

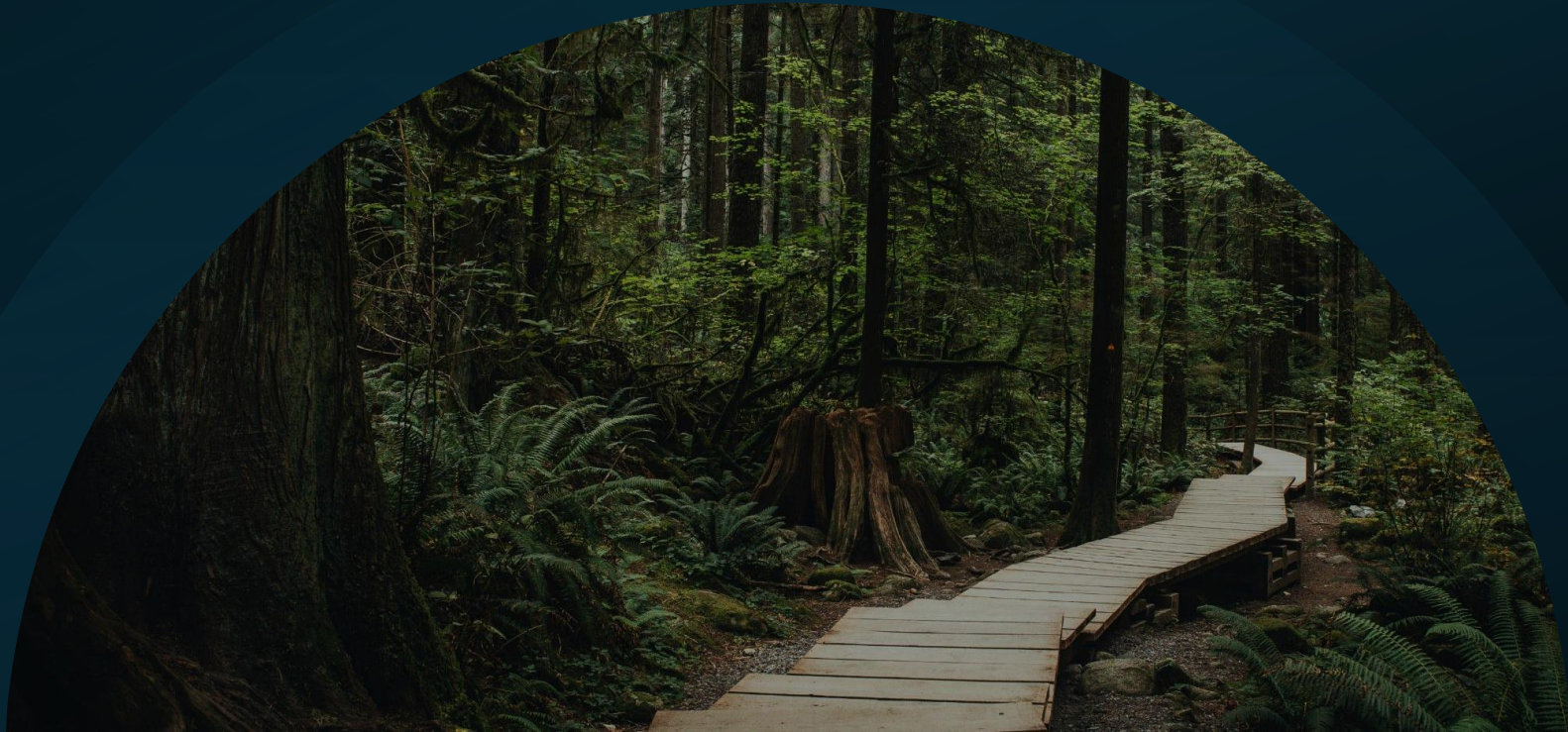
BC Association of Business Officials
Leadership Development Series
Session 2 - *Working With People*

Tuesday, August 12 and Wednesday, August 13, 2025

Fairmont Chateau Whistler

Gina Niccoli-Moen

Land Acknowledgement



Welcome and Introductions

Wonderings and Curiosities – A Parking Lot



Session 2 – *Working With People*

Agenda

Day 1 – Tuesday, August 12

Morning session(s):

- *Management Foundations Standards – Overview*
- *Managing Conflict and Difficult Conversations*

Afternoon session(s):

- *Effective Workforce Planning*
- *Organizational Communications*

Dinner session:

- *The History of Collective Bargaining and Role of BCPSEA*

Day 2 – Wednesday, August 13

Morning session(s):

- *Building Inclusive Organizations: EDI & R in Practice*
- *BCPSEA – Roles, Responsibilities, and Supports for School Districts*

Afternoon session(s):

- *Building and Maintaining Highly Effective Teams*
- *Looking Back – Looking Forward; What's Next*

Session 2 – *Working With People*

Learning Objectives



EXPLORING THE
IMPORTANCE OF HIGH-
PERFORMING TEAMS



SUPPORTING CAPACITY-
BUILDING IN THE SECTOR



UNDERSTANDING K-12
LABOUR RELATIONS AND
THE COLLECTIVE
BARGAINING PROCESS



UNDERSTANDING THE
IMPORTANCE OF
EFFECTIVE WORKFORCE
PLANNING



IMPLEMENTING
STRATEGIES TO SUPPORT
DIVERSITY IN THE
WORKFORCE



EXPLORING STRATEGIES
TO EFFECTIVELY MANAGE
CONFLICT AND
COMMUNICATE
EFFECTIVELY

A Look Back - How We Got Here

Management Foundation Standards

Ministry of Education and
Childcare consultation in
2022

An exploration of how
leaders in the K-12 system
felt about their roles

While leaders had advanced
leadership skills, they felt
they would be more
effective if they had some
specific K-12 system training

Ministry of Education and
Childcare, as a result of
consultation, determined
the following system-wide
approach was lacking:

Equity of access to training
across province;

Ensure leaders feel
prepared and supported
when step into new role;

Ensure leadership workforce
is representative of BC's
population.

Management Foundation Standards



- Foster high-performing teams
- Support capacity building
- Understand K-12 labour relations & the collective bargaining process
- Engage in effective workforce planning
- Implement strategies to support diversity in the workforce
- Communicate effectively

Management Foundation Standards – *Working With People*

- Effective people management builds individual and group capacity and enhances performance
- Organizational success depends on empowering people in leadership/management
- A clear understanding of labour relations provides a foundation for productive interactions
- Creating a diverse and inclusive work environment is fundamental to achieving equity for adults and students
- Clear and consistent communication is crucial to fostering trust and engagement

from Management Foundations Program Report

BCASBO Leadership Development Program

4 session series

Cohort 8 – May, August,
November, Spring
sessions

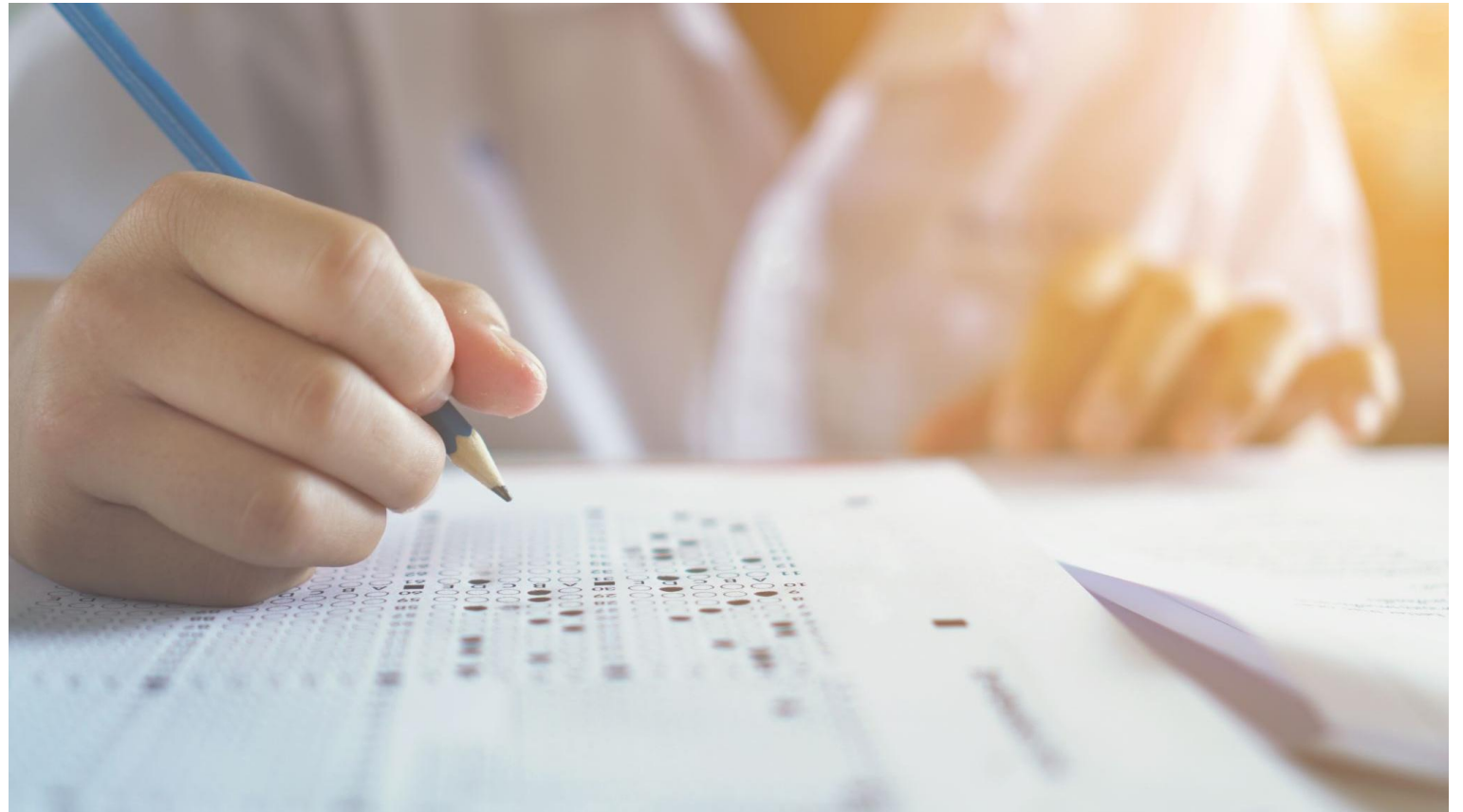
Content is based on
Management Foundation
Standards

Sessions are interactive
and include case-studies
and job-embedded
challenges and
opportunities

Sessions are facilitated by
leaders and specialists in
respective content-areas

Learning and mentorship
is supported by table
coaches/respected
leaders and colleagues in
the field

Session 1 –
*Governance,
Legislation,
Roles &
Responsibilities*
Survey Results



Your Feedback from
Session 1 -
Comments,
Questions, Concerns
to Assist with August
Session

Would welcome an opportunity to work with other leaders

Appreciate table groups – yet hoping to meet others

Receiving an agenda overview in advance would be helpful

Hoping for additional content – appreciative of hearing from experienced leaders

Reading materials and/or pre-work in advance

Appreciate opportunity to meet others in similar roles (outside of cohort)

Additional clarity re: *Management Foundation Standards and Leadership Development Program*

Getting Started –
*Working With
People*

Some Reflections – Sharing Your Pre-Work

What are my strengths in building relationships and trust with others? What are my areas for growth?

How do I manage conflict or resistance within my organization and/or team?

What strategies do I use to ensure all voices (on my team) are heard?

How do I develop the leadership capacity of others in my organization and/or team?

What is my approach to giving and receiving feedback? Where do I shine? Where do I struggle?

How effectively do I communicate with others? How do I measure my effectiveness/how do I know?

Personal Sharing and Reflection

Select one of your responses and share your thoughts with a partner. Why did you respond the way you did? What are your hopes for the sessions over the next two days?



Managing Conflict
and Difficult
Conversations
Facilitator: *Gina
Niccoli-Moen,
Holloway Group*



Break For Lunch



Effective
Workforce
Planning
Facilitator:
Megan Jones,
National
Workforce
Transformation
Lead,
KPMG



Effective Workforce Planning – A Definition

“A proactive, data-driven approach to ensure an organization has the right people, with the right skills, in the right roles, at the right time to meet current and future business needs.”

**this definition was generated with the assistance of ChatGPT*

Effective Workforce Planning – Some Key Considerations

- Align with strategic plan
- Analyze current workforce
- Forecast future workforce needs
- Identify gaps
- implement and monitor strategies
- Focus on talent development/professional learning/training
- Focus on recognition and retention
- Utilize data and analytics
- Ensure diversity and inclusion
- Ensure ethical and legal compliance

*this list was generated with the assistance of ChatGPT

Table Talk – Reflections and Sharing

- What do you think about what you've heard?
- With respect to the key considerations on the previous slide, are there any additions? deletions? comments?
- How has what you've heard apply to you in your school district?
- What practices and/or initiatives regarding workforce planning currently exist in your organization?
- What might some ideas be that you can bring back for consideration in your organization?
- What might you want to know more about?

Organizational
Communication
Facilitator:
Deneka Michaud,
Chief
Communication
Officer,
BCPSEA

Some Key School District Communications – Internal and External



SHARING YOUR
STORY



PUBLICIZING
EVENTS OR GOOD
NEWS



EDUCATING,
INFORMING,
ADVISING



SHARING KEY
INFORMATION



BUILDING YOUR
REPUTATION

Boards of Education - Communication

Share

- Share Strategic Plan, Long-Range Facilities Plan, Capital Plan

Increase

- Increase Awareness of Board Goals & Priorities

Showcase

- Showcase Student Achievement

Share

- Share Student & Staff Accomplishments and Recognition

Increase

- Increase Transparency - Funding and Budget Processes

Build

- Build Confidence in School District

Build

- Build Confidence and Relationships with Indigenous Rights-Holders

Seek

- Seek Community Engagement – Support for Public Education

Some Types of Communication



Community and Public Engagement



Media



Focus Groups



Public Board Meetings



Social Media



Letters



Memos



surveys

The Audience – Internal and External

External audience

- Ministry of Education and Child Care
- Media
- Community Groups
- Elected Officials
- Indigenous Communities
- Community Residents
- Local businesses, post-secondary institutions, non-profit organizations, religious leaders, etc

Internal audience

- Students
- Staff
- Parents
- Families

Some Key Relationships

Board of
Education

Ministry of
Education and
Child Care

First Nations

Unions

School and
District-Based
Staff

DPAC (parents)

students

MLAs, Mayor,
Council

Community

BCSTA, BCASBO,
BCSSA, BCPVPA

What my role might be?



Dinner Session



History of
Collective
Bargaining and
Role of BCPSEA
*Facilitators: Bruce
Anderson, CEO
BCPSEA
Chris Beneteau,
Executive Director,
Labour Relations,
BCPSEA
Panel Moderator:
Ray Velestuk,*

Day 2



Building Inclusive
Organizations:
Equity, Diversity,
Inclusion &
Reconciliation in
Practice
Facilitator:
Harpinder Hothi,
Executive Director
HR, Burnaby School
District

BCPSEA - Roles,
Responsibilities,
and Supports for
School Districts
Facilitators: *Chris
Beneteau*, Executive
Director- Labour
Relations *BCPSEA*
&
Harpinder Hothi,
Executive Director
HR, *Burnaby School
District*

Break For
Lunch



Building and
Maintaining
Highly Effective
Teams
Facilitator:
*Gina Niccoli-
Moen,*
Holloway Group



Looking Ahead to Session 3 -
*Values-Based, Evidence-Informed Decision-
Making and Planning for Impact*

Session 3 – Some Pre-Work

Anything You're Still
Wondering? Or
Curious About?



What I Don't Know

What I Know A Little About – And
Would Like to Know More

What I Know A Lot About – And
Would Like Some Clarity



Facilitator and Coach- Reflections and Closing Comments



See you in
the Fall

November
28 & 29,
2025

The Sutton
Place
Hotel

Vancouver,
BC

Agenda to
follow

Thank You