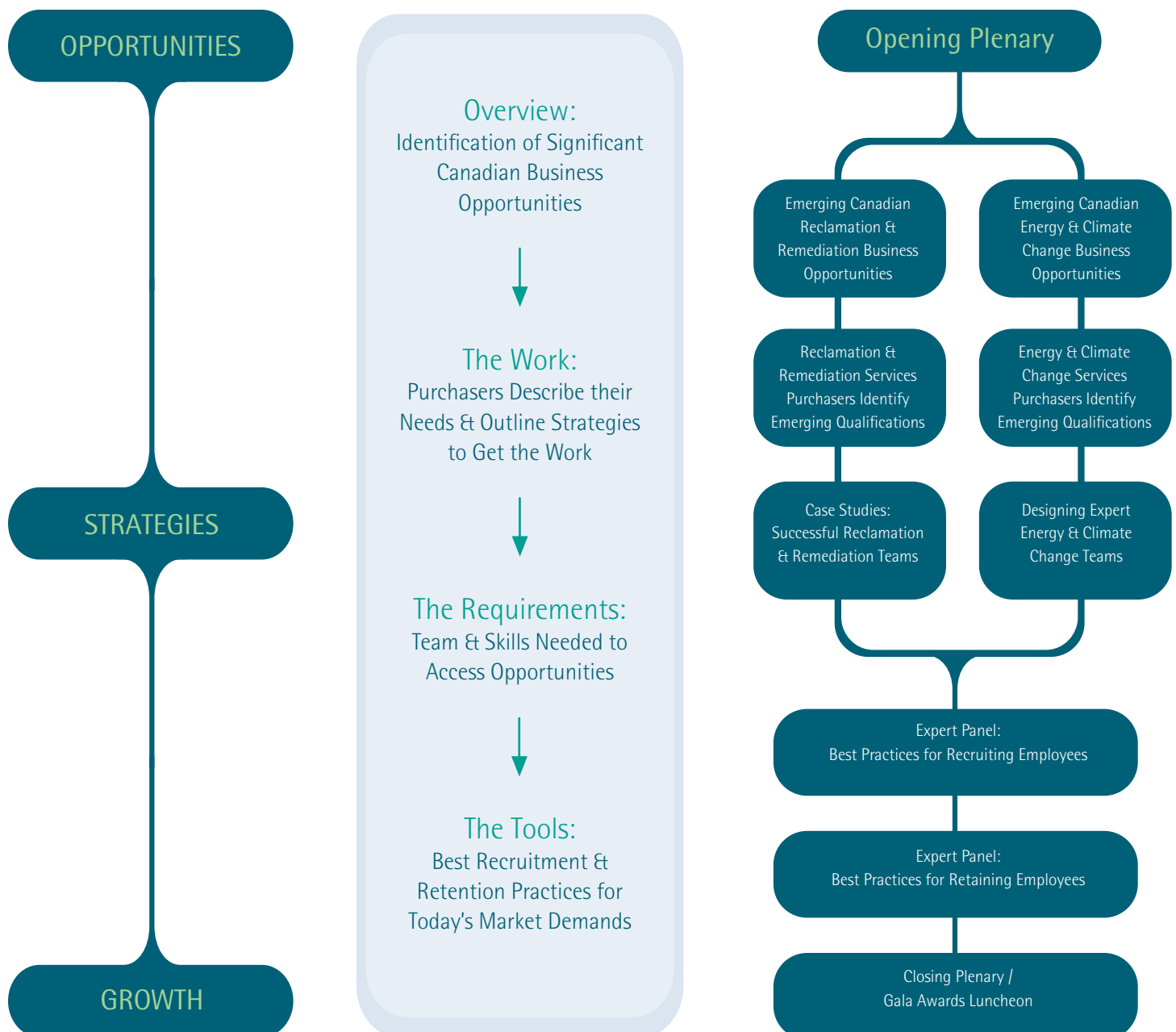
On April 11, 2005, ECO (Environmental Careers Organization) Canada formally changed its name from CCHREI (the Canadian Council for Human Resources in the Environment Industry).

ECO Canada is a new name for an organization that remains committed to strengthening Canada's environmental expertise through innovative career and skills development programs.

We were founded in 1992 with a mission to ensure Canada's environmental sector was equipped with "an adequate supply of people with the demonstrated skills and knowledge."

Themes & Logic

The ECO Canada Conference 2006 program tracks have been designed to give environmental business a roadmap for taking full advantage of emerging environmental opportunities with sequential programming that begin with trends and conclude with implementation frameworks:



Highlights

The ECO Canada Conference 2006 Difference

Unique among environmental conferences, the ECO Canada Conference 2006 provides businesses with a roadmap for getting the right people with the right skills to take advantage of environmental business opportunities. Global trends and governmental regulations necessitate the need for environmental businesses to continually combine teams with diverse skill sets. This conference provides a forum to identify forthcoming environmental business opportunities, and offers information on how to design, recruit, and retain teams within targeted skill sets.

Networking Opportunities

Over the course of the two days, the ECO Canada Conference 2006 offers several catered networking opportunities where delegates can connect with other industry leaders, business developers, practitioners, government officials, and experts in land and water quality, and air quality areas.

Well-Moderated Engaging Sessions That Build

This conference respects the premium environmental business people place on their time by ensuring that sessions offer engaging speakers, experienced moderators, and plenty of dialogue and opportunities for audience participation.

Why Learn Effective Recruitment and Retention Strategies

Environmental Practitioners Needed....

- Canadian environmental workforce grew by 14% from 2000-2004
- Practitioners account for 66% of the environmental workforce
- The number of practitioners increased 63% from 2000-2004
- There were over 11,000 environmental job vacancies in 2004

The ECO Canada Conference 2006 provides a forum for employers to learn how to develop and keep their best teams.

ECO Canada Conference 2006

Opportunities • Strategies • Growth

Thursday, January 26, 2006

TIME		CONFERENCE LOGIC	TRACK 1	TRACK 2
AM	8:00 – 9:00		Conference Registration	
	9:00 – 10:15		Opening Plenary	
	10:30 – 12:00	Identification of Business Opportunities	Emerging in Reclamation & Remediation	Emerging in Energy & Climate Change
PM	12:00 – 1:15		Keynote Luncheon	
	1:30 – 3:00	Work Acquisition Strategies	New Reclamation & Remediation Qualifications	New Energy & Climate Change Qualifications
	3:30 – 5:00	Teams & Skills	Case Studies: Reclamation & Remediation	Designing Successful Teams: Energy & Climate Change
	5:00 – 6:30		Networking Reception	

Friday, January 27, 2006

TIME		CONFERENCE LOGIC	TRACK 1	TRACK 2
	9:00 – 10:15	Finding the Best	Recruitment Best Practices	
	10:15 – 11:45	Keeping the Best	Retention Best Practices	
	12:00 – 1:30		Awards Luncheon	

Opening Plenary

The opening plenary kicks off the conference with high-profile speakers who will summarize the objectives of the conference and explain the importance of strategic human resource planning to environmental business growth.

Session One: Emerging Environmental Business Opportunities in Canada

Track 1 – Reclamation & Remediation

Industry and government leaders provide an overview of key issues and opportunities related to reclamation and remediation projects. Also offered is a brief history of the work that reviews how this work has been regulated in the past and how emerging regulation and new technologies are creating new business opportunities and requirements.

Track 2 – Energy & Climate Change

Experts provide insight into the implementation of the Government of Canada's Project Green and discuss the business opportunities that are arising.

Session Two: Strategies for Accessing Business

Track 1 – Reclamation & Remediation

Key players from all levels of government outline for environmental businesses the emerging critical criteria and qualifications for the allocation of reclamation and remediation work in Canada.

Track 2 – Energy & Climate Change

This expert industry panel reveals the emerging occupations that are arising from new technology and Canada's Kyoto commitments.

Session Three: Case Studies – The Right Talent for the Team

Track 1 – Reclamation & Remediation

Learn from the experiences of others as this session presents case studies of specific large-scale remediation projects with a focus on the teams employed to perform the work and the critical skills, both technical and essential, that contributed to their success.

Track 2 – Energy & Climate Change

As the Kyoto protocols create new kinds of work, environmental businesses will need to know how to access and develop new skills sets. Experts outline these new skills sets and describe how business can respond with strategic human resource planning, education and training, and partnerships with professional associations.

Session Four: Expert Panel - Best Practices for Recruiting Employees

This session brings together leaders in human resource planning to define timely and effective practices for recruiting environmental practitioners to respond to current labour market trends. Specific topics include:

- Recruitment of mid- to senior-level employees
- New immigrants and newcomers to Canada in the environmental workforce
- Overcoming the lack of experience in entry-level employees
- Marketing your company to potential employees
- Effective methods of recruitment, interviewing, reference checks, orientation, etc.

Session Five: Best Practices for Retaining Employees

This panel addresses one of the most challenging issues facing environmental employers: the retention of valued employees. It defines effective strategies currently practiced by successful employers including:

- Effective means of measuring employee satisfaction
- Building an inclusive corporate culture
- Understanding employee incentives
- Mentorship programs
- Getting the most out of professional development investments
- The changing nature of work: flex hours, work-from-home etc.

Employers – Get Recognition for Your Outstanding Efforts

ECO Canada is pleased to announce the Environmental Employer of the Year Awards!



The goal of the awards is to recognize employers in the Canadian environmental profession, public or private, who have excelled in the development of human resource management best practices and policies.

Awards will be presented to two Canadian environmental employers in the following categories:

1. **Environmental Employer of the Year – Large Company** (over 50 employees)
2. **Environmental Employer of the Year – Small-to Medium-Sized Company** (15 to 50 employees)

How to Enter

To be eligible for either award, your company must generate at least 50% of its sales & revenue through work related to the protection of the environment, the conservation of its natural resources, or environmental sustainability. Companies who wish to apply for the award must express their interest and secure their place in the application process. Application details available at: www.eco.ca/conference

Award Presentation at the ECO Canada 2006 Conference Closing Luncheon

Learn how outstanding Canadian environmental employers find, keep, and develop the best environmental practitioners.

ECO Canada, in partnership with Human Resources and Skills Development Canada, is pleased to announce the launch of the Environmental Employer of the Year Awards.

Two awards will be presented to two Canadian environmental businesses demonstrating outstanding human resource and business management practices that contribute to the ongoing success of their companies.

Pre-Conference Training Workshops

ECO Canada Conference 2006 workshops

The Doubletree International Plaza Hotel
(Toronto Airport)

Wednesday, January 25, 2006

- Workshop #1 – Facilitation and Negotiation
- Workshop #2 – Hazardous Materials & Waste Management
- Workshop #3 – Water Quality
- Workshop #4 – Health and Safety for Handling Hazardous Waste
- Workshop #5 – EMS/ISO 14000 and Liability
- Workshop #6 – Employee Performance Management

Workshop Fees:

Early Bird (before Sept. 30/05)

Workshop + Conference: \$345/workshop

After Sept. 30/05

Workshop + Conference: \$395/workshop

Workshop only (CECAB certified members): \$425/workshop

Workshop only: \$495/workshop

Includes:

Your workshop registration includes materials and handouts; coffee breaks, lunch, and a networking function. Workshops will be run from 8:30 am -5:30 pm, unless otherwise stated. Workshop registration will be on January 25th, 7:00 am - 10:00 am.

Workshop #1 Facilitation and Negotiation

In multi-stakeholder environments, people come to the table with positions—and want to negotiate on those positions. If we are going to be successful in achieving results that benefit the environment, we must ensure that decisions are supported by the critical mass of stakeholders. In order to do so we must change the conversation and how people talk with each other.

The Facilitation and Negotiation for Environmental Business workshop is designed to enhance your ability to deliver results through effective facilitation, communication, and negotiation skills. The workshop will introduce key group processes that will enable participants to get results.

Instructors: Mark Fulton and Warren Wilson
The Intersol Group

Workshop #2 Hazardous Materials & Waste Management

This full-day workshop will explain the regulatory differences between controlled products, consumer products, dangerous goods, and hazardous wastes and assist you in the ability to recognize them by the appropriate labels and markings. Proper shipping requirements of these materials (such as packaging and documentation) will be discussed, in particular inter-provincial movements and international shipments of hazardous waste.

Instructor: Mark Roehler
LEHDER

Pre-Conference Training Workshops

Workshop #3 Water Quality

Groundwater Geochemistry and Microbiology and Their Relationship to Drinking Water

The overall goal of this full-day workshop is to provide participants with a knowledge-based approach to evaluating water supplies intended for human consumption. Information will be provided on important aspects of site conditions (water cycles, well construction, pollution sources) which impact on water quality. The geochemistry and microbiology that should be considered when assessing a water supply are then discussed. In the next portion of the workshop participants are taught how to integrate all of this information. Special emphasis is placed on learning how physical, chemical, and biological factors interact to affect water's redox state and the types of contamination found in water. In the final part of the workshop, participants are lead through a series of "hands on" exercises in which they use what they have learned. This helps participants internalize the information and allows them to see how it can be applied to their specific situations.

Instructors: Kevin MacLellan, William Vander Wilp,
and Dr. Arthur Ley
The Intersol Group

Workshop #5 EMS/ISO 14000 and Liability

The Environmental Management System such as ISO 14000 / 14001 provides a framework for efficiently managing environmental responsibilities by ensuring that they are effectively integrated into the overall business operation. The benefits of an ISO 14001 EMS include: greater respect of key environmental issues, decrease in waste production, and improved compliance with environmental regulations. Participants will receive an overview of Environmental Management Systems (EMS) including a discussion on the differences between ISO 14001:1996 and ISO 14001:2004 and the costs and benefits of developing and implementing an EMS.

The best practices for environmental consultants to reduce liability component of this workshop will begin with a legal overview of the investigation to remediation process. This will then be followed by discussions on: the scope of an environmental consultants responsibilities, the expansion of design/build remediation, assessing potential liability, liability exemptions, and best practices to reduce liability.

Instructors: Tony Linardi, Dr. Glenn Wood, and Ruth Mello
Golder Associates

Workshop #4 Health & Safety for Hazardous Waste

The Health and Safety for Handling Hazardous Waste workshop describes and illustrates the essential elements of health and safety for workers handling hazardous wastes and cleaning up contaminated sites. The major topics covered will be Toxicology and Exposure Guidelines, Hazard Recognition and Evaluation, and Hazard Control. The list of hazards discussed in the workshop includes chemical hazards such as toxics (chronic, acute), fire and explosion hazards, corrosives, and reactive chemicals; physical hazards such as kinetic/mechanical, electrical, acoustic (noise), radiation, confined spaces, physiological hazards, radioactives, poor breathing air, heat stress and cold stress, and biological hazards. There will be demonstrations of monitoring and safety equipment and some class exercises to reinforce the principles learned. There will be ample opportunity for questions and discussion. This workshop provides an overview of the subject of health and safety only and attendees will not receive any form of accreditation.

Instructor: Craig Wardlaw, and Dr. Moralejo
Headwater Environmental Services

Workshop #6 Employee Performance Management

This workshop is ideally suited to senior managers and human resources managers interested in improving the performance of employees. Throughout this full-day workshop participants will learn employee performance management skills that will enhance their organizations overall effectiveness. Insights and techniques will be provided so that participants will be able to develop a process by which employees are involved in improving organizational effectiveness in the accomplishment of the organization's mission and goals. Participants will learn the theories and practices for: setting expectations, giving and receiving feedback, addressing performance concerns and issues, disciplinary action, termination and performance appraisal. Participants of this workshop will be better equipped to ensure employees are in an environment where they are willing and able to give their best.

Instructor: Marybeth Ashbourne
Bridge Point Inc.

Conference Details & Logistics

Venue/Accommodations

We are pleased to announce our host hotel, the Doubletree International Plaza, a Pinnacle Award-winning hotel.

Located moments from Pearson International Airport (YYZ), and only 20 minutes from downtown Toronto, the International Plaza is ideally situated for conference attendance or conference/leisure travel. A complimentary shuttle service to and from the airport is available.

All sessions will be held at the Doubletree International Plaza Hotel (Toronto airport).

Please book your reservations directly with the hotel and ask for the ECO Canada Conference special rate. A limited number of rooms are reserved so book early.



Doubletree International Plaza

Doubletree International Plaza Hotel Toronto Airport

655 Dixon Road

Toronto, Ontario M9W 1J3

Ph: (416) 244-1711 Fax: (416) 244-9584

www.internationalplazatoronto.Doubletree.com

**Conference Participants Special Room Rate:
\$129.00 CAD (plus applicable taxes)**

Dress Code

The dress code throughout the conference is business attire. Please wear your badge at all times. It is required for access to all functions.

Registration Hours

Wednesday, January 25, 2006 4:00 p.m. – 7:00 p.m.

Thursday, January 26, 2006 7:30 a.m. – 5:00 p.m.

Friday, January 27, 2006 7:30 a.m. – 9:00 a.m.

REGISTRATION

General Information Area:

(On-line Registration Form available at www.eco.ca)

Title: ☐ Mr. ☐ Mrs. ☐ Ms. ☐ Dr.

Name: _____

Organization: _____

Organization Title: _____

Mailing Address: _____ City: _____

Province: _____ Postal Code: _____

Telephone: _____ Fax: _____

Email: _____

Conference Costs (per person):

CECAB certified member#:

Before December 15 price: ☐ \$395.00

After December 15 price: ☐ \$695.00

Early Bird pricing (before October 1, 2005):

Individual: ☐ \$495.00

*Group (forms must be submitted together): ☐ \$395.00

Registration (between October 1 - December 15, 2005):

Individual: ☐ \$595.00

*Group (forms must be submitted together): ☐ \$495.00

Late Registration (after December 15, 2005):

Individual: ☐ \$695.00

*Group (forms must be submitted together): ☐ \$595.00

One-Day Registration (select one):

Thursday: ☐ \$325.00

Friday: ☐ \$325.00

Additional Awards Luncheon Tickets (single): ☐ \$90.00

Additional Awards Luncheon Tickets (table of eight) ☐ \$600.00

(please notify us of any dietary restrictions)

Workshop Fees:

Early Bird (before Sept. 30/05)

Workshop (with purchased conference registration): ☐ \$345/workshop

After Sept. 30/05

Workshop (with purchased conference registration): ☐ \$395/workshop

CECAB certified members:

Workshop Only ☐ \$425/workshop

Non-members:

Workshop Only ☐ \$495/workshop



ECO CANADA
CONFERENCE
2006

Full Day Workshops:

- ☐ Facilitation and Negotiation
- ☐ Hazardous Materials & Waste Management
- ☐ Water Quality
- ☐ Health and Safety for Hazardous Waste
- ☐ EMS/ISO 14000 and Liability
- ☐ Employee Performance Management

SUB TOTAL: _____

GST (add 7%): _____

TOTAL: _____

Payment Options:

Cheque

Please make cheque payable
to ECO Canada (Please fax or mail your completed
registration form to ECO Canada)

Credit Card

☐ Visa ☐ MC ☐ Amex

Card number: _____

Expiry date: _____

Cardholder name: _____

Signature: _____

Cancellation Policy:

Registration fees will be refunded, less a \$95.00
administration charge, if a refund request is received
in writing at the address given below before
December 15, 2005.

Fax or mail completed form to:

ECO Canada Conference 2006

Suite 1450, 700 4th Avenue SW, Calgary, AB T2P 3J4

Ph: (403) 233-0748 Fax: (403) 269-9544

*2 or more delegates from your organization must
submit registration at the same time.



ECO CANADA CONFERENCE 2006

Suite 1450, 700 4th Avenue SW
Calgary, AB T2P 3J4

Email: info@eco.ca

www.eco.ca/conference