

# Practice makes Perfect

A peer learning  
opportunity focused on HR issues in  
nonprofit organizations

*"All change, begins in conversation."* Juanita Brown

The Calgary HR Initiative invites you to an ongoing Community of Practice discussion on nonprofit HR issues. These peer learning conversations address human resource management challenges and solutions to better equip organizations with the resources needed to attract, retain and develop a qualified workforce. Participants have a shared interest in solving challenges by developing a repertoire of resources, professional networks, experiences, tools, and ways of addressing common HR issues. Drawing on input from our previous sessions, the topic for this event will be:

## ***Rewards, Returns and Retention...***

### ***Understanding Total Compensation with Peter Boland***

At a time when every dollar matters and retaining quality staff becomes even more critical, understanding your compensation system and sector trends is vital for every organization. Join us for an engaging presentation with Peter Boland, one of Calgary's leading experts on compensation in the nonprofit sector and the author of the annual Boland Survey of Nonprofit Salaries and Human Resource Practices. Peter has several years of experience in the area of compensation through his career in the public and private sectors.

Come and learn about how you can develop your total compensation system, both formal and informal to help make your organization more competitive and effective.

**Wednesday, March 10, 2010**

**9:00 – 11:00 AM**

Room 201 Kahanoff Centre, 1202 Centre Street SE, Calgary

**Cost: \$20 CCVO members; \$28 non-members**

**Register:** ONLINE by Friday, March 5<sup>th</sup> at

<http://www.calgarycvo.org/events/events-schedule-and-registration>.

Call Jackie Coe at 261-6655 if you have questions.

Note: space is limited so please register early.

*Written notice of cancellation must be received on or before March 5<sup>th</sup>.*

*After the cancellation date, no refunds will be available; however, a substitute participant is welcome.*