



## **Beyond Golf – Human Resources Practices**

*with*

**Ross Dunsmore, BA, LL.B**

**January 22, 2009**

**8:00 am – 3:00 pm**

**Ramada Hotel and Conference Center**

**2170 Harvey Avenue**

**Kelowna, BC V1Y 6G8**

### ***Overview:***

Sometimes the job of keeping the golf course in top condition can be so consuming that other important aspects of the day-to-day responsibilities can get shifted and pushed to the side. This can have an overall negative impact on your operation and eventually on course conditions. Ross Dunsmore of Dunsmore Law in Toronto will use the analogy of what goes into preparing for and playing a round of golf to outline how the many aspects of positive employment practices work together to produce a great work environment.

His presentation will cover pre-game preparations including who are your employees, understanding basic contracts and employment policies including policies related to complaints, human rights, gender, safety, the environment and employees, how to stay “out of the rough” with respect to complaints and investigations and the best methods to make you a champion when compared to other employees.

Ross specializes in helping managers implement and maintain positive working environments in which fair practices help avoid disputes which go external. He has worked with many employers on procedures to avoid third party intervention. His practice encompasses analysis and resolution of work place disputes from grievances and human rights complaints to wrongful dismissals. His focus is on economical strategies to avoid expensive disputes.

**Ross Dunsmore, BA, LL.B** obtained his BA from McGill University in 1970 and his LL.B from Queen’s University in 1973. He joined a large labour firm as a law student in 1973 and was admitted to the bar in 1975. Throughout his distinguished career, Ross has practiced exclusively management labour relations law and is well-known in the field. In 2006, Ross Dunsmore opened his own law practice, Dunsmore Law, after thirty years as a senior partner at a large labour firm. Ross Dunsmore continues to be a sought after lecturer across Ontario. Ross is a past Chair of the Toronto Board of Trade Golf Club, a former Governor of Ridley College and the founding Chair of the Jozo Weider Ski Club at Blue Mountain. Presently, he is the General Manager of the Ontario Blue Jays Baseball Club, which seeks to place gifted Ontario athletes on university scholarships. He also aspires to be a better golfer.

**Approval Information:** This seminar is eligible for 7 CEC for both the CGSA Master Superintendent and Accredited Golf Superintendents programs. Application has been made to the GCSAA for education points.



To register for **Beyond Golf – Human Resources Practices** please complete this form and send to CGSA with payment or register online at [www.golfsupers.com](http://www.golfsupers.com).

SEM CODE: CSS 080809 Jan 22 2009

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**Seminar Fees: (all seminar fees are subject to GST, GST/HST # R100765106)**

<b>Member:</b>	\$195	\$9.75	<b>\$204.75</b>
<b>2<sup>nd</sup> person:</b>	\$150	\$7.50	<b>\$157.50</b>
<b>Student:</b>	\$100	\$5.00	<b>\$105.00</b>
<b>Non-Member:</b>	\$295	\$14.75	<b>\$309.75</b>
<b>Non-Member Student:</b>	\$200	\$10.00	<b>\$210.00</b>

*Provincial Association members are charged the member rate.*

**Payment by:**       Cheque       Visa/MasterCard/American Express

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**The Fine Print:**

Payment must accompany registration. Registration Fees include reference materials, lunch & refreshment breaks. Cancellations received in writing 14 days prior to the date of the seminar will be refunded less a \$60.00 administration fee. **Refunds will not be issued after 14 days prior to the seminar.** (Documented emergencies will be considered for refund less the administration fee of \$60.00). CGSA reserves the right to cancel this seminar at its sole discretion – in such a case, its only obligation will be to refund any registration payments received for attendance at the seminar.