

Thinking Globally, Acting Locally: *Cross-Cultural Team Building and Diversity in the Workplace*

Host: Ryan Montpellier, Executive Director

Mining Industry Human Resources Council (MiHR)

Speaker: Dr. Marie Bountrogianni, Dean

The G. Raymond Chang School of Continuing Education

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This webinar is made possible with the funding from Government of Ontario to engage and assist employers with the recruitment and retention of Internationally Trained Professionals.

Funded in part by Canada's Foreign Credential Recognition Program.

Presenters

Host



Ryan Montpellier
Executive Director

Mining Industry Human
Resources Council (MiHR)

Speaker



Dr. Marie Bountrogianni
Dean

The G. Raymond Chang School
of Continuing Education



**THINKING GLOBALLY, ACTING
LOCALLY:**

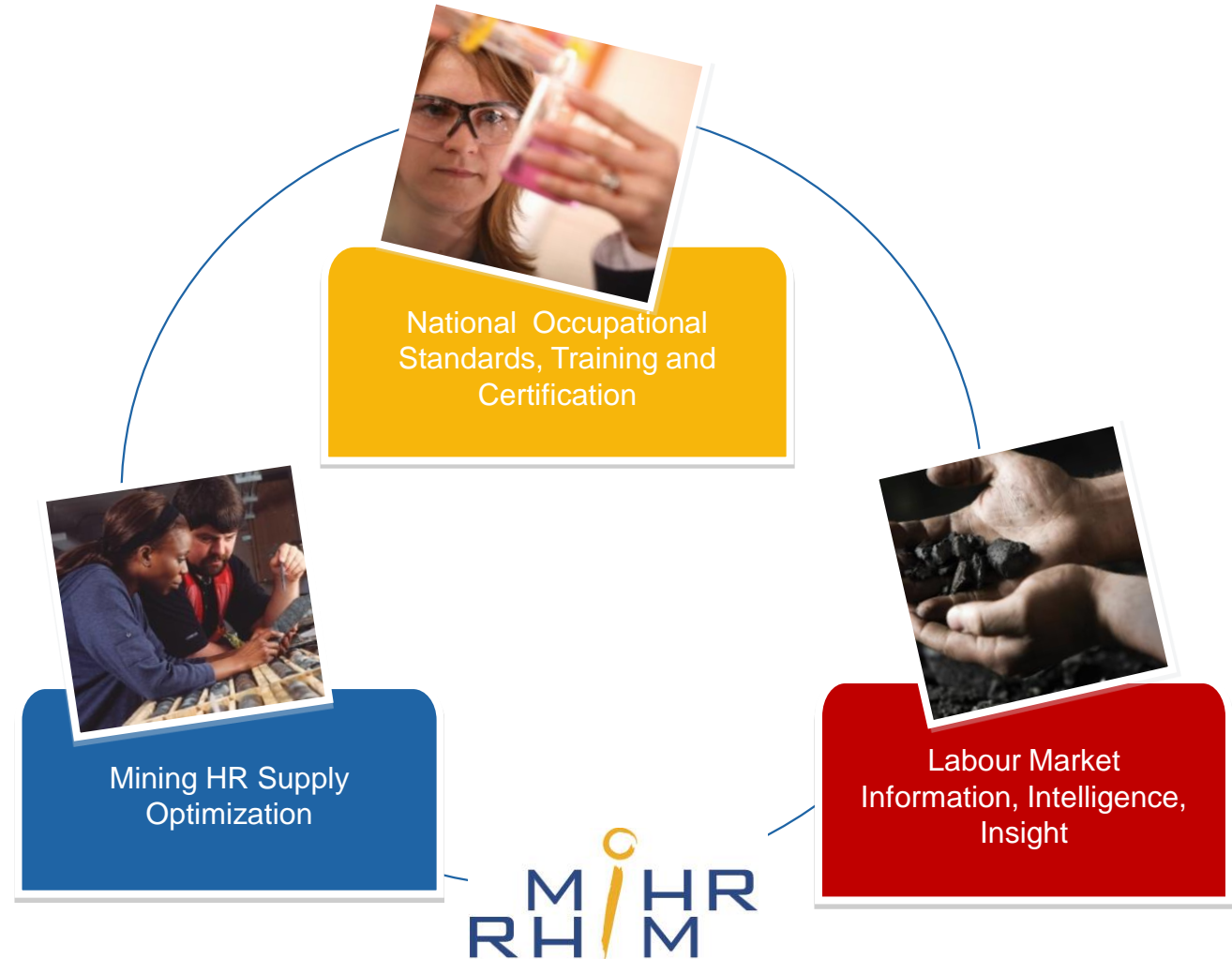
**CROSS-CULTURAL TEAM BUILDING
AND DIVERSITY IN THE WORKPLACE**



MINING INDUSTRY
HUMAN RESOURCES COUNCIL

CONSEIL DES RESSOURCES HUMAINES
DE L'INDUSTRIE MINIERE

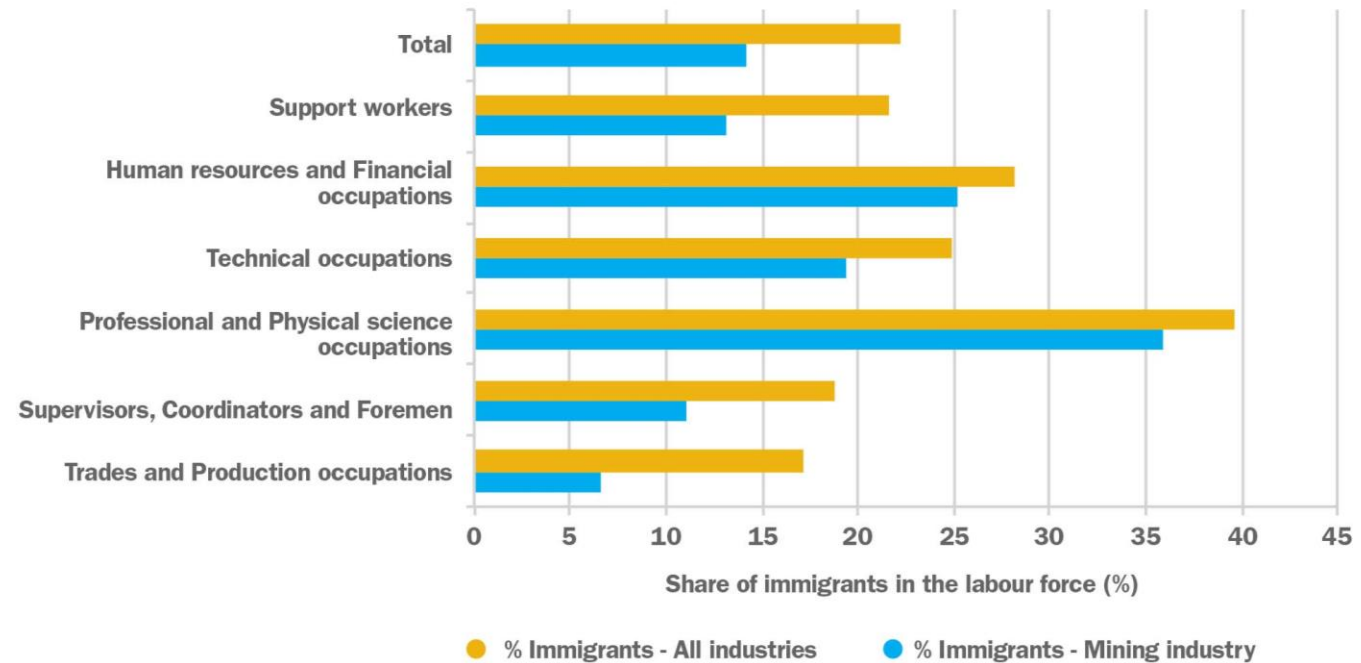
Programming to Address HR Challenges



Engagement of Immigrant Workers Could be Improved

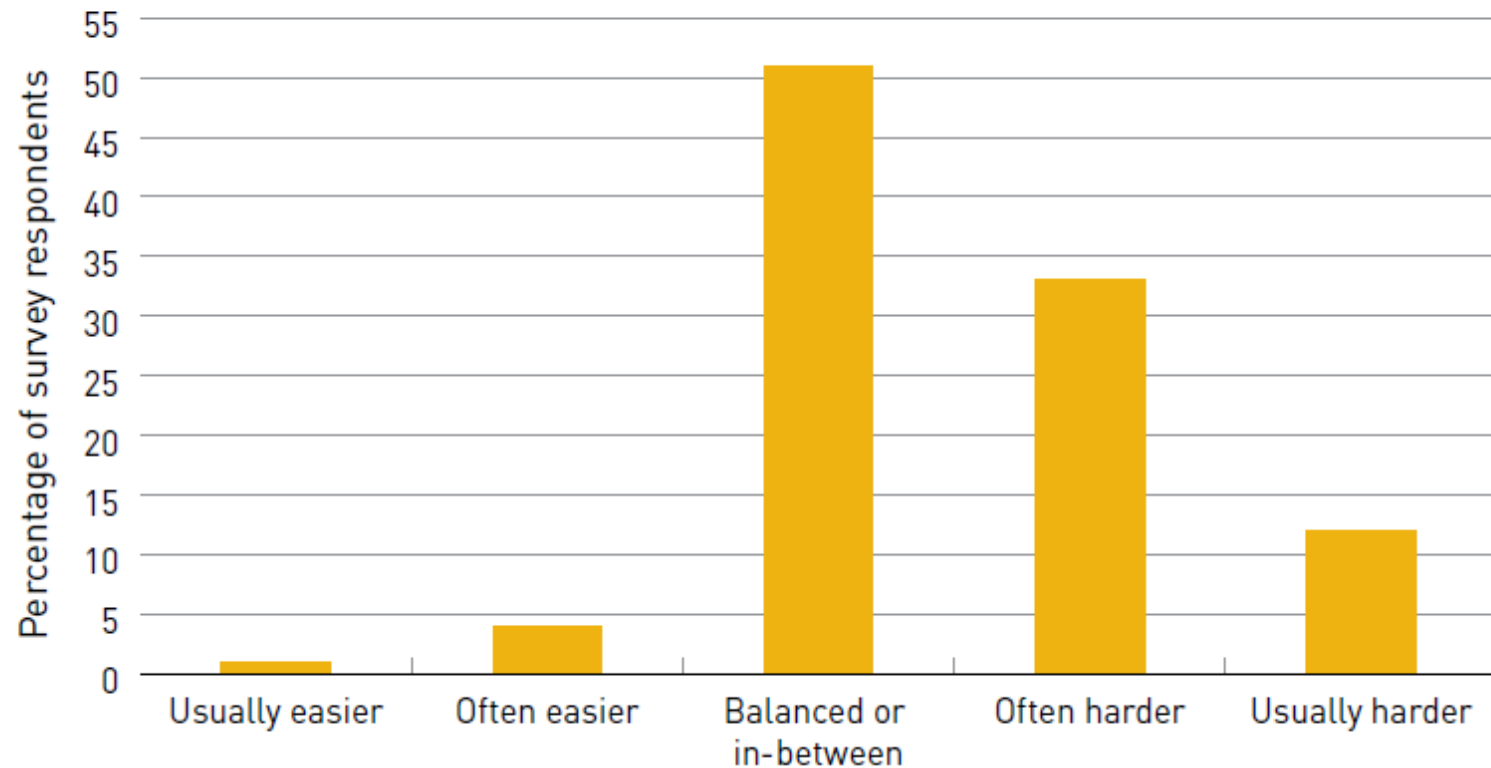


Representation of immigrants in all industries and in mining, by broad occupational category (2011)



Source: Mining Industry Human Resources Council, Statistics Canada, 2016

Figure 2: Perspectives on difficulty for immigrants to succeed in the workplace



- 1. Language and Communication Barriers**
- 2. Cultural Differences**
- 3. Culture and Career Advancement**

MiHR Research: Immigrants Face Barriers in the Mining Workplace

Cross-Cultural Team Building and Diversity in the Workplace

Dr. Marie Bountrogianni

Dean, The G. Raymond Chang School of Continuing Education

**Ryerson
University**

**The Chang School
of Continuing
Education**

About The Chang School

- Ryerson University's **G. Raymond Chang School of Continuing Education** is Canada's foremost provider of university-based adult education, with courses and programs in the following areas:
 - Arts
 - Business
 - Communication and Design
 - Community Services
 - Engineering, Architecture, and Science
 - Gateway for International Professionals
 - Programs for 50+
 - Spanning the Gaps – Access to Post-Secondary Education
- Over **70,000 annual enrollments** in more than 1,500 courses
- **80 career-related certificate programs.**
- Our flexible programming is available on campus, via distance education, and off-site for employee

The Reality

- Shortfall of 1.2 million skilled workers by 2025 (The Conference Board of Canada).
- 6 million Canadians will retire in the next two decades.
- Skilled immigrants will account for all net population growth by 2031 (Statistics Canada).

Cross-cultural Team Building

Mal-employment

- Disproportionate number of low-wage earners are immigrants.

Only 60% of highly skilled Canadian immigrants are working in professional jobs.

Cross-cultural Team Building

Good Work Ethic

- Immigrants want to contribute.
- Proven record of success on Canadian teams.



Cross-cultural Team Building

Foreign Markets

- Insight into working with diverse markets.



Cross-cultural Team Building

Good for Business

- Unique set of skills.
- Leveraging diversity

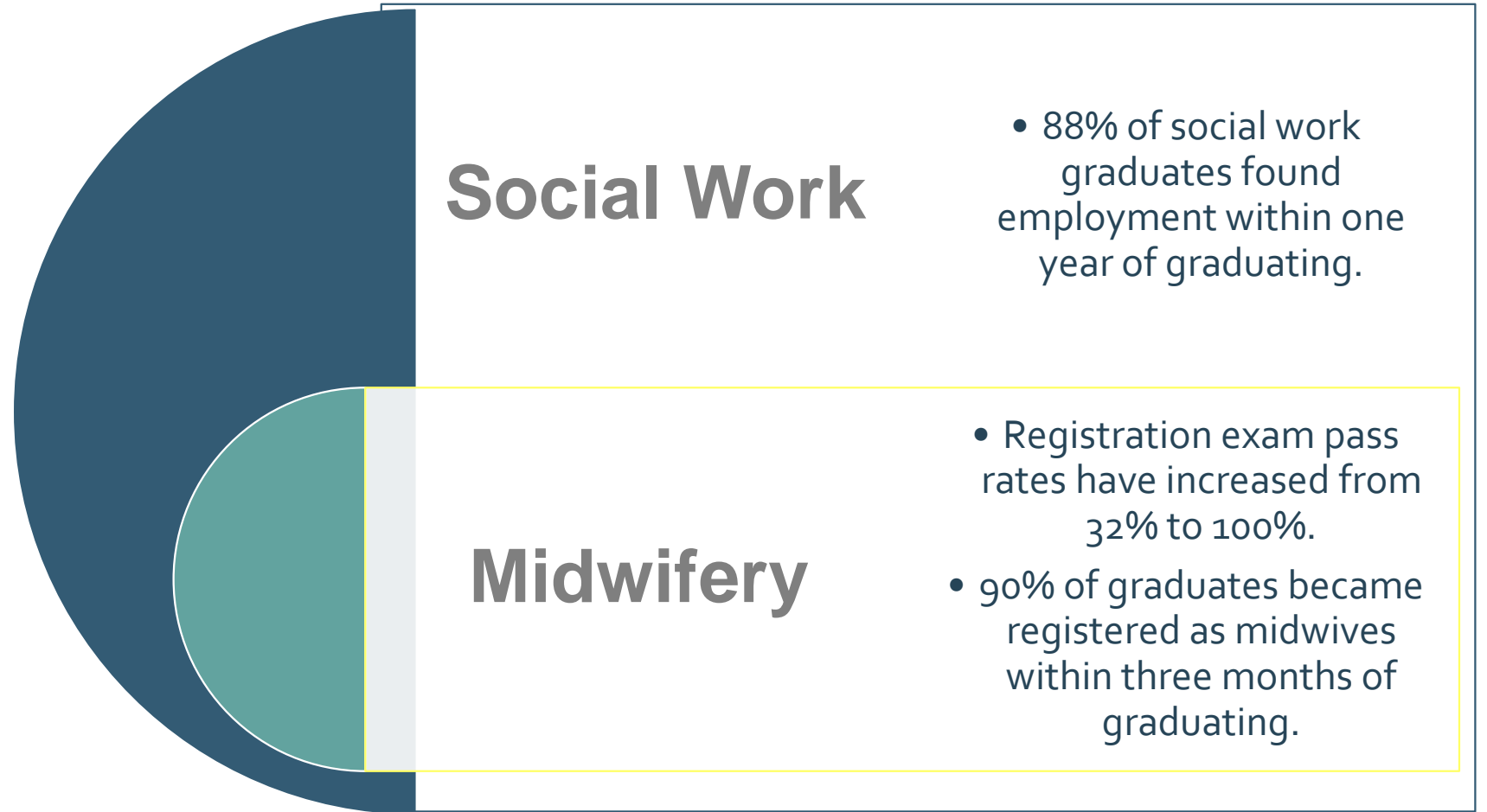


Cross-cultural Team Building

Gateway for International Professionals

- **Accounting and Finance**
 - International Accounting and Finance Professionals (IAFP)
- **Medical Doctors**
 - Internationally Trained Medical Doctor Bridging Program (ITMD)
- **Middle-Level Managers**
 - Middle-level Managers (MLM) with Technical Background Bridging Program
- **Midwifery**
 - International Midwifery Pre-registration Program (IMPP)
- **Social Work**
 - Internationally Educated Social Work Professionals (IESW)
- **Communication**
 - Workplace Communication in Canada (WCC)

Cross-cultural Team Building

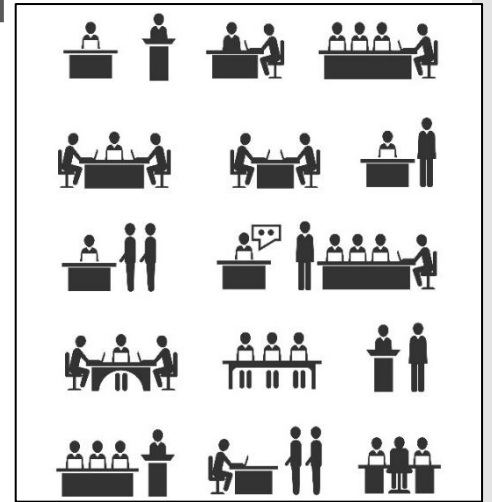


Cross-cultural Team Building

Workplace Communication in Canada (WCC)

- Soft Skills
 - 'Fitting into the workplace'.
- Professional Communication Skills
 - Effective exchange of information

*97% of graduates have a better understanding of the norms and the expectations in the Canadian workplace.



Cross-cultural Team Building

Experiential Learning Exchange (ELX)

- Flexible and customized learning
 - Hands-on, project-based activities.
 - Needs of individual participants.
- Connecting participants
 - Coaches, expert advisors, peers.



<http://elx.blog.ryerson.ca/>

Cross-cultural
Team Building

THANK YOU

Ryerson
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Q&A with Presenters

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Upcoming Community Events

Monthly Webcasts:

November 8th, 2017 - Mining Labour Market Insights - Diversity 2017: *MiHR*

LMI Team Register by contacting Sarah Gauen- sgauen@mihr.ca

National Action Plan: *Women in Mining Canada*

Using a Magnet Approach for Diverse Talent : *Magnet /Ryerson University*

Mental Health at Work: *Mental Health Commission of Canada*

EnGendering Success - What the Research Says: *Canada Research Chair in Social Psychology, University of British Columbia*

How to Source International Talent in Your Backyard: *National Panel of Newcomer Employment Experts*

Why Gender Inclusion Matters: *Panel of Mining Executive Champions*

Aboriginal Mining and Skilled Trades Entry Project: *Goldcorp & Oshki-Pimache-O-Win*

In-Person Meetups:

Vancouver
January 2017

Toronto
March 2017

Montreal
May 2017

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