

ACCOMMODATION

When making your reservation, identify that you are attending the SLGM hosted workshop.

When booking your accommodations, please quote conference booking: **SLGM2025**

Book early as there is limited availability at these rates.

POMEROY KANANASKIS MOUNTAIN LODGE

ph. 1.833.440.1964
\$246 (plus applicable tax)
click [HERE](#) to book online

TO REGISTER & SELECT YOUR SESSIONS FOR THE 2025 MOUNTAIN REFRESHER CLICK [HERE](#)

FEES — (all fees are plus GST)

Pre Workshop Forum & Mountain Refresher (Sunday, May 11 to Thursday, May 15)	on or before March 1 — \$1,492 after March 1 — \$1,812
3 Day Pre Workshop Forum (Leadership at the Apex) (Sunday, May 11 to Tuesday, May 13)	on or before March 1 — \$992 after March 1 — \$1,312
2 1/2 Day Mountain Refresher (Tuesday, May 13 to Thursday, May 15)	on or before March 1 — \$649 after March 1 — \$749

FEES INCLUDE:

- Welcome Reception
- Coffee Breaks & Lunch
- Awards Banquet (additional banquet tickets \$50 each)

CANCELLATIONS:

- Accepted until April 21, 2025, with a \$100 administration fee deduction

COURSE MATERIAL:

- Available [ONLINE](#) early May prior to the workshop

Register Today!

Registrations received before March 1, will be eligible for the **early bird draw**.

Three nights accommodation at the Pomeroy Kananaskis Mountain Lodge Kananaskis Village.



AWARDS BANQUET

Join us for some good food and great laughs!

Thursday, May 15
6:30pm to 10:00pm

Don't Believe Everything you Think ...

why being RIGHT is often WRONG

Hugh Culver, author, speaker, coach and athlete. Hugh speaks and writes about getting stuff done and the art of growing younger.

In our haste to being right, the conclusions we jump to are often just plain wrong. Sometimes hilariously wrong. But buried in the unintended faux pas is often a precious insight into the nature of who we really are.

BRING YOUR PARTNER ALONG FOR AN EXCITING ADVENTURE IN KANANASKIS VILLAGE!

We're planning some fantastic activities, including a unique Kananaskis Scramble (*like a Texas scramble*), serene horseback riding, invigorating hikes, and perhaps even a mountain climb if Horacio Galanti is in town!

Click [HERE](#) for more information and prices.
Get ready for a memorable experience!

Join us for our pre-workshop forum!

LEADERSHIP AT THE APEX: Are you ready?

Solution Seeking in Local, Regional & Indigenous Government

Hosted by the Society of Local Government Managers

Senior managers in local, regional, Metis or Indigenous government - join four civic thought leaders for an executive session with colleagues to share ideas, apply tools, and enhance your skills to ensure you, your team and your organization are ready for:

- Getting off to a good start after the election
- Managing risk exposure and procedural certainty
- Aligning strategic expectations with organizational capacity
- Developing leadership potential of yourself and others

This is not a panel nor a 'talking head' program - our mentors will present concepts, practices and tools, join table discussions, and be available for one-on-one chats.

Our Civic Thought Leaders

- Tracey Lorenson - CivicExcellence
- George Cuff - George B. Cuff & Associates

- Don Lidstone - Lidstone & Company Barristers & Solicitors
- Dr. Gordon McIntosh - Gordon A. McIntosh Inc.

This session will include contemporary concepts, a **tool kit** and activities to:

- Address 'real time' matters facing you and your organization
- Leverage the leadership potential of council and administration (& you)
- Facilitate proactive efforts to enhance organizational performance
- Assess the effectiveness of current systems, plans and processes
- Help elected officials and staff navigate their relationship

This learning opportunity is for aspiring, new and current supervisors, managers, and CAO's as well as CAO's coaching the leadership development of others.

Dr. Gordon McIntosh has received wide acclaim for providing a learner-based approach that is practical, energized and fun too!



The Society of Local Government
Managers of Alberta
Box 308, 4629-54 Avenue
Bruderheim, AB T0B 0S0

You won't want to miss the

Trade Show

(starts at 6:00pm)

Welcome Reception

Tuesday, May 13

6:30pm to 10:00pm

Convention Centre
Pomeroy Kananaskis
Mountain Lodge

Tuesday, May 13

Leading Your Teams Through Complex Change

Mastering the Art of Credible Leadership in Local Government

1:30pm to 4:30pm

Presenter: **Suzanne Gibson**, Suzanne Gibson & Associates

Join this energizing learning session to examine how you and your organization can effectively navigate fast-paced and turbulent change.

Facilitated by Suzanne Gibson, you will identify and reflect on the complex changes they are experiencing in the municipal landscape. You will learn about and apply two key frameworks and one powerful tool to understand better the impact of change on the people around us and how to respond more proactively. You will also gain insights and wisdom from your peers.

This engaging workshop invites you to pause, take stock, and reflect on how you and your teams can perform better in complex and changing environments. You will leave the session with concrete strategies, approaches, and actions to help you navigate change with greater finesse and success. This includes identifying change management strategies that support a team approach to moving through transformation with confidence and success.

Trade Show

6:00pm to 10:00pm

Welcome Reception

6:30pm to 10:00pm

The Trade Show and Welcome Reception offers an outstanding opportunity to connect with a select group of professionals who provide specialized services to local governments, while also networking with colleagues from across the province.

Wednesday, May 14

Managing Public Conversations/Controversy

9:00am to 12:00 noon or 1:30pm to 4:30pm

Presenter: **Todd Pugh**, CivicInfo BC & Capilano University

With public discourse and politics becoming increasingly polarized and acrimonious, managing public conversations and controversy is an essential skill for local government managers. This session offers practical tools for navigating these challenges with confidence and professionalism. Through a combination of case studies and small-group activities, participants will gain tips and strategies for fostering constructive dialogue, managing emotional responses, and (with a bit of luck) resolving conflict.

Understanding the Changing Demographics of Ratepayers

9:00am to 12:00 noon or 1:30pm to 4:30pm

Presenter: **Brenda Robinson**, The Robcan Group

Adapting to a Diverse and Evolving Customer Base

This workshop provides an opportunity to look at the changing demographics of ratepayers. Key trends include an aging population, increased diversity, and the choices people make regarding rural and urban living. This workshop delves into the changing nature of modern ratepayers, including:

- Consumption patterns
- Technological expectations
- Social behaviours
- Family dynamics
- Economic indicators

This session will look at strategies to engage, involve and include ratepayers through tailored communication and service models. Participants will leave with an action plan for implementing these strategies, including:

- Key Demographic Trends
- Impact of Aging Population
- Increased Diversity
- Rural to Urban Migration, to name a few

AI: Empowering Local Governments

9:00am to 12:00 noon or 1:30pm to 4:30pm

Presenter: **Chantal Ritcey and Dan Buck**, AltaML

This session provides an overview of artificial intelligence (AI), covering its definition, how it differs from other technologies, and emerging trends. It will also explore the evolving policy and regulatory landscape, highlighting the legal and ethical considerations for implementing AI in government.

Led by experts from AltaML, an Edmonton-based AI company with extensive experience in deploying AI solutions for various levels of government, the workshop will share insights on cutting-edge advances and practical applications of AI in the public sector.

Designed for all audiences, regardless of technical background, this workshop offers a valuable opportunity to understand AI's transformative potential and its impact on delivering services to its citizens.

Flexible Work Arrangements

1:30pm to 4:30pm

Presenters: **Jan Fox**, The Robcan Group
Empowering Your Workforce for the Future

This workshop explores the various types and benefits of flexible work schedules, including remote work, compressed work weeks, and job sharing. Participants will explore current research and best practices to understand the advantages of flexible work arrangements, including:

- Increased productivity
- Improved work-life balance
- Enhanced talent recruitment and retention, to name a few

It will also address potential challenges and offer strategies to address these, such as:

- Types of Flexible Work Arrangements
- Current Research, Perspectives and Trends
- The Importance of Staff Engagement, to name a few

Managing Election Surprises

1:30pm to 4:30pm

Presenters: **TBA**, Alberta Municipal Affairs

Destination Election 2025: Navigating the Detours and Bumps in the Road

Have you ever found yourself knee-deep in an important project, only to have things go sideways because of unexpected hiccups?

It's like planning a road trip and hitting a detour you didn't see on the map.

In this session, we will discuss why project risk management will be so important for the 2025 general election, touching on various aspects including anticipating potential surprises, and having a plan to navigate and mitigate the inevitable bumps in the road. We will also sprinkle in real-life examples experienced by both the presenters and participants to make these concepts feel more tangible. By understanding potential risks upfront, you can develop a strategy to handle whatever comes your way.

Thursday, May 15

Legal Stream I: Speak Up! Public Participation under the Municipal Government Act

9:00am to 12:00 noon

Presenters: **Daina Young**, Partner, RMRFLLP

This session will explore the different ways members of the public can participate in the municipal decision making process under the *Municipal Government Act*, with an emphasis on public hearings and petitions.

Topics of discussion will include evolving judicial attitudes towards public hearings, notice and advertising requirement, the importance of a "record of proceedings", and how the *Municipal Affairs Statutes Amendment Act, 2024* (Bill 20) has changed the rules for municipalities in relation to planning bylaws and public hearings. The session will also provide an overview of key considerations in relation to the petition process.

Small Wins —Why Little Steps are the Path to Big Rewards

9:00am to 12:00 noon

Presenter: **Hugh Culver**, Author, Speaker, Coach

We all experience resistance. We want to move forward on a project or goal but are stalled thinking of everything that might go wrong or all the steps to completion. Instead of progress we procrastinate, adding to a long list of opportunities and a growing belief that we are not good at this.

Small Wins is about progress, not perfect, and taking one step forward without having full confidence in all the steps.

During the session he will share some insights from those "conversations".

Legal Stream II: Managing Disputes with Contractors and Consultants

1:30pm to 4:30pm

Presenter: **Sean Ward**, Partner, RMRFLLP

This session will explore common problems and disputes that arise during the performance of municipal contracts, including in relation to delays, claims for increased compensation, liens, bankruptcies and other defaults. The session will offer advice to assist in managing those disputes as they arise, as well as tips in drafting contracts to help mitigate such risks before they arise. The session will also discuss mediation and arbitration processes and the benefits and drawbacks of resolving disputes outside of the traditional court process.

Reclaiming the Clock —Getting More of the Right Stuff Done

1:30pm to 4:30pm

Presenter: **Hugh Culver**, Author, Speaker, Coach

Reclaiming the Clock is an exciting approach to getting beyond survival and excelling at getting the right stuff done. Culver's proven Plan like a Pilot model provides a planning framework for getting work done while managing the inevitable interruptions of everyday life.

Based on Hugh's best-selling book Give Me A Break, this popular program provides a simple roadmap delegates can follow long after the event is over. Many graduates apply these lessons to create time for both their physical and mental health. Actionable lessons:

- The real cost of distractions and poor planning
- How to Plan like a Pilot with a weekly Flight Plan
- Why time blocking helps overcome procrastination.
- How to automate progress with healthy habits.

R & R: Revisiting & Reinventing the Basics of Municipal Management —Coaching for Conflict

1:30pm to 4:30pm

Presenter: **TBA**, Alberta Municipal Affairs

"So...tell me a story...but let me stay above the fray"

Do you find that other people keep bringing you into their conflicts, but it has nothing to do with you? Do you want to be able to help them resolve their issue without stepping into the fray? Come join us to learn some tips and tools to coach your colleagues to deal more effectively with their own conflict situations without getting caught in the middle. In this workshop, we will introduce you to a coaching model to give you the skills to help people get clarity on what their issues are, deescalate the conflict and coach them through to resolving the matter themselves.

