

Calendar of Events

July 26, 2024

Open-House Webinar #1: Addressing Harassment from Council or Staff

12:15 PM - 01:15 PM EST

Overview:

Harassment in the workplace, whether from council members or staff, poses significant challenges to maintaining a healthy and productive work environment. This open-house webinar is designed to provide a forum for CAOs and Aspiring CAOs to have a frank discussion on how to effectively address and manage harassment issues.

What to Expect:

Join us for an engaging and interactive session where you will have the opportunity to share experiences with peers and explore practical solutions to discuss real-world scenarios and develop strategies for creating a respectful and safe workplace. This session will not be recorded and is only available to OMAA members. Participants will determine the direction of this guided conversation.

Possible Topics:

Understanding Harassment:

Examples and types of harassment in the municipal context.

Recognizing the signs and impact of harassment on individuals and the organization.

Prevention Strategies:

Creating a culture of respect and inclusion.

Training programs and initiatives to prevent harassment.

Response and Reporting:

Effective procedures for reporting and responding to harassment complaints.

Supporting victims and ensuring confidentiality and fairness in investigations.

Leadership Role:

The role of senior leaders in setting the tone and enforcing zero-tolerance policies.

Handling harassment by or towards council members and senior staff.

Conflict Resolution:

Techniques for mediating and resolving harassment-related conflicts.

Restorative practices and maintaining workplace harmony post-incident.

August 23, 2024

Open-House Webinar #2: Mastering the Art of Managing Difficult Direct Reports

12:15 PM - 01:15 PM EST

Overview:

In the dynamic and often complex environment of municipal governance, CAOs face unique challenges in managing direct reports. This open-house webinar is designed to provide a forum for CAOs to have a frank discussion on strategies and insights for optimizing team performance, enhancing communication, and fostering a collaborative work culture.

What to Expect:

Join us for an engaging and interactive session where you will have the opportunity to share experiences with peers and explore practical solutions to common challenges faced when managing direct reports. This session will not be recorded and is only available to full OMAA members.

Possible Topics:

Building Trust and Accountability:

*Techniques to establish and maintain trust with your direct reports.
Strategies for setting clear expectations and holding team members accountable.*

Effective Communication:

*Best practices for transparent and constructive communication.
Tips for navigating difficult conversations and providing feedback.*

Motivation and Engagement:

Approaches to inspire and motivate your team.

Conflict Resolution:

*Methods for addressing and resolving conflicts efficiently.
Tools to create a harmonious and productive work environment.*

October 16, 2024
- October 18, 2024

2024 Fall Workshop at Deerhurst Resort, Huntsville

Deerhurst Resort

1235 Deerhurst Drive

Huntsville, On P1H 2E8

Wednesday afternoon to Friday noon