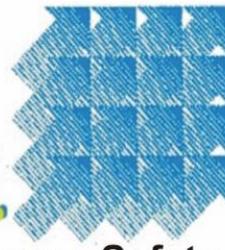


Beyond  
Rewards Inc.



Full Service Human Resource, Safety,  
Private Investigation & Training Consultants  
[www.beyondrewards.ca](http://www.beyondrewards.ca)

**October 2018**



## Why Good Managers Say Thank You at Work

You've probably heard about the benefits of cultivating an "attitude of gratitude". After all, it's old news by now that researchers in the positive psychology movement have determined that expressing appreciation is strongly associated with greater happiness. That means if you want to be a happier person, start by giving thanks!

But did you know that expressing your gratitude at work can also make you a more effective leader? Here's how.

THANKS

FOR

BEING

AWESOME

Read more [here!](#)



## Locking Out Danger

In work environments that use powered equipment, machinery or any other source of stored energy, potential hazards are present whenever employees perform

maintenance, repairs, installations, inspections or other non-routine tasks. Regardless of whether it is in construction, manufacturing, engineering, oil and gas, agriculture or printing, machines that start up unexpectedly could cause lacerations, amputations or crushing injuries through moving blades or chains and pinching conveyor belts.



Read

more [Here](#)



## Talent Shortages in the Workforce Jeopardizes Future Business Growth

In Canada alone, job vacancies are currently at the highest rate recorded since this trend had started being observed in 2004: 3.1%. In fact, for the past four months nearly 400,000 jobs



have been vacant in Canada. Within Ontario, the vacancy rate rests at 3%, with other provinces falling closely within the same range. "In every part of the country, you will find businesses struggling to find the right worker" (Ted Mallett, Chief Economist at CFIB in Toronto).

Read

more [here](#)



## Free Workshop: Cannabis in the Workplace



Are you prepared for the legalization?

Join us at our office to learn about Cannabis in the Workplace. Bring your own lunch for this free informational session. We will talk about:

- ☐ Your duties as an employer
- ☐ Your duties as an employee
- ☐ Legislation specifications

- ☐ Legal restrictions
- ☐ Preparatory measures
- ☐ How your workplace will be affected
- ☐ Recommended changes to company policies

Tuesday November 6, 2018  
8:00am - 9:30am  
291 Woodlawn Rd. Unit B10

This is a free workshop, and all are welcome!  
Please note that Beyond Rewards Inc. is a Nut free zone  
Space is limited! To register, please contact our office at 519-821-7440 or [Send us an email](#)

Check out the flyer [here!](#)



## Upcoming Bring Your Own Lunch and Learn

**Thursday October 11- *Why Use Assessments? Benefits and Uses!***  
8:00AM - 9:30AM

**Monday October 15 - *Intro to the Coaching Habit***  
11:30AM - 1:00PM

Coaching is increasingly recognized as an important aspect of leadership and development. Yet, most of us don't receive nor deliver effective coaching. In an Intro to The Coaching Habit, you will turn the fundamentals of coaching into 7 key questions. You can use these questions to change how you engage others, manage your relationships, and guide your employees or co-workers to solve problems and develop themselves.

**Thursday October 25 - *Why You Do What You Do in Business***  
8:00AM - 9:30AM

All workshops are held at our office at 291 Woodlawn Rd. W Unit B10, and are free for anyone to attend. All are welcome. Please RSVP by calling the office at 519-821-7440 or by [e-mail](#).

Coffee, Tea and water will be provided.

***Please note that Beyond Rewards Inc. is a nut free zone.***



## Monthly Networking Lunch

Join us each month for a Leadership Networking lunch, where our guest speakers and

staff will share their knowledge that can bring tips and tricks and informative



information to assist you with your small business or organization. Come out and network with other small and local businesses, and learn the legal challenges of owning a small business.

**Monday October 22**

**11:30 - 1:30**

Our guest speaker for October will be Ted Ecclestone from the Ecclestone Financial Group in Fergus, ON

**Investing Your Business Profits**



*Born and raised in Fergus, Ontario, Ted Ecclestone has always been involved in the business of people, and entered the insurance business in 1990. Over the years, Ted has been involved in numerous volunteer activities in the Fergus area. Professionally, Ted has been a member of the Million Dollar Round Table Honour Roll for 15 years. This esteemed honour is given to the truly elite leaders, mentors, and role models of the Premier Association of Financial Professionals - and international club representing the insurance industry's top six percent of professionals in the world.*

*Ted is also a 5 Star Master Builder with Manulife Financial. Membership in this group acknowledges the exceptional producers that have made substantial contributions at the Company's development and expansion.*

Please RSVP by contacting our office by phone (519-821-7440) or by [e-mail](#). Lunch and drinks to be provided. If you have any dietary restrictions, please inform us when reserving your spot. Please note that Beyond Rewards Inc is a nut free workplace.



## WHMIS Deadlines Quickly Approaching

### Phase 3

September 1, 2018 - November 30, 2018

#### During Phase 3:

- employers should only be receiving hazardous products with WHMIS 2015 labels and safety data sheets
- employers will have the final three months to bring their existing inventories of hazardous products into compliance with WHMIS 2015

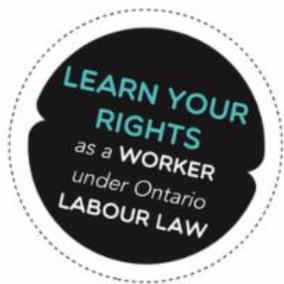
Phases of WHMIS transition				
Phases	Timing	Manufacturers and importers acting as suppliers	Distributors acting as suppliers	Employers
Phase 1	February 11, 2015 to May 31, 2018	Comply with WHMIS 1988 or WHMIS 2015	Comply with WHMIS 1988 or WHMIS 2015	Comply with WHMIS 1988 or WHMIS 2015
Phase 2	June 1, 2018 to August 31, 2018	Comply with WHMIS 2015	Comply with WHMIS 1988 or WHMIS 2015	Comply with WHMIS 1988 or WHMIS 2015
Phase 3	September 1, 2018 to November 30, 2018	Comply with WHMIS 2015	Comply with WHMIS 2015	Comply with WHMIS 1988 or WHMIS 2015
End	December 1, 2018	Comply with WHMIS 2015	Comply with WHMIS 2015	Comply with WHMIS 2015

Check out the fact sheet [here](#).



## Occupational Health and Safety App

Labor laws and WHMIS at your fingertips! You can now download the app "Worksafe" for your Android or Apple device!



Learn and Study WHMIS SYMBOLS



Use WorkSafe's reminder section to develop healthy posture at a sedentary job.

click [here!](#) For more information or to download,



## Become a Certified Health and Safety Representative



A Certified Health and Safety Representative is required for companies with 20 or more employees. Representatives need to know what their responsibilities are under the Act. Know your responsibilities. Get certified!

Location: 730 Bridge Street, Unit 3, Waterloo

Part One - Dec. 3-5 2018

Time: 8:30am till 4:30pm each day

We have partnered with Acute Environmental, spaces are limited, sign up now !

[Part One](#) and [Part Two](#)



## Boardroom For Rent

Are you looking for space to hold a meeting?

Our boardroom is available for rent, located at 291 Woodlawn Rd West. For your convenience, we accept most major credit cards.



Rental includes:

- Use of WiFi
- Large television for presentations
- Coffee and Tea
- Seating for up to 12 people
- Free Parking
- Full day, half day or hourly rentals

Please call the office at **519-821-7440** for pricing and more information.



## Community



# Innovation Guelph

Innovation Guelph is building prosperity for community well being by providing mentorship and business support programs and services to help innovative enterprises start, grow and thrive. Visit their [website](#).

### Toolkit Tuesdays

3rd Tuesday of every month

Toolkit Tuesdays are free learning sessions for current and potential Innovation Guelph clients. These sessions are an excellent opportunity to learn something new, connect with the experts, ask questions, and get advice! This event is free to attend but registration is required.



Space is limited, register [here](#).



Thursday November 15, 2018  
Hanlon Convention Centre  
26-340 Woodlawn Road West, Guelph

For more information, [visit the website](#).

## Career Education Council

CEC is a registered charity that serves Guelph, Wellington and Dufferin. We connect and partner with business and education to help students explore careers, gain meaningful workplace experiences and discover a vibrant connection to the workforce and the future. For more information, please visit their [website](#).



# SAVE THE DATE



## YOUR FUTURE, YOUR CHOICE

November 14th, 2018 6pm-8pm

Centennial Collegiate Vocational Institute, Guelph

A one-stop education, career and community resource fair  
for parents & students.

Ways to get involved:

**Sponsor** - support this initiative as a Bronze, Silver, Gold or Platinum sponsor!

**Exhibitor** - profile your services with a booth, display and interactive opportunity

**Participant** - attend this event as a student or parent/guardian

**Communicator** - share this information and help network for success

**Teacher** - take part and learn about opportunities for your students

[Sign Up Here!](#)



Business Centre Guelph Wellington



# BRIDGES to BETTER BUSINESS

**MONDAY, OCTOBER 15**  
**6 - 9PM**

**DOWNTOWN FERGUS + FERGUS GRAND THEATRE**

**\$25**

*includes food and HST*

JOIN US TO KICK OFF OUR 20<sup>TH</sup> YEAR SUPPORTING SMALL BUSINESSES



**6:00PM – FERGUS PUB CRAWL + NETWORKING**  
Network with small business owners, sample appetizers and say cheers to local business!

**7:30PM – KEYNOTE SPEAKER RYAN JOYCE**  
From a kid with a magic kit to a globally known illusionist, hear this local success story at the Fergus Grand Theatre.

*For tickets and information:*  
**guelphbusiness.com**  
**519-826-4701**  
**#bizbridgesgw**

**EVENT PARTNERS**



## About Beyond Rewards

**Beyond Rewards Inc.**

***Your full service people management partner.***

Beyond Rewards partners with our clients to deliver solutions that help solve their most simple and complicated needs. Our services are designed specifically to support small to medium sized businesses that haven't reached the point of needing a fulltime HR & Safety Professional on staff. Utilizing decades of industry experience and functional expertise, our services go beyond the norm to develop new insights, drive results, and help grow your business.



We understand, that you spend a lot of time managing your business. This is time consuming with the burden of up to 40% of your time spent on staff related tasks that take you away from being able to work the business the way you'd like to.

Beyond Rewards is a full service people management partner outsourcing to you Human Resource and Health & Safety on-call and on-site services. We provide a wide range of tailored solutions to assist you from Recruitment right through the employee cycle to outplacement services.

Let us help you take the weight off your shoulders today! Call for a no obligation quote! We are your HR and Safety Specialists with over 25 years in business; Onsite at your location and off-site on-call at Beyond Rewards. We care about our clients and their teams!

### *Links to Additional Resources*

- [Beyond Rewards' Corporate Brochure](#)
- [AODA Expert](#)
- [Beyond Rewards' Promotional Video](#)
- [Beyond Rewards Training Site](#)



VISIT OUR WEBSITE

