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PROFESSIONAL DEVELOPMENT SEMINAR GUIDE 2011-2012

HORTICULTURAL TRADES ASSOCIATION

landscapeontario.com



Your journey to *prosperity* begins here.

Don't do it!

Welcome to Landscape Ontario's Professional Development Seminar Guide for 2011-2012. Please keep the following guidelines in mind as you browse through its pages:

Don't sign up for any learning opportunities

if you want to stay at your current income level.

Avoid the chapter and association activities, at all costs,

if you want to remain isolated from the industry network.

Ignore the Prosperity Partnership Pillars

if you want your business to stay within its present levels of professionalism and profitability.

Seriously, the cautions above are a friendly joke to point out the real, money-making opportunities LO's offerings can provide.

Participants at our many seminars gain in skill, earning power and efficiency for their employers — and enjoy their jobs more as a side benefit. The chapter courses and activities offer all of the benefits above, plus the chance to build contacts within your local green industry community. Landscape Ontario's trade shows, publications and special events are rich with education, business advantages and networking opportunities.

Seminars in this booklet are organized according to the pillars of the Prosperity Partnership, an initiative to help green industry professionals succeed. Get started on the prosperity journey through the opportunities listed here, and at www.horttrades.com/prosperity.

So enjoy the seminars, events and opportunities within these pages, all dedicated to a more prosperous green industry for Ontario, and a more rewarding career for YOU!

Certification legend

See page 54 and 55 for details on these programs.



CHT
Certified Horticultural Technician



CLD
Certified Landscape Designer



CLP
Certified Landscape Professional



CLT
Certified Landscape Technician



IA
Irrigation Association

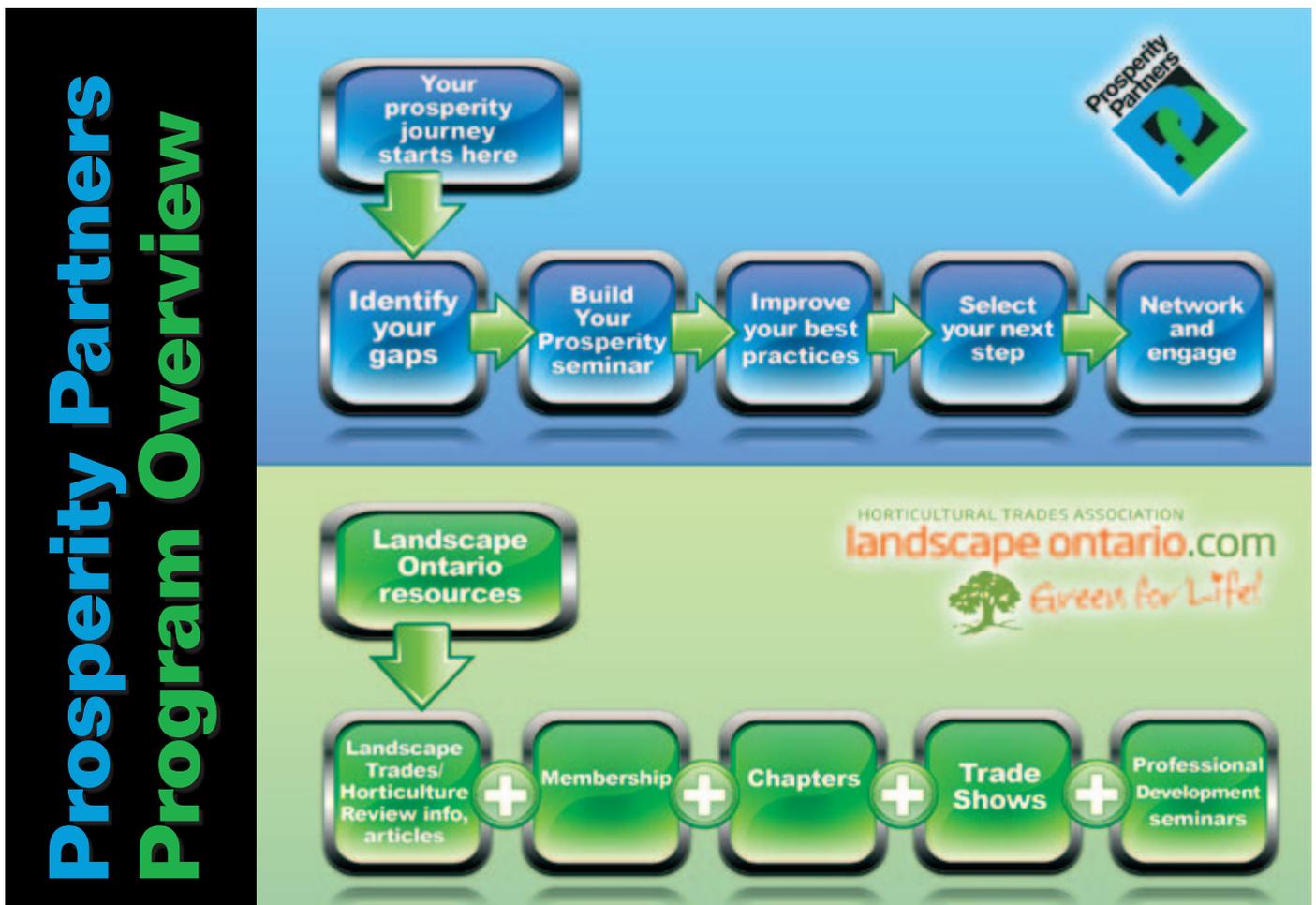


CEU/ISA
Continuing Education Unit

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Customers for Life



Cultivating customer relationships and providing value is the lifeblood of all businesses.

The opportunities below all support the Customers for Life pillar of the Prosperity Partners program.

Prosperity Online Survey Take a free survey, posted at www.horttrades.com/prosperity, to measure your strengths and weaknesses in the five pillars of the Prosperity Partners program.



These seminars are approved for CNLA Landscape Industry Certified recertification at 1 CEU per hour of certification and will help you to prepare for Certification tests

Note: For further information on **CHT**, **CLD**, **CLP**, **CLT**, **IA**, **CEU**, please refer to page 54

Building your Prosperity Seminar

CLP



Get started on the road to success. This program is intended to help green industry members clarify their strengths, and identify the components of their businesses that need attention and improvement. A seminar workbook will be provided. **Note:** This seminar may also be offered in other Chapters. See www.horttrades.com/prosperity for more details.

PP001 (MILTON)

- Four Dates: A) Wednesday November 9 2011
- B) Wednesday December 7 2011
- C) Thursday February 16 2012
- D) Wednesday March 7 2012

Instructor: Jacki Hart
Minimum: 12 participants
Maximum: 20 participants

NEW

Rapport and Relationship Building

CLP

Enhance your listening skills and discover techniques that help build credibility to create a higher degree of comfort with customers in order to lower sales resistance and establish stronger client connections. This seminar is for those who need stronger people skills and wish to improve their ability to relate to a broader audience for increased selling opportunities. It will benefit those who have strong technical or product knowledge, but lack the soft finesse skills that make it easier to connect with clients. If you want to raise your consciousness and have a clearer understanding of how to "click" with a prospect, this workshop is for you! This is a seminar for all your staff.

LBM039 (MILTON)

Date: Wednesday November 23 2011
Instructor: Marshall Northcott
Maximum: 25 participants

NEW

Proposal Preparation and Presentation

CLP

If the need to document, prepare and present formal proposals is necessary in your position, this seminar will help you win more competitive sales opportunities. It was designed for individuals who are involved in the sales process and are not naturally gifted or formally trained at organizing thoughts and ideas on paper into a format that builds a strong case and maintains an acceptable closing ratio. Learn the secrets of well prepared proposals that leverage sales efforts and wow the customer. Discover how to deliver them for maximum impact! Gain insight into proper layout of information so that your message flows, is easily understood and gains immediate acceptance from your prospect.

LBM040 (MILTON)

Date: Thursday February 9 2012
Instructor: Marshall Northcott
Maximum: 15 participants

NEW

Referral-based Selling

CLP

Learn the worth of your most valuable resource, your sphere of influence and how to work effectively within this foundation to build a rock-solid customer base. Master the art of building your business through referrals, by developing a systematic approach for lead generation. Discover how to leverage existing relationships for leads, build a structured referral system and to acquire customer testimonials in this training program. Discover proven methods for gathering high quality testimonials that can be leveraged in future business building efforts. Gain an understanding and develop skills to maximize sales opportunities by capitalizing on customer testimonials. This is a seminar for all staff involved in sales.

LBM046 (MILTON)

Date: Thursday, February 16 2012
Instructor: Marshall Northcott
Maximum: 15 participants

CLP modules:

Risk, Contracts and Legal Requirements, Marketing and Sales Management

The CLP module *Risk, Contracts and Legal Requirements* covers risk management, contract law and business structures. Smart business owners ensure that their companies perform with due diligence at all times. This topic will help the business owner to minimize day-to-day risk. The second part of the day, on the CLP module *Marketing and Sales Management*, covers an important component of your strategic plan and a major pillar guiding healthy growth. Topics include pricing strategies, market research, promotion, competitive bidding, contract negotiation, as well as customer service and effective communication. **Note:** Extra fees apply for exam or manuals. Visit www.clp.canadanursery.com or call 1-888-446-3499 for more details regarding cost and exam registration. A brief review on the CLP module *Exterior Production Operations*, including time for questions, will be held at the end of each seminar if time permits.

CLPMS-DU (DURHAM)

Seminar Location: Direct Landscape Supply, 935 Bloor St. E., Oshawa
For directions call 905-576-8400
Date: Thursday February 16 2012
Instructor: Paul Doornbos CLT, CLP
Maximum: 15 participants

NEW

CLP Tutoring Session

This hour of one-on-one tutoring is designed for participants already in the process of achieving their CLP designations. By attending, participants will gain a better understanding of topics that are challenging them in their business or in obtaining the designation. Participants should also come ready with questions. Select any CLP module for the one-hour session, to gain clarity and prepare yourself to write the corresponding test. The hourly sessions start at 9 a.m. and end at 4 p.m.; email kathym@landscapeontario.com to book your time.

NEW Please Note: Interested participants also have the opportunity to participate in a one-on-one session with a CLP Instructor via Skype if distance is a challenge. Contact sharvey@landscapeontario.com or kathym@landscapeontario.com for more details.

CLP Modules

- Strategic Planning
- Leadership and Corporate Citizenship
- Human Resource Management
- Corporate Financial Management
- Marketing and Sales Management
- Exterior Production Operations
- Risk Contracts and Legal Requirements

Also: Participants will have the opportunity to write their exam on face-to-face tutorial days only. If you need to arrange an alternate day see www.horttrades.com/landscape-industry-certified for the next scheduled date. **Note:** Extra fees apply for exam or manuals. Visit www.clp.canadanursery.com or call 1-888-446-3499 for more details regarding cost and exam registration.

CLP

CLPTS (MILTON)

Date: Tuesday February 28 2012
Instructor: TBA
Maximum: 7 spots available
LO Member: \$75 per/hr. (HST included)
Potential Member: \$100 per/hr. (HST included)

Customer Service: Back to Basics for Extraordinary Success

When did you last experience exceptional customer service? The memory stands out because it's rare. Meeting the needs of your customers will create loyalty, and building client relationships begins before the first sale. The small- and large-group activities, case studies and group discussions in this full-day seminar are designed for all landscape industry staff. Participants will outline a personal strategy for increasing business contacts, identify trust-building behaviours that support customer loyalty, select best practices in customer service that fit individual strengths and company needs, practice pinpointing client needs and learn responses to difficult customer-related situations, as well as practices that support a customer-focused culture.

LBM026 (MILTON)

Date: Thursday, March 1, 2012
Instructor: Jen Denys
Maximum: 25 participants

NEW

Professional Image and Organization

This seminar is targeted towards individuals who would benefit from developing/honing their knowledge and skills in regards to professional image and organization. If personal disorganization and a lack of awareness affects your professional image, efficiency and business expectations, this seminar is for you! This session is intended to address the important role that appearance, grooming, hygiene, clothing styles etc. have on first and on-going customer impressions. Gain basic guidance, direction and tips on how to put your best foot forward in all customer and business interactions. This is a seminar for all of your staff.

LBM042 (MILTON)

Date: Tuesday March 6 2012
Instructor: Marshall Northcott
Maximum: 25 participants

**** Please refer to the website www.horttrades.com for Congress Conferences along with more Professional Development seminars.**

Prosperity Partners Pillar Financial Health



Successful organizations have processes in place to measure financial performance at a glance. Once you have that information, learn how to use the numbers to drive your prosperity. The opportunities below all support the Financial Health pillar of the Prosperity Partners program.

Prosperity Online Survey Take a free survey, posted at www.horttrades.com/prosperity, to measure your strengths and weaknesses in the five pillars of the Prosperity Partners program.



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Note: For further information on **CHT**, **CLD**, **CLP**, **CLT**, **IA**, **CEU**, please refer to page 54

Building your Prosperity Seminar



Get started on the road to success. This program is intended to help green industry members clarify their strengths, and identify the components of their businesses that need attention and improvement. A seminar workbook will be provided. **Note:** This seminar may also be offered in other Chapters. See www.horttrades.com/prosperity for more details.

PP001 (MILTON)

Four Dates: A) Wednesday November 9 2011
B) Wednesday December 7 2011
C) Thursday February 16 2012
D) Wednesday March 7 2012

Instructor: Jacki Hart

Minimum: 12 participants

Maximum: 20 participants

NEW

Intro: Simply Accounting

CLP

Learn how to enhance your company's productivity with an overview of Simply Accounting's features, designed specifically to fit the landscaping industry. Topics covered will include how to setup a Company Data file, how to record expenses and pay suppliers, how to invoice customers and receive payments, as well as HST compliance. Learn the basic outlines to effectively record your business transactions and produce meaningful financial statements. Learn to use the tools included in this software to quickly see profit/loss, review cost of sales, and track who owes you money. At a glance, see who your best customer is, where you are spending the most money, and what needs to be better managed. Maintaining accurate financial records will give you the information you need to make good business decisions. **Note:** Laptops are not required to attend; Free trial software may be provided upon request.

LBM037 (MILTON)

Date: Monday November 21 2011

Time: 9 a.m.-12 noon

Instructor: Linda Wiesner

Maximum: 15 participants

Risk Management and the Law in Construction: Get Paid and Avoid Problems

CLP

How can we protect ourselves through contracts? How do I know a bad contract, when I see one? What are the types of insurance, and which do I need for my business? How does the Construction Lien Act work? How has small claims court changed, and can the changes help me get paid? What if I fail to follow the Occupational Health and Safety Act? What are my obligations related to subcontractors? What are the legal risks of supplying design services or estimates? What are the responsibilities of a project manager or consultant? The instructor is a construction lawyer and former landscape contractor. He will address these issues as well as others in this seminar for owners and managers, to help you manage risk. Particular issues and interests raised by the group will also be addressed.

LG006 (MILTON)

Date: Friday November 25 2011

Instructor: Robert Kennaley

Maximum: 25 participants

Great Landscape Contractors, Great Landscape Businesses

CLP

This seminar turns great landscape contractors into *great landscape business owners*. Get out of your truck and into the boardroom, for the best two days you've ever spent on your business. Actual landscape contractors from some of Ontario's best landscape companies lead this hands-on workshop, to help your company build the systems it needs to create a more predictable, profitable future. You're going to

leave this workshop with:

- An operating budget built with *your numbers, for your company*
- A *pricing system* that calculates how you need to price your work to cover *your company's* costs and profit
- An *efficiency rating* that shows what your sales *should* be, and how much you're actually spending on waste and inefficiency
- Estimating methods that improve field productivity and profit
- Dead-simple, proven methods to measure progress and track job costs
- Wage and bonus systems that inspire employees to think and act like entrepreneurs, instead of hourly employees

Note: Please see www.landscapemanagementnetwork.com/workshop/WorkshopPrepList.pdf to prepare for this course.

Note: Participants will need to bring their laptops.

Companies who have previously taken LMN's Plan for Profit are welcome back to create a 2012 budget, but note that this course will cover the same topics as last year's Plan for Profit session.

LBM043 (MILTON)

Three Dates: A) Monday-Tuesday December 12-13 2011

B) Tuesday and Wednesday February 21-22 2012

C) Tuesday and Wednesday March 20-21 2012

See www.horttrades.com/seminars for Chapter location offerings

Instructor: Mike Lysecki or Mark Bradley

Maximum: 25 participants

NEW

Negotiating with the Savvy Buyer

CLP

Not all prospects have the same level of negotiating skill. As you sell to more commercial, industrial and property management companies, do you find yourself being "outsmarted"? Professional buyers attend professional procurement and buying courses to learn how to negotiate better deals. Are you coming up short against these pros? If so, then this program is for you. If you have wondered about the following you should attend this workshop:

- Disappointed that doing your best is not getting better results
- Frustrated that your margins are being erased by successful buyers
- When do I hold the fort vs. give a little concession to make a sale happen?
- How do I create win-win outcomes?
- Wanting to know what is the right process to understand and negotiate good deals for both

This seminar will assist business owners, sales professionals and business development professionals to identify evaluate and counter the savvy buyer's moves to close "win-win" deals.

LBM045 (MILTON)

Date: Wednesday January 25 2012

Instructor: Andrew Wall

Maximum: 25 participants

NEW

Simply Accounting: The Next Step

CLP

Gain knowledge on how to handle your accounting procedures with this advanced full-day training session. Topics covered will include Payroll and Source Deductions, Inventory, Project Accounting, and the Time and Billing module. Learn how Simply Accounting can take the time spent on projects and turn it into billable dollars, pay employees, track inventory and view profit/loss on a per-project basis. See how profitable a job is (or is not). Invoice routine activities at set hourly rates. Simply Accounting will quickly track hours spent on each job, by each employee, takes that information into payroll, and puts that information into an invoice to bill clients quickly and accurately. Efficiently handle the most important aspect of your business and learn where your strengths and weaknesses are! Users who wish to further their knowledge of the program and utilize the more advanced features can bring their laptops. **Note:** Free trial software may be provided upon request.

LBM044 (MILTON)

Date: Friday January 27 2012

Instructor: Linda Wiesner

Maximum: 8 participants

Times of Transition: Succession Planning, Family Dynamics and Multiple Generations at Work

CLP

Effective succession planning can be complicated by multiple generations and family relationships. Family businesses must leverage the unique strengths they possess to remain competitive, particularly during times of transition. The small- and large-group activities, case studies and group discussions in this full-day seminar are designed for business owners/managers and family teams. Participants will learn best practices in effective succession planning, as well as the value of families and multiple generations working together in a business. Strengths and weaknesses of family businesses will be highlighted, to build a framework for managing conflict and making decisions. Finally, participants will outline a strategy to support succession planning in their own organizations.

LBM023 (MILTON)

Date: Monday February 6 2012

Instructor: Jen Denys and John McNeilly

Maximum: 25 participants

CLP module: Corporate Financial Management

CLP

Monitoring and guiding financial performance is key to the success of any business, regardless of its size. Completing this seminar will guide you towards a clearer understanding of how to utilize financial statements for smarter fiscal management, and will alleviate some of the frustrations that can accompany managing financials. **Note:** Extra fees apply for exam or manuals. Visit www.clp.canadanursery.com or call 1-888-446-3499 for more details regarding cost and registration. A brief review on the CLP module *Exterior Production Operations*, including time for questions, will be held at the end of each seminar if time permits.

CLPFM -DU (DURHAM)

Seminar Location: Direct Landscape Supply, 935 Bloor St. E., Oshawa
For Directions call 905-576-8400
Date: Friday February 17 2012
Instructor: Paul Doornbos CLT, CLP
Maximum: 15 participants

NEW CLP Tutoring Session

CLP

This hour of one-on-one tutoring is designed for participants already in the process of achieving their CLP designations. By attending, participants will gain a better understanding of topics that are challenging them in their business or in obtaining the designation. Participants should also come ready with questions. Select any CLP module for the one-hour session, to gain clarity and prepare yourself to write the corresponding test. The hourly sessions start at 9 a.m. and end at 4 p.m.; email kathym@landscapeontario.com to book your time.

NEW Please Note: Interested participants also have the opportunity to participate in a one-on-one session with a CLP Instructor via Skype if distance is a challenge. Contact sharvey@landscapeontario.com or kathym@landscapeontario.com for more details.

CLP Modules

- Strategic Planning
- Leadership and Corporate Citizenship
- Human Resource Management
- Corporate Financial Management
- Marketing and Sales Management
- Exterior Production Operations
- Risk Contracts and Legal Requirements

Also: Participants will have the opportunity to write their exam on face-to-face tutorial days only. If you need to arrange an alternate day see www.horttrades.com/landscape-industry-certified for the next scheduled date. **Note:** Extra fees apply for exam or manuals. Visit www.clp.canadanursery.com or call 1-888-446-3499 for more details regarding cost and exam registration.

CLPTS (MILTON)

Date: Tuesday February 28 2012
Instructor: TBA
Maximum: 7 spots available
LO Member: \$75 per/hr. (HST included)
Potential Member: \$100 per/hr. (HST included)

Legal Obligations of the Landscape Employer

CLP

As an employer, you have a number of legal obligations: some imposed by statute, some by contract and some by the courts. Do you understand your legal obligations as an employer? This seminar will cover a variety of employment issues, including knowing how to effectively use contracts or letters of hire, understanding the *Employment Standards Act* and *Ontario Human Rights Code*, appreciating the effect common law can have on your obligations during employment and termination, learning about the obligation to provide vacation time and pay, overtime pay and breaks. This interactive seminar will answer these important questions and more.

LG009 (MILTON)

Date: Thursday March 15 2012
Instructor: Brian Gottheil
Maximum: 25 participants

**** Please refer to the website www.horttrades.com for Congress Conferences along with more Professional Development seminars.**

FACT:

Individuals holding CNLA certifications must recertify every two years. To renew, you must show that you have kept current in the industry by earning continuing education units (CEUs, tracking forms provided by CNLA). Credits can be earned by attending seminars or workshops, volunteering and judging during certification tests. For more details call CNLA at 1-888-446-3499.

Prosperity Partners Pillar Leadership



At the helm of all successful businesses are leaders who are able to inspire and encourage people around them to achieve a clear and defined vision.

The opportunities below all support the Leadership pillar of the Prosperity Partners program.

Prosperity Online Survey Take a free survey, posted at www.horttrades.com/prosperity, to measure your strengths and weaknesses in the five pillars of the Prosperity Partners program.



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Note: For further information on **CHT, CLD, CLP, CLT, IA, CEU**, please refer to page 54

Building your Prosperity Seminar



Get started on the road to success. This program is intended to help green industry members clarify their strengths, and identify the components of their businesses that need attention and improvement. A seminar workbook will be provided. **Note:** This seminar may also be offered in other Chapters. See www.horttrades.com/prosperity for more details.

PP001 (MILTON)

Four Dates: A) Wednesday November 9 2011
B) Wednesday December 7 2011
C) Thursday February 16 2012
D) Wednesday March 7 2012

Instructor: Jacki Hart
Minimum: 12 participants
Maximum: 20 participants

NEW

WSIB Claim Management Tips

The new WSIB Work Reintegration Policies have just been approved, and most of us are confused over them. This presentation on WSIB Claim Management Tips will address these new policies and help provide answers to employees and employers. **Note:** To receive the special 2012 Safety Group registration fee registrations will need to be faxed or mailed in, see page 57 for registration form.

LBM038 (MILTON)

Date: Tuesday November 22 2011
Time: 9:30 a.m. - 12 noon
Instructor: Susan McEwen

LO 2012 Safety Group Member: \$45 (HST included)

LO Member: \$60 (HST included)
Potential Member: \$96 (HST included)

Risk Management and the Law in Construction: Get Paid and Avoid Problems

CLP

How can we protect ourselves through contracts? How do I know a bad contract, when I see one? What are the types of insurance, and which do I need for my business? How does the Construction Lien Act work? How has small claims court changed, and can the changes help me get paid? What if I fail to follow the Occupational Health and Safety Act? What are my obligations related to subcontractors? What are the legal risks of supplying design services or estimates? What are the responsibilities of a project manager or consultant? The instructor is a construction lawyer and former landscape contractor. He will address these issues as well as others in this seminar for owners and managers, to help you manage risk. Particular issues and interests raised by the group will also be addressed.

LG006 (MILTON)

Date: Friday November 25 2011
Instructor: Robert Kennaley
Maximum: 25 participants

FACT:

Prosperity Partners Online Survey is FREE: Check it out www.horttrades.com/prosperity.

Times of Transition: Succession Planning, Family Dynamics and Multiple Generations at Work

CLP

Effective succession planning can be complicated by multiple generations and family relationships. Family businesses must leverage the unique strengths they possess to remain competitive, particularly during times of transition. The small- and large-group activities, case studies and group discussions in this full-day seminar are designed for business owners/managers and family teams. Participants will learn best practices in effective succession planning, as well as the value of families and multiple generations working together in a business. Strengths and weaknesses of family businesses will be highlighted, to build a framework for managing conflict and making decisions. Finally, participants will outline a strategy to support succession planning in their own organizations.

LBM023 (MILTON)

Date: Monday February 6 2012

Instructor: Jen Denys and John McNeilly

Maximum: 25 participants

Mission Possible: Effective Hiring and Performance Management

CLP

The small-and large-group activities, case studies and group discussions in this full-day workshop are designed for business owners, managers and supervisors who hire employees. Participants will learn ways to hire that meet their organization's needs; learn the difference between employees and independent contractors, and learn best practices in reviewing resumes, interviewing, checking references and making an offer. The instructor will explain the importance of performance management and construct models that can be customized, as well as give tips for successful performance interviews.

LBM031 (MILTON)

Date: Friday February 10 2012

Instructor: Jen Denys

Maximum: 15 participants

CLP modules: Risk, Contracts and Legal Requirements, Marketing and Sales Management

CLP

The first half of the day, *Risk, Contracts and Legal Requirements*, covers risk management, contract law and business structures. Smart business owners ensure that their companies perform with due diligence at all times. This topic will help the business owner to minimize day-to-day risk. The second part of the day, on the CLP module *Marketing and Sales Management*, covers an important component of your strategic plan and a major pillar guiding healthy growth. Discuss pricing strategies, market research, promotion, competitive bidding,

contract negotiation, as well as customer service and effective communication. **Note:** Extra fees apply for exam or manuals. Visit www.clp.canadanursery.com or call 1-888-446-3499 for more details regarding cost and exam registration. A brief review on the CLP module Exterior Production Operations, including time for questions, will be held at the end of each seminar if time permits.

CLPMS-DU (DURHAM)

Seminar Location: Direct Landscape Supply, 935 Bloor St. E., Oshawa

For Directions call 905-576-8400

Date: Thursday February 16 2012

Instructor: Paul Doornbos CLT, CLP

Maximum: 15 participants

NEW

Managing vs. Leading: What's the Difference?

CLP

As a business owner or manager, are you wondering how to get the troops to implement your company vision willingly? You are the expert in your field, but are you frustrated with getting your team to climb a higher hill and grow the business? Being responsible for maximizing team effectiveness, you want to learn the whats vs. the hows. If you are concerned about the following then you should attend this workshop:

- Why are some new recruits great and others are terrible?
- Why are some staff very motivated and others not, and what can I do about it?
- Communicating methods that get my staff to understand, implement and support
- How do I get more out of my staff to continue growing, improving and succeeding?
- How to stop fire fighting and start proactively managing and leading

Many business owners are doing their best to manage companies without any formal training or business management education. This seminar will provide clarity, ideas and techniques on managing and leading your company more effectively.

LBM050 (MILTON)

Date: Friday February 24 2012

Instructor: Andrew Wall

Maximum: 25 participants

NEW

Managing Your Team to Achieve Results

CLP

If you have said to yourself, we are terrific at what we do, we try hard to get wonderful staff but are struggling to manage our team to achieve your goals, then this workshop is for you. As a business owner or manager, managing by the School of Hard Knocks *hurts!* If you are experiencing or frustrated by the following then you should attend:

- I'm winging the hiring process with poor results
- How do I hold my staff accountable for achieving results
- Which of my employees should I keep, change, or promote so the team succeeds

- Why do some staff get the message once and others need multiple times?

Learning from your buddies is great; if it's time to learn from a world leader in management and leadership development then you should attend this workshop. Management is a skill, and this seminar will provide you with strategies to manage your workforce more effectively.

LBM051 (MILTON)

Date: Monday February 27 2012

Instructor: Andrew Wall

Maximum: 25 Participants

NEW

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CLP

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CLP Modules

- Strategic Planning
- Leadership and Corporate Citizenship
- Human Resource Management
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- Exterior Production Operations
- Risk Contracts and Legal Requirements

Also: Participants will have the opportunity to write their exam on face-to-face tutorial days only. If you need to arrange an alternate day see www.horttrades.com/landscape-industry-certified for the next scheduled date. **Note:** Extra fees apply for exam or manuals. Visit www.clp.canadanursery.com or call 1-888-446-3499 for more details regarding cost and exam registration.

CLPTS (MILTON)

Date: Tuesday February 28 2012

Instructor: TBA

Maximum: 7 spots available

LO Member: \$75 per/hr. (HST included)

Potential Member: \$100 per/hr. (HST included)

CLP module:

Strategic Planning (SP)

CLP

The *Strategic Planning* module session will review the process of establishing a strategic plan for your business. You will leave with a better understanding of how to develop your vision into a plan, providing direction for employees so your company moves forward. **Note:** Extra

fees apply for exam or manuals. Visit www.clp.canadanursery.com or call 1-888-446-3499 for more details regarding cost and exam registration. A brief review on the CLP module *Exterior Production Operations*, including time for questions, will be held at the end of each seminar if time permits. This seminar may be offered in other Chapters; see www.horttrades.com/seminars for more details.

CLPSP (MILTON)

Date: Tuesday February 28 2012

Instructor: TBA

Maximum: 25 participants

NEW

Practical Goal Setting

Recognize and gain an appreciation for the need for establishing personal and professional goals that will motivate, inspire, help maintain focus and cause you to stretch to greater potential. Learn a structured approach to establishing goals for business that will increase personal ownership of outcomes, elevate your performance and assist you in achieving career results. Explore the achievement principles employed by goal-oriented people, and how to apply them in your career. Learn how to apply practical goal-setting concepts, personally and professionally, and map out a plan for professional success! A seminar for all industry staff.

LBM053 (MILTON)

Date: Tuesday March 13 2012

Instructor: Marshall Northcott

Maximum: 25 Participants

NEW

Leadership that Creates Followers

CLP

Owners and managers complain that they over-communicate, while staff are bothered with a lack of communication. Leaders disappointed that their company is not understanding the direction and implementing the vision should attend this workshop. Experienced but frustrated leaders wanting the answers to these challenges should attend this seminar:

- How to motivate your staff so they willingly follow
- Telling doesn't work; learn how to lead staff in key initiatives and direction
- How to manage the change and growth process so staff become advocates
- My people are good; how do I lead them to become better individually and as a team?

As the business owner or manager you can do most every job in your company. As the leader, you need to develop new skills to get your staff to participate in your company's vision voluntarily. Participants will learn the hows to lead your team to greener pastures.

LBM054 (MILTON)

Date: Friday March 23 2012

Instructor: Andrew Wall

Maximum: 25 Participants

Workplace of Choice: Talent Retention and Employee Management

Your best employees want recognition, and it's not always about money. Then at times an employee exhibits behaviour that is unsafe, inappropriate or does not meet your performance standards. To be a Workplace of Choice, you must invest in motivating all-star talent, while you correct behaviour that threatens to discourage the entire team. The small and large-group activities and group discussions in this full-day workshop are designed for business owners, managers and supervisors. Participants learn why retaining talent is important, how to measure engagement and detect disengagement, best practices for retention and the progressive discipline process. The course will cover types of dismissals and how Ontario law affects employers, and offer best practices in progressive discipline in a variety of on-the-job scenarios.

LBM027 (MILTON)

Date: Monday March 26 2012

Instructor: Jen Denys

Maximum: 25 participants

CLP

Employee Training Systems CLP

Employee turnover, due diligence, labour costs, poor performance, damaged equipment . . . these are all problems involving people, your biggest challenge and your biggest expense! Business owners and senior managers can address these problems with a good employee training system. We'll show you what you need to do to have a thorough, consistent, but simple, training system; how to use the Internet to maximize the benefits, and how good training will impact your bottom line. Attendees will take away a process to implement effective employee training.

LBM033 (MILTON)

Date: Thursday March 29 2012

Instructor: Jay Murray CLP

Maximum: 25 participants

**** Please refer to the website www.horttrades.com for Congress Conferences along with more Professional Development seminars.**



“From a personal perspective, our company culture has been to encourage training, education, and certification, at all levels. After participating in the Landscape Industry Certified journey since the very beginning, I believe it is one of the fibres that holds our company together.”

— Tim Kearney CLP,
Landscape Technician Algonquin College,
President of Garden Creations of Ottawa

Qualified. Confident. Recognized.

The Landscape Industry Certified designations were developed to raise the standards and image of the industry; to identify persons with acceptable knowledge of principles and practices of the industry; and to create consumer confidence through a recognized system of qualification of knowledge and skills.

Certification distinguishes you as a true professional in your field. Challenge yourself today.

www.horttrades.com/landscape-industry-certified

landscape industry
certified

Operational Excellence



These seminars help you gain the skill and knowledge to make your business succeed — in practical terms. Learn about quality, efficiency, safety and more, in areas ranging from stonework to business management to native plants. Opportunities below support the Operational Excellence pillar of the Prosperity Partners program, and they all help drive your company's profitability.

Prosperity Online Survey Take a free survey, posted at www.horttrades.com/prosperity, to measure your strengths and weaknesses in the five pillars of the Prosperity Partners program.



These seminars are approved for CNLA Landscape Industry Certified recertification at 1 CEU per hour of certification and will help you to prepare for Certification tests

Note: For further information on **CHT, CLD, CLP, CLT, IA, CEU**, please refer to page 54

Arboriculture, Trees and Shrubs

Native Trees and Shrubs: **CLT CLD** Expand your Knowledge

There are over 100 species of native trees and shrubs available to the Ontario landscape industry. However, we use only a fraction. Learn more about native Ontario species and their unique characteristics and appropriate uses in landscape designs. Featuring shrubs and trees of all shapes, sizes, uses and horticultural values, this popular seminar is beneficial to commercial landscapers, landscape designers and parks professionals.

LP003 (MILTON)

Date: Tuesday January 24, 2012
Instructor: Jeff W. Thompson, BES
Maximum: 25 participants

Trees and Shrubs: **CEU CLT** Establishment and Maintenance from the Ground Up

This seminar explores how to maintain trees and shrubs so they perform well in difficult urban settings. An introduction to tree and shrub biology is followed by a discussion of the main stresses on trees and shrubs, including drought, construction damage and lack of nutrients. Participants will learn how to assess a planting site and the proper techniques for plant selection and placement. The seminar will also cover the basics of proactive tree and shrub care, including mulching, watering, soil enrichment, staking, and formative pruning. Participants are encouraged to ask questions and share case studies from their own work experiences. This seminar would be of benefit to landscape designers, technicians, contractors and architects, along with property managers, groundskeepers and arborists.

LA001 (MILTON)

Date: Friday, February 3, 2012
Instructor: Todd Irvine
Maximum: 25 participants

Essential Practices **CEU CLT** for Healthy Soil and Trees

Approximately 40% of a tree's biomass is below ground, as a vast network of roots. Because roots lie out of sight, their care and protection are often overlooked, resulting in poor performance. Understanding how roots grow and function is an essential part of any comprehensive maintenance program. This seminar will begin with basics of tree biology, root growth, and soil science, followed by a discussion of the importance of healthy soil and proper nutrient cycling. Participants will then learn how to assess soil conditions, improve soil health, and protect tree roots during construction and routine property maintenance. Participants are encouraged to ask questions and share case studies from their own work experiences. This seminar would be of benefit to landscape designers, technicians, contractors and architects, along with property managers, groundskeepers and arborists.

LA005 (MILTON)

Date: Friday, March 16, 2012
Instructor: Todd Irvine
Maximum: 25 participants



CEU (Continued Education Units) for the above certification can be obtained through various Landscape Ontario events. Watch for information on seminar/conference outlines.

Sustainable Turf Care on Properties with Trees

CLT

As political and environmental pressures increase within Ontario, landscape professionals must adapt to new and increasingly complex plant health care techniques to construct and maintain vigorous, sustainable landscapes. Often these environments are comprised of competing organisms, such as trees and turf grass, making this task all the more difficult. In this full-day seminar we will examine cultural practices for maintaining strong, healthy turf on treed sites. We will also specifically review developing a balanced soil fertility program through proper soil analysis and application techniques. Finally, this seminar will examine the biological and cultural pest control techniques permitted for use under the current pesticide ban. This seminar is ideal for those required to develop or implement turf management operations on sites with sunlight to significant tree coverage/shade.

TM010 (MILTON)

Date: Monday March 19, 2012

Instructor: Steve Mann

Maximum: 25 participants

Introduction to Pruning

CEU CLT

By combining aesthetics and science, pruning is among the most effective methods for landscape professionals to improve the form, growth and health of trees and shrubs. This seminar is for anyone who is going to be pruning, and includes classroom and practical instruction to develop participants' skills and confidence in pruning basics. Participants learn the what, where, why and how of successful pruning. Please be sure to dress for the weather when attending this seminar, and bring **PPE (personal protection equipment): gloves, eyewear, etc., and hand secateurs**, as outdoor practical instruction is included.

LA003 (MILTON)

Two Dates: A) Tuesday, March 20, 2012

B) Friday, March 30, 2012

Instructors: A) Trish Leier,

B) Phil van Wassenauer, BSc. MFC

Maximum: 20 participants

Building Your Prosperity

Building your Prosperity Seminar

CLP



Get started on the road to success. This program is intended to help green industry members clarify their strengths, and identify the components of their businesses that need attention and improvement. A seminar workbook will be provided. **Note:** This seminar may also be offered in other Chapters. See www.horttrades.com/prosperity for more details.

PP001 (MILTON)

Four Dates: A) Wednesday November 9 2011

B) Wednesday December 7 2011

C) Thursday February 16 2012

D) Wednesday March 7 2012

Instructor: Jacki Hart

Minimum: 12 participants

Maximum: 20 participants

Business/ Professional Development

NEW

Sales vs. Marketing: What is the Difference?

CLP

Creating a brand and awareness is not the same as generating leads. Contacting these leads and qualifying the opportunities to bring them to a close is your sales process and your selling skills. This seminar is intended for business owners and business development personnel.

Companies frustrated with the following should attend this workshop:

- We spend a lot of money on marketing and don't know if it's working or not
- We want customer leads and wonder if we are only creating marketing awareness
- Who should we use our marketing dollars to attract?
- My quoting to closing ratio is much too small, which is costing me \$\$\$,\$\$\$ per year!
- Is my selling system helping or hurting me, and how do I turn it around?
- Learn how to close, qualify and present win-win solutions

Participants will learn how to define ideal client profiles and strategize with effective marketing tactics. Marketing and sales are not the same. Once you have the leads, how you interact with the prospects determines your success or failure. Learn a selling system that allows you to create an open and honest dialogue, present, qualify and then close.

LBM047 (MILTON)

Date: Monday November 7 2011

Instructor: Andrew Wall

Maximum: 25 participants

NEW

Intro: Simply Accounting

CLP

Learn how to enhance your company's productivity with an overview of Simply Accounting's features, designed specifically to fit the landscaping industry. Topics covered will include how to setup a Company Data file, how to record expenses and pay suppliers, how to invoice customers and receive payments, as well as HST compliance. Learn the basic outlines to effectively record your business transactions and produce meaningful financial statements. Learn to use the tools included in this software to quickly see profit/loss, review cost of sales, and track who owes you money. At a glance, see who your best customer is, where you are spending the most money, and what needs to be better managed.

Maintaining accurate financial records will give you the information you need to make good business decisions. **Note:** Laptops are not required to attend; Free trial software may be provided upon request.

LBM037 (MILTON)

Date: Monday November 21 2011

Time: 9am-12noon

Instructor: Linda Wiesner

Maximum: 15 participants

Risk Management and the Law in Construction: Get Paid and Avoid Problems CLP

How can we protect ourselves through contracts? How do I know a bad contract, when I see one? What are the types of insurance, and which do I need for my business? How does the Construction Lien Act work? How has small claims court changed, and can the changes help me get paid? What if I fail to follow the Occupational Health and Safety Act? What are my obligations related to subcontractors? What are the legal risks of supplying design services or estimates? What are the responsibilities of a project manager or consultant? The instructor is a construction lawyer and former landscape contractor. He will address these issues as well as others in this seminar for owners and managers, to help you manage risk. Particular issues and interests raised by the group will also be addressed.

LG006 (MILTON)

Date: Friday November 25 2011

Instructor: Robert Kennaley

Maximum: 25 participants

NEW

Close the Sale! CLP

Are you tired of working too hard for sales success? Do buyers tell you what the process will look like, and you are disappointed in the results? This seminar is for business owners, sales people and business development personnel that want greater results and wealth in 2012. If you wonder how to change the following in your business you should attend this workshop:

- How do we differentiate our experience, capabilities and expertise to close more deals?
- What is the best way to shorten my sales cycle to create success in an eight-month period?
- I'm spending too much time designing and creating vs. closing and landscaping
- Stop selling only small jobs, and generate and close the good jobs
- Stop telling, telling, telling, and start getting paid for your expertise
- When do I receive the money my abilities, creativity and passion deserve?

Learn how to qualify the prospect's reasons for doing business and develop budget and decision-making process so you can close more presentations. Participants will walk away with hands-on sales behaviors, attitudes and techniques, to close more deals.

LBM048 (MILTON)

Date: Monday December 5 2012

Instructor: Andrew Wall

Maximum: 25 participants

Great Landscape Contractors, CLP Great Landscape Businesses

This seminar turns great landscape contractors into *great landscape business owners*. Get out of your truck and into the boardroom, for the best two days you've ever spent on your business. Actual landscape contractors from some of Ontario's best landscape companies lead this hands-on workshop, to help your company build the systems it needs to create a more predictable, profitable future. You're going to leave this workshop with:

- An operating budget built with *your numbers*, for *your company*
- A *pricing system* that calculates how you need to price your work to cover *your company's* costs and profit
- An *efficiency rating* that shows what your sales *should* be, and how much you're actually spending on waste and inefficiency
- Estimating methods that improve field productivity and profit
- Dead-simple, proven methods to measure progress and track job costs
- Wage and bonus systems that inspire employees to think and act like entrepreneurs, instead of hourly employees

Note: Please see www.landscapemanagementnetwork.com/workshop/WorkshopPrepList.pdf to prepare for this course.

Note: Participants will need to bring their laptops.

Companies who have previously taken LMN's Plan for Profit are welcome back to create a 2012 budget, but note that this course will cover the same topics as last year's Plan for Profit session.

LBM043 (MILTON)

Three Dates: A) Monday-Tuesday December 12-13 2011

B) Tuesday and Wednesday February 21-22 2012

C) Tuesday and Wednesday March 20-21 2012

See www.horttrades.com/seminars for Chapter location offerings

Instructor: Mike Lysecki or Mark Bradley

Maximum: 25 participants

FACT:

Attending a Prosperity Partners seminar will improve your business success.

NEW

Negotiating with the Savvy Buyer

CLP

Not all prospects have the same level of negotiating skill. As you sell to more commercial, industrial and property management companies, do you find yourself being “outsmarted”? Professional buyers attend professional procurement and buying courses to learn how to negotiate better deals. Are you coming up short against these pros? If so, then this seminar is for you. If you have wondered about the following you should attend this workshop:

- Disappointed that doing your best is not getting better results
- Frustrated that your margins are being eroded by successful buyers
- When do I hold the fort vs. give a little concession to make a sale happen?
- Wondering how do I understand the buyer’s leverage to create win-win outcomes?
- Wanting to know what is the right process to understand and negotiate good deals for both

This seminar will assist business owners, sales professionals and business development professionals to identify, evaluate and counter the savvy buyer’s moves to close “win-win” deals.

LBM045 (MILTON)

Date: Wednesday January 25 2012

Instructor: Andrew Wall

Maximum: 25 participants

NEW

Simply Accounting: The Next Step

CLP

Gain knowledge on how to handle your accounting procedures with this advanced full-day training session. Topics covered will include Payroll and Source Deductions, Inventory, Project Accounting, and the Time and Billing module. Learn how Simply Accounting can take time spent on projects and turn it into billable dollars, pay employees, track inventory and view profit/loss on a per-project basis. See how profitable a job is (or is not). Invoice routine activities at set hourly rates. Simply Accounting will quickly track hours spent on each job, by each employee, and takes that information into payroll, and puts that information into an invoice to bill clients quickly and accurately. Efficiently handle the most important aspect of your business and learn where your strengths and weaknesses are! Users who wish to further their knowledge of the program and utilize the more advanced features can bring their laptops and go hands-on. **Note:** Free Trial software may be provided upon request.

LBM044 (MILTON)

Date: Friday January 27 2012

Instructor: Linda Wiesner

Maximum: 8 participants

NEW

Proposal Preparation and Presentation

CLP

If the need to document, prepare and present formal proposals is necessary in your position, this seminar will help you win more competitive sales opportunities. It was designed for individuals who are involved in the sales process and are not naturally gifted or formally trained at organizing thoughts and ideas on paper into a format that builds a strong case and maintains an acceptable closing ratio. Learn the secrets of well prepared proposals that leverage sales efforts and wow the customer. Discover how to deliver them for maximum impact! Gain insight into proper layout of information so that your message flows, is easily understood and gains immediate acceptance from your prospect.

LBM040 (MILTON)

Date: Thursday February 9 2012

Instructor: Marshall Northcott

Maximum: 15 participants

Mission Possible: Effective Hiring and Performance Management

CLP

The small-and large-group activities, case studies and group discussions in this full-day seminar are designed for business owners, managers and supervisors who hire employees. Participants will learn ways to hire that meet their organization’s needs, learn the difference between employees and independent contractors, and learn best practices in reviewing resumes, interviewing, checking references and making an offer. The instructor will explain the importance of performance management and help construct models that can be customized, as well as give tips for successful performance interviews.

LBM031 (MILTON)

Date: Friday February 10 2012

Instructor: Jen Denys

Maximum: 15 participants

NEW

Referral-based Selling

CLP

Learn the worth of your most valuable resource, your sphere of influence and how to work effectively within this foundation to build a rock-solid customer base. Master the art of building your business through referrals, by developing a systematic approach for lead generation. Discover how to leverage existing relationships for leads, build a structured referral system and to acquire customer testimonials in this training program. Discover proven methods for gathering high quality testimonials that can be leveraged in future business building efforts. Gain an understanding and develop skills to maximize sales opportunities by capitalizing on customer testimonials. This is a seminar for all staff involved in sales.

LBM046 (MILTON)

Date: Thursday, February 16 2012

Instructor: Marshall Northcott

Maximum: 15 participants

NEW

CLP Tutoring Session

CLP

This hour of one-on-one tutoring is designed for participants already in the process of achieving their CLP designations. By attending, participants will gain a better understanding of topics that are challenging them in their business or in obtaining the designation. Participants should also come ready with questions. Select any CLP module for the one-hour session, to gain clarity and prepare yourself to write the corresponding test. The hourly sessions start at 9 a.m. and end at 4 p.m.; email kathym@landscapeontario.com to book your time.

NEW Please Note: Interested participants also have the opportunity to participate in a one-on-one session with a CLP Instructor via Skype if distance is a challenge. Contact sharvey@landscapeontario.com or kathym@landscapeontario.com for more details.

CLP Modules

- Strategic Planning
- Leadership and Corporate Citizenship
- Human Resource Management
- Corporate Financial Management
- Marketing and Sales Management
- Exterior Production Operations
- Risk Contracts and Legal Requirements

Also: Participants will have the opportunity to write their exam on face-to-face tutorial days only. If you need to arrange an alternate day see www.horttrades.com/landscape-industry-certified for the next scheduled date. **Note:** Extra fees apply for exam or manuals. Visit www.clp.canadanursery.com or call 1-888-446-3499 for more details regarding cost and exam registration.

CLPTS (MILTON)

Date: Tuesday February 28 2012

Instructor: TBA

Maximum: 7 spots available

LO Member: \$75 per/hr. (HST included)

Potential Member: \$100 per/hr. (HST included)

CLP module:

Strategic Planning (SP)

CLP

The Strategic Planning module session will review the process of establishing a strategic plan for your business. You will leave with a better understanding of how to make your vision into a plan, providing direction for employees so your company moves forward. **Note:** Extra fees apply for exam or manuals. Visit www.clp.canadanursery.com or call 1-888-446-3499 for more details regarding cost and exam registration. A brief review on the CLP module *Exterior Production Operations*, including time for questions, will be held at the end of each seminar if time permits. This seminar may be offered in other Chapters; see www.horttrades.com/seminars for more details.

CLPSP (MILTON)

Date: Tuesday February 28 2012

Instructor: TBA

Maximum: 25 participants

NEW

Profitable Marketing Strategies

CLP

As a business owner or president, are you frustrated about the lack of quality sales leads in your business and worried about where to invest marketing dollars? Are you upset the competition is showing up ahead of you on Google? Are you disappointed you cannot measure your marketing strategies, and confused about how to use internet marketing and digital media to your advantage? Profitable Marketing Strategies teaches you how to market to your target demographic, and include concepts in your website to maximize the number of qualified sales leads you will receive.

- Get on the first page of Google, multiple times
- Maximize social media – blogs, Facebook, Twitter, LinkedIn — from a business perspective
- Monitor and manage your brand. What are people saying about you online?
- Capitalize on the use of mobile phones to communicate and market efficiently
- Tie your offline (print) and online (internet) advertising strategies together
- Measure the success of every marketing initiative, so you know if it's worth the investment

LBM049 (MILTON)

Date: Thursday February 23 2012

Instructor: Denise Gervais

Maximum: 25 participants

Workplace of Choice: Talent Retention and Employee Management

CLP

Your best employees want recognition, and it's not always about money. Then at times an employee exhibits behaviour that is unsafe, inappropriate or does not meet your performance standards. To be a Workplace of Choice, you must invest in motivating all-star talent, while you correct behaviour that threatens to discourage the entire team. The small and large-group activities and group discussions in this full-day seminar are designed for business owners, managers and supervisors. Participants learn why retaining talent is important, how to measure engagement and detect disengagement, best practices for retention and the progressive discipline process. The seminar will cover types of dismissals and how Ontario law affects employers, and offer best practices in progressive discipline in a variety of on-the-job scenarios.

LBM027 (MILTON)

Date: Monday March 26 2012

Instructor: Jen Denys

Maximum: 25 participants

Employee Training Systems **CLP**

Employee turnover, due diligence, labour costs, poor performance, damaged equipment . . . these are all problems involving people, your biggest challenge and your biggest expense! Business owners and senior managers can address these problems with a good employee training system. We'll show you what you need to do to have a thorough, consistent, but simple, training system; how to use the Internet to maximize the benefits, and how good training will impact your bottom line. Attendees will take away a process to implement effective employee training.

LBM033 (MILTON)

Date: Thursday March 29 2012

Instructor: Jay Murray CLP

Maximum: 25 participants

NEW

On-The-Job Training (OJT)

On-the-Job. That is where most of the learning in our industry happens, every day, on-the-job, working side-by-side with a more experienced or knowledgeable person. There is no doubting the skills of the trainer, but how many people have ever had training on how to train? Designed as a two-half day session, participants will actually practice the training method in class, just like the real thing. Participants will act as both trainees and trainers throughout the day. During day two participants will review the method again, use the training moments they have prepared and learn from their experience in putting it in to action. **Note:** Workbooks and training tools will be provided. **Note:** PPE required **LUNCH NOT INCLUDED.**

LBM057 (MILTON)

Dates: Please see www.hortrades.com/seminars for first available date
Time: 9 a.m.-12 noon

LO Member: \$60 (HST Included)

Potential Member: \$96 (HST Included)

Instructor: TBA

Maximum: 8 participants

Certification

Certified Irrigation Contractor Prep Seminar **IA**

This seminar is designed to refresh the skills of irrigation contractors, and serves as an excellent review for the Irrigation Association CIC exam, though it is not a substitute for studying the reference material. Review advanced soil-water-plant relationships, advanced hydraulics, pumps, job safety requirements, national codes that affect our industry, scheduling, water conservation and details about system uniformity and efficiency. You will need an engineer's scale ruler, mechanical pencil and calculator for working out mathematical equations and exercises. **Participants must purchase: CIC workbook from www.irrigation.org or LO at least 60 days before the seminar,** and review the material before attending. If you are taking the **CIC exam**, you must sign up at www.irrigation.org at least 30 days before

the exam date. **NOTE:** To locate an IA test location near you, see www.kryteriononline.com/host_locations/index.asp

Recommended prerequisites: LI007, LI015, LI020, LI021, LI012, LI013 or actual experience in system installation and maintenance.

LI014 (MILTON)

Date: Monday-Tuesday, February 13 -14, 2012

Instructor: Matt Sandink, CIC, CLIA, CWCM-L

Maximum: 25 participants

LO Member: \$230 (HST included)

Potential Member: \$384 (HST included)

Certified Landscape Irrigation Auditor Prep Seminar **IA**

How can you schedule an irrigation system, unless you know what you are watering and how much water your irrigation system delivers? Knowing how to perform an irrigation system assessment and audit will help you create better irrigation programs, plus save lots of water.

Learn about irrigation systems, the plant/water relationship, soils, scheduling and other related topics. It will also help prepare you to take the Irrigation Association's **CLIA exam**; you must sign up a minimum of 30 days prior to exam day at www.irrigation.org. You will need an engineer's scale ruler, mechanical pencil, notebook and calculator.

Participants also must purchase: workbook from www.irrigation.org at least 60 days before the seminar, and review the material before attending. **NOTE:** To locate an IA test location near you, see www.kryteriononline.com/host_locations/index.asp

Recommended prerequisites: LI003, LI015, LI007, LI009, LI019 or field experience in system installation, maintenance, and a good irrigation background.

LI012 (MILTON)

Date: Monday-Tuesday February 27-28, 2012

Instructor: Matt Sandink, CIC, CLIA, CWCM-L

Maximum: 25 participants

LO Member: \$230 (HST included)

Potential Member: \$384 (HST included)

NEW

CLP Tutoring Session **CLP**

This hour of one-on-one tutoring is designed for participants already in the process of achieving their CLP designations. By attending, participants will gain a better understanding of topics that are challenging them in their business or in obtaining the designation. Participants should also come ready with questions. Select any CLP module for the one-hour session, to gain clarity and prepare yourself to write the corresponding test. The hourly sessions start at 9 a.m. and end at 4 p.m.; email kathym@landscapeontario.com to book your time.

NEW Please Note: Interested participants also have the opportunity to participate in a one-on-one session with a CLP Instructor via Skype if distance is a challenge. Contact sharvey@landscapeontario.com or kathym@landscapeontario.com for more details.

CLP Modules

- Strategic Planning

- Leadership and Corporate Citizenship
- Human Resource Management
- Corporate Financial Management
- Marketing and Sales Management
- Exterior Production Operations
- Risk Contracts and Legal Requirements

Also: Participants will have the opportunity to write their exam on face-to-face tutorial days only. If you need to arrange an alternate day see www.horttrades.com/landscape-industry-certified for the next scheduled date. **Note:** Extra fees apply for exam or manuals. Visit www.clp.canadanurseries.com or call 1-888-446-3499 for more details regarding cost and exam registration.

CLPTS (MILTON)

Date: Tuesday February 28 2012

Instructor: TBA

Maximum: 7 spots available

LO Member: \$75 per/hr. (HST included)

Potential Member: \$100 per/hr. (HST included)

CLT Prep Seminar: CLT Soft and Hardscape Installation

For all those interested in pursuing their CLT designation, this intense half-day seminar will help. CLT instructor will review specific elements that tend to challenge participants. Components include 1.01 Common Core/Safety, 5.02 Softscape Plan Reading, 5.03 Softscape Horticultural Principles, 5.52 Plant Layout, 6.05 Hardscape Plan Reading, 6.06 Hardscape Principles and Calculations, 6.61 grading and Drainage and 6.62 Instrument. Study manuals are mandatory and should be reviewed before attending. Manuals can be purchased at www.horttrades.com, under the professional development tab. **LUNCH NOT INCLUDED**

LC023 (MILTON)

Date: Tuesday, March 13, 2012

Time: 9 a.m.-12 noon

Instructor: Jeff Lowartz, CLT

Maximum: 10 participants

LO Member: \$60 (HST included)

Potential Member: \$96 (HST included)

CLT Prep Seminar: CLT Turf and Ornamental Maintenance

For all those interested in pursuing CLT accreditation, this intense half-day seminar will help. CLT instructor will review specific elements that tend to challenge participants. Components include 1.01 Common Core/Safety, 8.09 Turfgrass Maintenance Calculations, 8.08 Turfgrass Maintenance Principles, 9.14 Ornamental Maintenance Calculations, 9.12 Ornamental Maintenance Horticultural Principles, 9.23 Lateral Repair and Head Adjustment, and 1.14 Chainsaw. Study manuals are mandatory and should be reviewed before attending. Manuals can be purchased at www.horttrades.com, under the professional development tab. **LUNCH NOT INCLUDED.**

LC024 (MILTON)

Date: Tuesday, March 13, 2012

Time: 1 p.m. - 4 p.m.

Instructor: Sean James

Maximum: 10 participants

LO Member: \$60 (HST included)

Potential Member: \$96 (HST included)

Equipment Handling

Forklift Operator Training — Class 1, 4, 5

This seminar will teach safe forklift operation, as well as hazard avoidance, inspection, maintenance and legal requirements for proficient operators in a workplace environment. Training includes classroom discussion and a practical portion where attendees will operate a forklift in a workplace environment. **Please note:** It is the responsibility of the operator, even after completing the training, to review the specific device he/she will be operating, providing that it is the first time he/she has operated that specific make or model of forklift. This review may come in the form of reviewing documentation provided with the forklift, and/or instruction from a competent person. This seminar is offered in other Chapters see www.horttrades.com/seminars for more details. **Note:** Wallet card sent out at a later date. **LUNCH NOT INCLUDED.**

LE005

Seminar Location:

Hertz-Matthews, 35 Claireville Dr., Etobicoke

For directions call 416-679-4173

Two Dates: A) Wednesday February 8 2012

B) Wednesday February 29 2012

Instructor: Bruce Hannah

Maximum: 10 participants

LO Member: \$150 (HST included)

Potential Member: \$190 (HST included)



Certified irrigation professionals are

committed to managing water efficiently, keeping current with the latest techniques and technology, and upgrading their knowledge and skills. For more information, go to www.irrigation.org.

Skid Steer Certification Training

Individuals who want to learn how to operate a skid steer safely and correctly should attend this seminar. It will include instruction on basic operator safety, inspection, and equipment features in accordance with applicable OHSA and regulations and equipment manufacturers' guidance. Each participant will undergo classroom evaluation in a simulated jobsite environment. This seminar is offered in other Chapters; see www.horttrades.com/seminars for more details

Note: Wallet card sent out at a later date. **LUNCH NOT INCLUDED.**

LS003

Seminar Location:

Hertz-Matthews, 35 Claireville Dr., Etobicoke

For directions call 416-679-4173

Five Dates: A) Monday February 6 2012
B) Monday February 13 2012
C) Monday February 27 2012
D) Monday March 5 2012
E) Monday March 12 2012

Instructor: Bruce Hannah

Maximum: 10 participants

Time: 9 a.m. - 2 p.m. (approx.)

LO Member: \$110 (HST included)

Potential Member: \$165 (HST included)

NEW

Fundamentals of Fall Protection

This seminar introduces workers to the essentials of fall protection in Ontario. The course reviews provincial laws and requirements, and covers topics such as ladder safety, guardrails, aerial equipment and more (All workers working at a height of 3m or 10ft require fall protection). The program also instructs attendees in the proper usage and inspection of fall arrest equipment, and also provides hands-on exposure to the most common fall arrest equipment found on job sites in Ontario today. This seminar is offered in other Chapters; see www.horttrades.com/seminars for more details.

Note: Wallet card sent out at a later date. **LUNCH NOT INCLUDED.**

LS019

Seminar Location:

Hertz-Matthews, 35 Claireville Dr., Etobicoke

For directions call 416-679-4173

Two Dates: A) Tuesday February 7 2012
B) Tuesday February 14 2012

Instructor: Bruce Hannah

Maximum: 10 participants

Time: 9 a.m. - 1 p.m. (approx.)

LO Member: \$110 (HST included)

Potential Member: \$165 (HST included)

CLT

Compact Excavator Safe Operator Training

This seminar covers the fundamentals of daily maintenance, machine controls, safe operating practices, operating techniques and legal considerations for compact excavators found on many job-sites. In addition to class time, participants will be given the opportunity to operate and demonstrate proficiency on a compact excavator in a simulated job-site environment. **Please note:** It is the responsibility of the operator, even after completing the seminar, to review the specific device he/she will be operating, providing that it is the first time he/she has operated that specific make or model of excavator. This review may come in the form of reviewing documentation provided with the excavator, and/or instruction from a competent person. **LUNCH NOT INCLUDED**

LE004

Seminar Location:

Hertz-Matthews, 35 Claireville Dr., Etobicoke

For directions call 416-679-4173

Two Dates: A) Wednesday February 15 2012
B) Tuesday March 6 2012

Time: 9 a.m. - 2 p.m. (approx.)

Instructor: Bruce Hannah

Maximum: 10 participants

LO Member: \$110 (HST included)

Potential Member: \$165 (HST included)

NEW

Small Landscape Equipment Operation

The seminar is for those who want to get the best out of their small landscape equipment. Attendees will learn effective and efficient equipment operation within low impact best practices and guidelines to protect the environment. A representative from Stihl will spend the first half of the day highlighting good performance through safety and maintenance of tools, including chainsaws and hedge trimmers, blowers and line trimmers. The second half focuses on understanding how to diagnose failures. Grounds maintenance personnel will learn how to avoid costly down time and recognize quickly what causes problems.

NOTE: Personal protection equipment (PPE) is required. **PPE:** Hard hat, hand, ear and eye protection, CSA work boots required.

LE006 (MILTON)

Date: Monday March 12 2012

Instructor: Stephen Anderson, Stihl rep

Maximum: 12 participants

Chainsaw Training

CLT

The Ministry of Labour requires that all landscapers using chainsaws on the job be trained by competent teachers on their safe operation. This two-day seminar satisfies that requirement. The second day will be spent in the field, working on techniques and safe operation while cutting trees. **EACH PARTICIPANT WILL NEED:** A chainsaw with chain brake in good mechanical order, CSA-approved work boots, BNQ spec. 3200up chainsaw safety pants or full-wrap chaps or pant, CSA class D hardhat in

good condition, hearing protectors, eye or face protection, safety gloves or mitts, plastic or aluminum felling wedge, flat file and depth gauge tool, rounded file and holder (properly sized), chainsaw wrench and screwdriver, brush for cleaning, fuel in a approved container and chain oil. This seminar is offered in other Chapters; see www.horttrades.com/seminars for more details. **LUNCH NOT INCLUDED ON SECOND DAY.**

LS004 (MILTON)

Three dates: A) March 22-23, 2012
B) March 27-28, 2012
C) March 29-30, 2012

Instructors: A/C) Christian Dube
B) Darran Malcolm

Maximum: 10 participants
LO Member: \$230 (HST included)
Potential Member: \$384 (HST included)

Interior Landscaping

Is There a Plant Doctor in the House? **CLT**

Are your interior landscape plants telling you they're suffering, but you can't seem to figure out the problem? The first portion of this practical seminar will familiarize you with common root-zone problems. In the second portion, you will learn how to ID the most common interiorscape pests, and discuss IPM control. Attending this seminar will benefit technicians already working in the interiorscape industry and those planning a career in the field. It will also help prepare for some aspects of the CLT Interior Landscape Test.

IL016 (MILTON)

Date: Friday, January 27, 2012
Instructor: Fred Prescod, CLT
Maximum: 15 participants

Irrigation

Certified Irrigation Contractor Prep Seminar **IA**

This seminar is designed to refresh the skills of irrigation contractors, and serves as an excellent review for the Irrigation Association CIC exam, though it is not a substitute for studying the reference material. Review advanced soil-water-plant relationships, advanced hydraulics, pumps, job safety requirements, national codes that affect our industry, scheduling, water conservation and details about system uniformity and efficiency. You will need an engineer's scale ruler, mechanical pencil and calculator for working out mathematical equations and exercises. **Participants must purchase: CIC workbook from www.irrigation.org or LO at least 60 days before the seminar,** and review the material before attending. If you are taking the **CIC exam**, you must sign up at www.irrigation.org at least 30 days before the exam date. **NOTE:** To locate an IA test location near you, see www.kryteriononline.com/host_locations/index.asp

Recommended prerequisites: LI007, LI015, LI020, LI021, LI012, LI013 or actual experience in system installation and maintenance.

LI014 (MILTON)

Date: Monday-Tuesday, February 13 -14, 2012
Instructor: Matt Sandink, CIC, CLIA, CWCM-L
Maximum: 25 participants
LO Member: \$230 (HST included)
Potential Member: \$384 (HST included)

Certified Landscape Irrigation Auditor Prep Seminar **IA**

How can you schedule an irrigation system, unless you know what you are watering and how much water your irrigation system delivers? Knowing how to perform an irrigation system assessment and audit will help you create better irrigation programs, plus save lots of water. Learn about irrigation systems, the plant/water relationship, soils, scheduling and other related topics. It will also help prepare you to take the **Irrigation Association's CLIA exam**; you must sign up a minimum of 30 days prior to exam day at www.irrigation.org. You will need an engineer's scale ruler, mechanical pencil, notebook and calculator. **Participants also must purchase:** workbook from www.irrigation.org at least 60 days before the seminar, and review the material before attending. **NOTE:** To locate an IA test location near you, see www.kryteriononline.com/host_locations/index.asp

Recommended prerequisites: LI003, LI015, LI007, LI009, LI019 or field experience in system installation, maintenance, and a good irrigation background.

LI012 (MILTON)

Date: Monday-Tuesday February 27-28, 2012
Instructor: Matt Sandink, CIC, CLIA, CWCM-L
Maximum: 25 participants
LO Member: \$230 (HST included)
Potential Member: \$384 (HST included)

NEW

Irrigation Boot Camp

This seminar is for those who are thinking about adding an irrigation division or starting their own irrigation business. The boot camp begins by focusing on the many irrigation components that make up a water efficient automatic landscape irrigation system, including drip emitters, landscape dripline, drip zone kits, dirty water valves, mainline tubing, lateral line tubing, Smart ET controllers and sensors. Next, learn more about the parts and how they come together to form an efficient operating machine — an irrigation system. Learn about designing a basic irrigation system: design fundamentals, information required to create a simple irrigation system design, spray and rotor sprinkler head layout techniques and more. And finally, pricing your project will be reviewed, using an estimating software program.

LI026 (MILTON)

Date: Monday and Tuesday April 2 and 3 2012

Instructor: Lorne Haveruk, CWCM, CID, CIC, CLIA, WCP

Maximum: 25 participants

LO Member: \$230 (HST included)

Potential Member: \$384 (HST included)

ABCs of Irrigation

This hands-on seminar provides an introduction to irrigation systems for landscape applications. Emphasis is placed on irrigation components, what they look like, how they work and how parts go together to create a system. This beginning seminar is a good foundation for all the classes that follow. After attending this seminar you'll know about low volume components and their water-efficient uses and irrigation controllers and their Smart ET water management capabilities. New employees and those who want to learn about irrigation and irrigation products will benefit from this seminar.

LI003 (MILTON)

Date: Wednesday April 4 2012

Instructor: Lorne Haveruk, CWCM, CID, CIC, CLIA, WCP

Maximum: 25 participants

Fundamentals of Irrigation Design

An introductory, hands-on seminar for those who want to learn how to design an irrigation system with water efficiency in mind. Spray and rotor sprinkler head layout techniques will be taught. This seminar is an excellent introductory class for residential and commercial contractors. You'll leave knowing about irrigation design fundamentals, how to create a simple irrigation system design, spray and rotor sprinkler head layout techniques and how to design an efficient system. You will need an engineer's scale ruler, mechanical pencil and calculator for this seminar.

LI015 (MILTON)

Date: Thursday April 5 2012

Instructor: Lorne Haveruk, CWCM, CID, CIC, CLIA, WCP

Maximum: 25 participants

Low Volume Irrigation Design and Installation

Learn what is involved in designing a professional low volume irrigation system. You will learn about basic irrigation design principles, hydraulics, velocity, pressure, and component layout. Design work will discuss the incorporation of point-source emitter watering for sparse plantings, landscape drip line for subsurface and on-surface applications for watering mass plantings, deep root watering systems for trees and shrubs, plus more traditional microspray and micro bubbler watering methods. Bring your calculator, engineering scale ruler, design guides, pencils, and any other design tools for this hands-on seminar. After attending this seminar you'll know about basic irrigation design principles, component layout and point source watering, utilizing landscape drip line, deep root watering systems and microspray and micro bubbler watering methods plus hands-on installation knowledge.

LI023 (MILTON)

Date: Monday April 9 2012

Instructor: Lorne Haveruk, CWCM, CID, CIC, CLIA, WCP

Maximum: 25 participants

Pricing Irrigation Projects

How do you know the price to submit for a project? Learn how to do material takeoffs, work out overhead costs and the steps required when submitting a price for residential and commercial work. Contracts will be discussed, as well as buying and selling terms. Participants will check designs and do takeoffs and pricing for basic residential and commercial project designs utilizing bidding software. After attending you'll know the difference between estimating and bidding projects, calculating expenses so you can make a profit, reading a drawing to work out materials and labour and more. You will need an engineer's scale ruler, mechanical pencil and calculator. If you have a project to price, bring it along.

LI011 (MILTON)

Date: Tuesday April 10 2012

Instructor: Lorne Haveruk, CWCM, CID, CIC, CLIA, WCP

Maximum: 25 participants

Installation Steps and Practices

You are installing an irrigation job. How do you plan and install it correctly? What equipment, tools, product and accessories are needed? How do you work most efficiently, and what records should be kept? Learn about installation techniques from an experienced contractor. This seminar is ideal for those inexperienced in field installation. Bring PVC and poly hand tools if you have them. Dress to be outside during the equipment demo. After attending you'll know how to approach irrigation projects, and the steps to ensure a smooth installation. You will also gain hands-on experience with PVC and poly pipe, and use tools, cutters, primer, glue and fitting to create a working system.

LI005 (MILTON)

Date: Wednesday April 11 2012

Instructor: Lorne Haveruk, CWCM, CID, CIC, CLIA, WCP

Maximum: 25 participants

Controllers, Sensors and Scheduling

What is scheduling, and how do you program a system to deliver the necessary water? What are the controller models on the market and what are their features and benefits? Smart ET controllers will be demonstrated and available to be worked on; the day will also include presentations by the industry's leading manufacturers demonstrating the latest developments in controllers. There will be hands-on sessions throughout the day to develop your programming skills. After attending this seminar you'll be comfortable with programming basic schedules on various makes and models of irrigation controllers. This seminar is good for all levels, especially those who want to schedule controllers from many different manufacturers.

LI007 (MILTON)

Date: Thursday April 12 2012

Instructor: Lorne Haveruk, CWCM, CID, CIC, CLIA, WCP

Maximum: 25 participants

Irrigation Troubleshooting

A customer has called about a problem with his irrigation system. What are the most common problems and how can you analyze them on the job? This seminar will outline common problems and suggest methods and approaches to solve them. The tools you need in your truck, spare parts and other helpful items will be covered. This seminar is for both new and experienced irrigation personnel. You'll come away knowing what is wrong with a component, how to fix or replace it, glue PVC pipe, solder copper pipe and fittings, cut and fix poly pipe leaks and more. Next, learn to troubleshoot an irrigation system from the controller, without going outside until you are 90% certain what the problem is. Test power sources, power wires, field wires, solenoids and batteries. Learn what resistance readings can tell you about the health of the irrigation system. Locate buried wires to find hidden valves — always an issue. This seminar will save hours and will allow you or your staff to be more efficient when it comes to troubleshooting AC and DC power sources. Bring along your multimeter for wiring testing. After attending this seminar you'll know about basic electricity, volt/ohm meters, irrigation equipment electrical requirements and how to test many devices, troubleshooting steps and procedures and more.

LI006 (MILTON)

Date: Friday April 13 2012

Instructor: Lorne Haveruk, CWCM, CID, CIC, CLIA, WCP

Maximum: 25 participants

CLT

Integrated Pest Management (IPM)/Turf Landscaping

IPM in the Woody Landscape

CEU CLT

For arborists, landscape, parks and garden maintenance workers and garden centre employees who want to know more about pest management. This well-received seminar will cover the most common diseases, insects and mites that affect trees and shrubs in Ontario. This seminar will train you to look for harmful pests, and how to identify environmental and physiological disorders that are often the underlying cause. This seminar includes in-depth knowledge on pest identification, with emphasis on early detection and the timing for best results to keep woody plants healthy. Feel free to bring your pest problems to this seminar. You will leave with answers, better problem solving skills and so much more.

TM006 (MILTON)

Date: Thursday, March 8, 2012

Instructor: Jennifer Llewellyn

Maximum: 25 participants

Sustainable Turf Care on Properties with Trees

CLT

As political and environmental pressures increase within Ontario, landscape professionals must adapt to new and increasingly complex plant health care techniques to construct and maintain vigorous, sustainable landscapes. Often these environments are comprised of competing organisms, such as trees and turf grass, making this task all the more difficult. In this full-day seminar we will examine cultural practices for maintaining strong, healthy turf on treed sites. We will also specifically review developing a balanced soil fertility program through proper soil analysis and application techniques. Finally, this seminar will examine the biological and cultural pest control techniques permitted for use under the current pesticide ban. This seminar is ideal for those required to develop or implement turf management operations on sites with sunlight to significant tree coverage/shade.

TM010 (MILTON)

Date: Monday March 19, 2012

Instructor: Steve Mann

Maximum: 25 participants



Integrated Pest Management (IPM) is a process that uses all necessary techniques

to suppress pests effectively, economically and in an environmentally sound manner. IPM employs a two-pronged approach: managing the plant environment to prevent problems and using thresholds to decide how and when to treat pests.

For more information visit www.ontarioipm.com/IPM/.

Post-ban Commercial and Residential Turf

Weed and pest control in turf has seen changes over the last two years. Even turfgrass seed has taken on a new look, particularly in the area of water requirements. This half-day seminar will cover turf herbicides and their knockoffs, non selectives, insect control, as well as emerging trends in grass seed selection. For business owners or staff, get up- to-speed on how best to deal with challenging turf conditions, and the economic impact of your choices. **LUNCH NOT INCLUDED**

TM008 (MILTON)

Date: Wednesday, March 21, 2012

Time: 9 a.m. - 12 noon

Instructor: Ken Pavely

Maximum: 25 participants

LO Member: \$60 (HST included)

Potential Member: \$96 (HST included)

Landscape Construction and Installation

Dry Stone Walling 101

Dry stone walling is becoming a lost art, and this is your opportunity to learn the basic principles of this historic construction technique. In this two-day course you will work hands-on with your instructor, a Certified Waller, to build a section of wall with all the features of dry stone construction. This will include base stones, a vertical cheek-end, two lifts of stone, through stones and vertical coping. No previous masonry or construction experience is required. **Note:** PPE is required; safety shoes and eye protection are a must. For more information visit www.drystoneguild.com

LC029 (MILTON)

Date: Monday and Tuesday, November 28 & 29, 2011

Instructor: V. Reid Snow

Maximum: 10 participants per seminar

LO Member: \$395 (HST included)

Potential Member: \$480 (HST included)

Rain Gardens

This seminar will outline the basics of designing and installing rain gardens and bio-swales. It will consist of a two-hour presentation outlining principles and examples, followed by designing a mock-up rain garden from an area on site. The design ideas will be then be discussed and shared with the group. Contractors, designers and parks people will come away with a sustainable landscape solution. Participants should also bring a pad of graph paper, pencils, coloured markers or highlighters, pens and a scale ruler.

LC030 (MILTON)

Date: Thursday November 17 2011

Instructor: Alex Zalewski

Maximum: 12 participants

LO Member: \$145 (HST included)

Potential Member: \$220 (HST included)

Green Roof Design 101: Introductory Course

Green Roof Design 101 is the first course in the Green Roof Accreditation Program presented by Green Roofs for Healthy Cities (North America). This recently revised introductory training course on green roof infrastructure design presents an overview of the many tools and techniques needed to meet your green roof project objectives. The course will focus on costs and benefits, products, design principles and competencies required for successful projects. The course fee includes a manual and certificate. This course provides 7.5 continuing education credits for AIA, ASLA and RCI.

EN004 (MILTON)

Date: Wednesday, January 25, 2012

Time: 8 a.m.-5 p.m.

Instructor: TBA

Maximum: 25 participants

LO Member: \$399 (HST included)

Potential Member: \$449 (HST included)

Chiseled in Stone: An Introduction

This 3 day introductory seminar is suitable for those seeking greater insight and skill development in the art of stone masonry. Topics covered include construction techniques, selection and application of various building materials, relationship of design to stone selection, and the hands-on skills of working with natural stone. Participants can expect to leave the seminar with the knowledge and basic skills required to successfully complete any stone masonry project, but not the years of practice required to hone masonry skills. **Participants are required to bring:** personal protective equipment: work boots, gloves, eye and hearing protection, dust mask, etc., along with a 2-3 lb. steel mallet, one splitting chisel and one facing chisel. Participants will also need to help clean up. **Note:** Flagstone is touched on in this seminar, but covered at length in LC002.

LC026 (MILTON)

Dates: Monday-Wednesday, January 23-25, 2012

Instructor: Joachim Schwiem

Maximum: 15 participants

LO Member: \$435 (HST included)

Potential Member: \$660 (HST included)

Getting Started in Concrete

Are you thinking about expanding your projects to include concrete work? Are you subcontracting concrete work now, and you would like to do it yourself? Or have you done some projects, and want to fill in the gaps in your knowledge with some expert help? In this seminar we will cover all the basic principles and practices of forming, reinforcing, ordering, mixing, pouring, finishing and curing concrete, to allow you to pour a slab on grade with confidence. This is a combined classroom and hands-on seminar, so **participants should bring proper PPE** and be prepared to do some work.

LC011 (MILTON)

Date: Thursday January 26 2012

Instructor: Al Trimbel

Maximum: 15 participants

LO Member: \$145 (HST included)

Potential Member: \$220 (HST included)

Chiseled in Stone: Intermediate

For the landscape construction pro with some exposure to stone masonry, this intermediate stone masonry course is designed for those already familiar with basic masonry concepts, tools, and techniques. Participants will learn advanced cutting, chiseling, and layout techniques, reinforcing best practices required for installing wet- or dry-laid natural stone walls and pillars, setting natural stone coping, plus layout and construction of curved walls. **Participants are required to bring:** personal protective equipment: work boots, gloves, eye and hearing protection, dust mask, etc., along with a 2-3 lb. steel mallet, one splitting chisel and one facing chisel. Participants will also need to help clean up.

LC027 (MILTON)

Dates: Monday-Wednesday, January 30- February 1, 2012

Instructor: Larry Moore

Maximum: 15 participants

LO Member: \$435 (HST included)

Potential Member: \$660 (HST included)

Flagstone Fundamentals

This seminar is designed for individuals that wish to learn and practice the skills of working with flagstone. Topics include dry- and wet-laid installation techniques, stone selection and relationship to design, as well as proper base preparation and finishing techniques. Learn the knowledge and skills necessary to complete a flagstone project professionally. **Participants are required to bring:** personal protective equipment, work boots, gloves, eye and hearing protection, dust mask, etc., along with a 2-3 lb. steel mallet, one splitting chisel and one facing chisel, for seminar participation. Participants are asked to help clean up at the end of the day.

LC002 (MILTON)

Two Dates: A) Thursday, February 2, 2012

B) Friday, February 10, 2012

Instructors: A) Al Trimble B) Tim White and Brian Clegg

Maximum: 15 participants

LO Member: \$145 (HST included)

Potential Member: \$220 (HST included)

Retaining Walls from the Ground Up

CLT

If you ever wanted to learn all there is to know about building retaining walls, this is the course for you. Participants will explore why walls fail, proper construction techniques and selecting the walling system to meet your project and permit requirements. The importance of soil structure, drainage, surcharge loads, granular backfill, base preparation, selection and use of geo-grids, filter blankets, and proper

compaction will be discussed in detail. Participants will construct a mock-up wall to get a better understanding of the materials used in wall construction, and can expect to leave with a sound understanding of how to build retaining walls. **Participants are required to bring:** personal protective equipment, work boots, gloves, eye and hearing protection, dust mask, etc., along with a 2-3 lb. steel mallet, one splitting chisel and one facing chisel, to participate.

LC040 (MILTON)

Date: Friday, February 3, 2012

Instructor: Tim White and Brian Clegg

Maximum: 20 participants

LO Member: \$145 (HST included)

Potential Member: \$220 (HST included)

Chiseled in Stone: Advanced

A seminar for the landscape construction pro with stone masonry experience. Take your masonic arts to the next level by participating in the advanced class. Attendees get first-hand education and exposure to the best practices of the trade, while learning how to **build an outdoor, wood-burning fireplace using natural stone.** Advance your skills and your business through this two-day experience.

Participants are required to bring: personal protective equipment: work boots, gloves, eye and hearing protection, dust mask, etc., along with a 2-3 lb. steel mallet, one splitting chisel and one facing chisel. Participants are asked to help clean up at the end of the day

LC025 (MILTON)

Dates: Monday-Wednesday, February 6-8, 2012

Instructor: Larry Moore

Maximum: 15 participants

LO Member: \$435 (HST included)

Potential Member: \$660 (HST included)

Paving Your Way to Perfect Interlock

CLT

This hands-on seminar is geared toward individuals looking to develop or improve the practical skills of paving stone installation. The seminar will focus one half-day on interlocking stone installation and the other half on constructing steps using pre-cast walling systems. Participants will build stairs, install interlocking stone and become familiar with installation techniques using a variety of base materials. **Participants are required to bring:** personal protective equipment, work boots, gloves, eye and hearing protection, dust mask etc., along with a 2-3 lb. steel mallet, one splitting chisel and one facing chisel to participate.

LC014 (MILTON)

Date: Thursday, February 9 2012

Instructor: Tim White and Brian Clegg

Maximum: 15 participants

LO Member: \$145 (HST included)

Potential Member: \$220 (HST included)

Introductory Grading and Drainage

CLT CLD

Failing to address grading and drainage issues on virtually any landscape project can result in major water problems for the property owner, not to mention litigation for the contractor and/or designer. This session will benefit those contractors and designers with little or no familiarity with grading and drainage necessities and processes. The seminar explores grading principles and standards, and their impact on surface drainage for most landscape projects. Basic grading calculations, the use of site surveys, the manipulation of land forms, and the preparation of grading details/plans for both surface and in-ground drainage are introduced. Typical grading notation methods are also presented. Participants will be required to carry out typical grading calculations and prepare simple grading details. **Please bring** a scientific calculator, an architect's scale and extra paper to this seminar.

LC019 (MILTON)

Date: Monday, February 13, 2012
Instructor: Don Chase BLA, CLD
Maximum: 25 participants

NEW

Practical Basic Calculations **CLD CLP** for the Landscape Contractor

Today, both landscape contractors and designers need math skills for success and profitability in their businesses. Miscalculations of materials, labour and other construction costs can result in major problems that can damage a business's bottom line and lead to litigation and bankruptcy. This seminar covers a variety of calculation methods and factors, in both measurement systems typically used in the industry for determining construction costs. Also, slope/gradient/elevation calculations and methodology are reviewed. This is a hands-on seminar. Participants are expected to bring blank paper, a calculator and both architect's and metric scale rulers.

LD013 (MILTON)

Date: Tuesday, February 14, 2012
Instructor: Don Chase BLA, CLD
Maximum: 25 participants

Green Roof Infrastructure: Design and Installation 201

Green Roof Design and Installation 201 is the second course in the Green Roof Accreditation Program presented by Green Roofs for Healthy Cities (North America). Registrants should have already taken the Green Roof Design 101 introductory course or have a solid understanding of green roof design and technology. This course provides an in-depth discussion of implementation issues, and what cannot be taught in one day will be available as supporting documentation in the participant's manual. From the first client meeting through scheduling, insurance and permit issues, site analysis, construction considerations, subcontracting, building a qualified project team, post-construction maintenance and more — Green Roof Design and Installation 201 has it all! Participants

will receive a manual and course completion certificate. **This seminar provides 7.5 continuing education credits.**

EN005 (MILTON)

Date: Wednesday February 29 2012
Time: 8 a.m.-5 p.m.
Instructor: TBA
Maximum: 25 participants
LO Member: \$399 (HST included)
Potential Member: \$449 (HST included)

Advanced Grading and Drainage: Get it Right the First Time!

CLT CLD

This seminar is for those who have had some exposure to grading design and installation. A detailed, in-depth study of both surface and subsurface drainage considerations is presented. Areas covered include detailed grading standards and associated requirements, basic cut-and-fill calculations, erosion control, ground rules for effective and safe grading practices and design and construction requirements for retaining walls. **Participants will be required** to prepare a full grading plan case study for a residential site with non-typical grading issues.

LC020 (MILTON)

Date: Wednesday March 14, 2012
Instructor: Ron Koudys, CLD
Maximum: 25 participants

NEW

Green Walls 101

This seminar, presented by Green Roofs for Healthy Cities (North America), discusses design and construction best practices for green facades and living walls, as well as the latest research findings on the environmental benefits of these technologies. Learn how to determine major functions and components of green walls, describe characteristics and assess various advantages of different green wall systems, understand market drivers encouraging green wall implementation in North America and how to design green walls for maximum benefits and LEED points. **This seminar provides 3.5 continuing education credits.**

EN007 (MILTON)

Date: Monday March 19, 2012
Time: 8 a.m.-5 p.m.
Instructor: TBA
Maximum: 25 participants
LO Member: \$399 (HST included)
Potential Member: \$449 (HST included)

Levels and Grading

CLT

This is a seminar for all members of your construction team. Participants should dress for outside surveying, as the group will practice using levels and transits, gathering information you'll need back in class to translate into a site plan. Participants will leave with a better understanding of how applied mathematics improves site efficiency and enhances results. **Participants must bring** a scale ruler and calculator to participate.

LD006 (MILTON)

Date: Wednesday, March 28, 2012

Instructor: Gary Ross, CLD

Maximum: 15 participants

Landscape Design

CLD: Equipped to Design CLD

Need some design motivation or empowerment? This seminar is geared for all landscape designers — spend a day and be filled with design best practices. Discussion topics include design fee structures, design contracts, design inspiration, design principles, CLD preparation and drawing components, including Dynascope and Sketchup.

Note: Laptops not needed. This seminar is offered in other Chapters; see www.horttrades.com/seminars for more details.

LD019 (MILTON)

Date: Thursday, November 10, 2011

Time: 10 a.m. - 4:30 p.m.

Instructor: Beth Edney CLD

Maximum: 12 participants

Introductory Sketchup

This seminar introduces new and inexperienced users to the basics of Google Sketchup, as applied to the activities of a landscape designer. The focus will be designing and communicating landscape design in three dimensions. Upon completion, you will be able to design simple landscape projects in three dimensions and present them as images or simple animated movies. **Note:** Participants need to bring laptops.

Note: Participants should install Google SketchUp on their laptops. Version 7 or 8 is fine and the free version is all that is required. Each participant should also bring a mouse with a scroll wheel as this makes modeling and navigating much easier.

LD024 (MILTON)

Date: Thursday February 2 2012

Instructor: Eli Paddle

Maximum: 12 participants

Landscape Design: An Introduction CLD

This seminar is for those considering landscape design as a career direction, who have had no formal design training. Landscape design is presented as a creative, logical and orderly problem-solving process, from preliminary investigation to final design preparation. This includes meeting the client, basic plan preparation and the application of basic design styles and themes. Participants will undertake a simple landscape problem. This seminar is for those looking to expand on their existing landscaping experiences or those looking at landscape design as a career path. **Please bring** an architect's scale, pencils, eraser, drafting papers, calculator, etc.

LD001 (MILTON)

Date: Monday January 23 2012

Instructor: Don Chase BLA, CLD

Maximum: 25 participants

How to Use Dynascope CLD

Dynascope is a CAD (Computer Automated Drafting) program for landscape designers and contractors. Its preset line weights and beautiful landscape symbols help convey your ideas to others in a clear, concise manner. It also makes quantity takeoffs and design changes almost effortless. At the completion of this seminar you will have the skills and confidence needed to draft landscape plans on the computer. Learn the ins and outs from a seasoned landscape designer. **NOTE: Laptops with Dynascope program loaded are required.** (A trial program is available through Dynascope, **be sure to have it loaded at least 48 hours before the seminar.** To receive the trial program contact sales@dynascope.com) Seminar is intended for landscape designers or contractors of all experience levels. Dynascope experience is necessary and an understanding of the Windows operating system is important.

LD025 (MILTON)

Date: Thursday, January 26, 2012

Instructor: Beth Edney, CLD

Maximum: 12 participants

Landscape Design — Above and Beyond CLD

This seminar is for those with some residential landscape design experience, who want to improve the quality of their designs or expand their scope of work towards larger projects and more complete design. **A thorough design background is a prerequisite.** Through a case study approach, participants will be required to prepare a quality landscape design solution for a larger upscale residential property with unique or challenging components. Attention to style, theme and form, as well as design detail will be stressed. **Bring design materials,** architect's and metric scales, calculator, a supply of sketch paper (roll or pad) and any other design equipment you use. This will be a very hands-on seminar.

LD003 (MILTON)

Date: Friday January 27 2012

Instructor: Don Chase BLA, CLD

Maximum: 25 participants



CEU (Continued Education Units) for the above accreditations can be obtained through various Landscape Ontario events. Watch for information on seminar/conference outlines.

NEW

Practical Basic Calculations **CLD CLP** for the Landscape Contractor

Today, both landscape contractors and designers need significant math skills for continued success and profitability in their businesses. Miscalculations of materials, labour and other construction costs can result in major problems that can damage a business's bottom line and lead to litigation and bankruptcy. This seminar covers a variety of calculation methods and factors, in both measurement systems typically used in the industry for determining construction costs. Also, slope/gradient/elevation calculations and methodology are reviewed. This is a hands-on seminar. **Participants are expected to bring** blank paper, a calculator and both architect's and metric scale rulers.

LD013 (MILTON)

Date: Tuesday February 14 2012
Instructor: Don Chase BLA, CLD
Maximum: 25 participants

Intermediate Google Sketchup for Landscape Design

This course is a follow-up to the introductory Sketchup seminar, or for users who can competently model and present a simple landscape design. It will introduce participants to more advanced Google Sketchup skills and techniques as applied to the activities of a landscape designer. Upon completing this session you will be able to design and present professional-quality landscape design work using advanced modeling techniques. **Note:** Participants must bring their own laptops. **Note:** Participants should install Google SketchUp on their laptops. Version 7 or 8 is fine and the free version is all that is required. Each participant should also bring a mouse with a scroll wheel as this makes modeling and navigating much easier.

LD026 (MILTON)

Date: Thursday March 1 2012
Instructor: Eli Paddle
Maximum: 12 participants

Landscape Maintenance

Improved Grounds Maintenance **CLT**

The magic behind every outstanding landscape is found in attention to detail. Knowledge is the key to quality work, and this seminar will unlock some of the theory and techniques needed to attain an eye-catching landscape. Learn how those who deliver superior results are not simply doing more of the same things everyone else does; they are doing things better. Explore the details and advanced techniques needed to deliver excellent landscape maintenance in today's changing world.

LM002 (MILTON)

Date: Friday, March 2, 2012
Instructor: Jeff McMann NDP, ISA, CLT
Maximum: 25 participants

Landscape Maintenance Week **CLT**

This one-week seminar on a variety of topics will appeal to those in the landscape maintenance business. It is particularly suited for those preparing for certification tests, who want training to improve their performance. It may also benefit new employees you want to develop for your grounds maintenance company. Areas covered include maintenance of tools, health and safety, equipment use, plant ID, pruning and edging, annuals and perennials, grasses, pest management, seeding and sodding, planting of flowers and shrubs, soils, pH, fertilizers and customer service. Participants should be prepared for some practical instruction throughout the week. PPE (personal protection equipment), gloves, work boots, eyewear, ear protection, etc., should be brought, as hands-on instruction is included. **Note:** Certification manuals may be beneficial, see www.horttrades.com/seminars.

LM201 (MILTON)

Dates: Monday-Friday, March 5- 9, 2012
Instructors: Bob Smith, Jeff Lowartz CLT, Theresa Forte, Bruce Peart
Maximum: 20 participants
LO Member: \$575 (HST included)
Potential Member: \$960 (HST included)

IPM in the Woody Landscape **CEU CLT**

For arborists, landscape, parks and garden maintenance workers and garden centre employees who want to know more about pest management. This well-received seminar will cover the most common diseases, insects and mites that affect trees and shrubs in Ontario. This seminar will train you to look for harmful pests, and how to identify environmental and physiological disorders that are often the underlying cause. This seminar includes in-depth knowledge on pest identification, with emphasis on early detection and the timing for best results to keep woody plants healthy. Feel free to bring your pest problems to this seminar. You will leave with answers, better problem solving skills and so much more.

TM006 (MILTON)

Date: Thursday, March 8, 2012
Instructor: Jennifer Llewellyn
Maximum: 25 participants

Sustainable Turf Care on Properties with Trees **CLT**

As political and environmental pressures increase within Ontario, landscape professionals must adapt to new and increasingly complex plant health care techniques to construct and maintain vigorous, sustainable landscapes. Often these environments are comprised of competing organisms, such as trees and turf grass, making this task all the more difficult. In this full-day seminar we will examine cultural practices for maintaining strong, healthy turf on treed sites. We will also specifically review developing a balanced soil fertility program through proper soil analysis and application techniques. Finally, this seminar will examine the biological and cultural pest control techniques permitted for use under the current

pesticide ban. This seminar is ideal for those required to develop or implement turf management operations on sites with sunlight to significant tree coverage/shade.

TM010 (MILTON)

Date: Monday March 19, 2012

Instructor: Steve Mann

Maximum: 25 participants

Post-ban Commercial and Residential Turf

Weed and pest control in turf has seen changes over the last two years. Even turfgrass seed has taken on a new look, particularly in the area of water requirements. This half-day seminar will cover turf herbicides and their knockoffs, non selectives, insect control, as well as emerging trends in grass seed selection. For business owners or staff, get up- to-speed on how best to deal with challenging turf conditions, and the economic impact of your choices. **LUNCH NOT INCLUDED**

TM008 (MILTON)

Date: Wednesday March 21 2012

Time: 9 a.m. - 12 noon

Instructor: Ken Pavely

Maximum: 25 participants

LO Member: \$60 (HST included)

Potential Member: \$96 (HST included)

NEW

Protecting what is Under Ground

This half-day seminar will provide participants with a good understanding of basic due diligence towards the protection of underground infrastructure. Covering a wide variety of issues dealing with underground utility lines, a representative from the Ontario Regional Common Ground Alliance (ORCGA) will review items such as utility guidelines, Ontario One Call, ORCGA best practices, damage reporting and the path forward. Safe excavation is an important issue for most firms in the industry.

LUNCH NOT INCLUDED

LM007 (MILTON)

Date: Tuesday March 27 2012

Time: 9 a.m. - 12 noon

Instructor: Jim Douglas

Maximum: 25 participants

LO Member: \$60 (HST included)

Potential Member: \$96 (HST included)

Plants

Native Trees and Shrubs: CLT CLD Expand your Knowledge

There are over 100 species of native trees and shrubs available to the Ontario landscape industry. However, we use only a fraction. Learn more about native Ontario species and their unique characteristics and appropriate uses in landscape designs. Featuring shrubs and trees of all

shapes, sizes, uses and horticultural values, this popular seminar is beneficial to commercial landscapers and designers and parks professionals.

LP003 (MILTON)

Date: Tuesday January 24, 2012

Instructor: Jeff W. Thompson, BES

Maximum: 25 participants

The Hardy Woody Plant CLT CLD

For those with a desire to know more about woody plants, this two-day seminar will give participants a detailed look at evergreens, trees, shrubs and vines. This is a good information session on the characteristics of various plants; participants will leave with a better understanding of site considerations and what to look for in plant installation and landscape maintenance. The 150 plants on the CLT and CLD evaluations will also be reviewed.

LP001 (MILTON)

Date: Monday-Tuesday, January 30- 31, 2012

Instructor: Sean James

Maximum: 25 participants

LO Member: \$230 (HST included)

Potential Member: \$384 (HST included)

Stuck on Annuals? CLT

This is a great seminar for parks professionals, those new to maintenance companies or anyone wanting a refresher when it comes to planning and designing. You'll find out how to use annuals in the landscape, whether to fill space until permanent plantings grow, or to get a big bang of all-season colour and interest in boulevard, commercial and residential gardens. Learn how to choose the best annuals for drought tolerance, colour combinations, texture and size. Maintenance, plus new varieties, will be discussed. A packed day, you'll come away set to order, design, seed and install annuals better than ever before!

LP007 (MILTON)

Date: Wednesday, February 1, 2012

Instructor: Charlie Dobbin

Maximum: 25 participants

Landscape Plants: CLT CLD Where, What, Why and How

This seminar will make you more sensitive to landscape plants and their uses. Plant lovers will gain a better understanding of where to plant, soil conditions, sun and shade considerations, shape and size, soil requirements and unique characteristics of landscape plants. Anyone considering taking the Certified Landscape Technician (CLT) written evaluation or looking to improve their plant knowledge should attend. **Note:** Native plants will be covered in LP006 and LP024

LP008 (MILTON)

Date: Thursday, February 9, 2012

Instructor: Sean James

Maximum: 25 Participants

The Art and Science of Creating Sustainable Landscapes **CLT CLD**

Work with nature and learn the art and science of creating low maintenance, chemical-free landscapes using Ontario's native plants. This seminar provides ecologically sound solutions for landscape designers and contractors. We will discuss the wide variety of herbaceous and woody plant species for erosion-prone and problem sites. Indigenous plant materials will be the focus in creating both functional landscapes and attractive private sanctuaries that support butterflies and birds. Be a leader, and incorporate native plants into the residential or public landscape.

LP006 (MILTON)

Date: Friday March 9, 2012
Instructor: Jeff Thompson, BES
Maximum: 25 participants

NEW

Nature versus Nurture **CLT CLD**

Using the right native perennials with the exotics. Here is a seminar for those who have clients wanting to combine native plants with their other favourites. Learn how to include appropriate native plants, and cultivars of native plants, in typical mixed borders. Also included is discussion on when NOT to use native plants. This is a must for those doing landscape jobs near natural areas.

LP024 (MILTON)

Date: Thursday March 22 2012
Instructor: Belinda Gallagher
Maximum: 25 participants

NEW

Thirty HOT extras for your next perennial border **CLT CLD**

This half-day seminar will review some of the best vines, bulbs and grasses that will enhance any landscape job. Landscapers, design/build contractors and general interest gardeners should attend.

LUNCH NOT INCLUDED.

LP025 (MILTON)

Date: Friday March 23 2012
Time: 9 a.m.-12 noon
Instructor: Belinda Gallagher
Maximum: 25 participants
LO Member: \$60 (HST included)
Potential Member: \$96 (HST included)

NEW

What is a healing garden? **CLD**

During this half-day seminar, designers and builders alike will learn about the elements that provide a sense of well-being in gardens, particularly memorial gardens. Participants will work co-operatively to design a healing space.

LP026 (MILTON)

Date: Friday March 23 2012

Time: 1 p.m. - 4 p.m.
Instructor: Belinda Gallagher
Maximum: 25 participants
LO Member: \$60 (HST included)
Potential Member: \$96 (HST included)

Safety and First Aid

NEW

WSIB Claim Management Tips

The new WSIB Work Reintegration Policies have just been approved, and most of us are confused over them. This presentation on WSIB Claim Management Tips will address these new policies and help provide answers to employees and employers. **Note:** To receive the special 2012 Safety Group registration fee registrations will need to be faxed or mailed in, see page 57 for registration form. **LUNCH NOT INCLUDED.**

LBM038 (MILTON)

Date: Tuesday November 22 2011
Time: 9:30 a.m. - 12 noon
Instructor: Susan McEwen, OEA
Maximum: 25 participants
LO 2012 Safety Group Member: \$45 (HST included)
LO Member: \$60 (HST included)
Potential Member: \$96 (HST included)

NEW

Ornamental Growers Safety Program



Finally, an OHS-compliant safety seminar aimed at ornamental growers. This seminar will help establish prevention and due diligence practices, that will result in reduced injury rates, lost time and therefore claims costs, that ensure the long-term viability of a business in a competitive market. This progressive risk management seminar will engage owners using interactive training techniques to help employers towards establishing a basic health and safety management program. Covers why health and safety is important to your business, supervisors' and workers' rights and responsibilities under the OHS Act, how to recognize grower hazards and ways to prevent them, along with what policies and procedures are needed to support a health and safety program. **Note:** Seminar is offered in other Chapters; see www.horttrades.com/seminars for more details. **Note:** Project funded through the FCC Ag Safety fund and the Canadian Agricultural Safety Association. **LUNCH NOT INCLUDED.**

LS021

Seminar Location: Iroquois Parks Sport Centre, Whitney Hall,
500 Victoria St. W., Whitby

For directions please call 905-668-7765
Date: Monday January 30 2012
Instructor: Kristin Hoffman WSPS rep
Time: 9 a.m. - 12 noon
Maximum: 25 participants
LO Member: \$25 (HST included)
Potential Member: \$40 (HST included)

NEW

Fundamentals of Fall Protection

This seminar introduces workers to the essentials of fall protection in Ontario. The course reviews provincial laws and requirements, and covers topics such as ladder safety, guardrails, aerial equipment and more (All workers working at a height of 3m or 10ft require fall protection). The program also instructs attendees in the proper usage and inspection of fall arrest equipment, and also provides hands-on exposure to the most common fall arrest equipment found on job sites in Ontario today. This seminar is offered in other Chapters; see www.horttrades.com/seminars for more details. **Note:** Wallet card sent out at a later date. **Note:** To receive the special 2012 Safety Group registration fee registrations will need to be faxed or mailed in, see page 57 for registration form. **LUNCH NOT INCLUDED.**

LS019

Seminar Location:

Hertz-Matthews, 35 Claireville Dr., Etobicoke

For directions call 416-679-4173

Two Dates: A) Tuesday February 7 2012

B) Tuesday February 14 2012

Instructor: Bruce Hannah

Maximum: 10 participants

Time: 9 a.m. - 1 p.m. (approx.)

LO 2012 Safety Group Member: \$95 (HST included)

LO Member: \$110 (HST included)

Potential Member: \$165 (HST included)

Supervising the Safety of Workers

As a supervisor or crew lead for a group of workers, you are liable for the health and safety of each and every one of your workers. Do you know your role, and how to effectively carry it out? This session will outline your legal responsibilities under the *Occupational Health and Safety Act* and introduce techniques for effective communication, and motivating your staff to work safely. The seminar will equip you with specific tools and resources to help you carry out your role as a competent supervisor. **Note:** To receive the special 2012 Safety Group registration fee registrations will need to be faxed or mailed in, see page 57 for registration form.

LS020 (MILTON)

Date: Friday February 24, 2012

Instructor: Kristin Hoffman WSPS rep

LO 2012 Safety Group Member: \$100 (HST included)

Maximum: 25 participants

NEW

Preventing Musculoskeletal Disorders (MSDs) in Landscaping

Landscape work is highly demanding, resulting in more than 40% of all lost time injuries. This interactive session will help managers, supervisors and crew leads learn about what MSDs are, talk about workplace MSD hazards, discuss ways to reduce the hazards and develop a personal plan to address the hazards on the job. The workshop

provides resources the worker can reference back on the job. **Note:** To receive the special 2012 Safety Group registration fee registrations will need to be faxed or mailed in, see page 57 for registration form.

LS022 (MILTON)

Date: Friday March 2, 2012

Instructor: Kristin Hoffman WSPS rep

Time: 9 a.m.-12noon p.m

LO 2012 Safety Group Member: \$45 (HST included)

LO Member: \$60 (HST included)

Potential Member: \$96 (HST included)

Maximum: 25 participants

NEW

WHMIS for Workers

CEU

By law, all workers involved with hazardous materials must receive Workplace Hazardous Material Information System (WHMIS) training every year under the *Occupational Health and Safety Act*. Participants will learn what WHMIS is, the eight hazard categories and symbols, where to find information about the controlled products in their work environment and how to work safely with each controlled product. **Note:** To receive the special 2012 Safety Group registration fee registrations will need to be faxed or mailed in, see page 57 for registration form..

LS023 (MILTON)

Two Dates: A) Monday March 5, 2012

B) Wednesday April 4 2012

Time: 9 a.m. - 12 noon

Instructor: A) Kristin Hoffman WSPS rep B) Janet Bewers WSPS rep

LO 2012 Safety Group Member: \$45 (HST included)

LO Member: \$60 (HST included)

Potential Member: \$96 (HST included)

Maximum: 25 participants

Standard First Aid with CPR-C **CEU**

This two-day practical first aid course meets WSIB requirements and prepares participants to administer first aid for common landscape injuries. Every landscape crew must include a member with first aid training to assist injured workers. Level C CPR training is included. Participants must bring a blanket. You will receive an SAJE VitalSigns certificate at a later date. **Note:** Seminar offered in other Chapters; see www.horttrades.com/seminars for details. **Note:** To receive the special 2012 Safety Group registration fee registrations will need to be faxed or mailed in, see page 57 for registration form.

LS007 (MILTON)

Dates: Monday-Tuesday, March 26-27, 2012

Time: 8:30 a.m. - 4:30 p.m.

Instructor: SAJE VitalSigns

LO 2012 Safety Group Member: \$135 (HST included)

LO Member: \$150 (HST included)

Potential Member: \$220 (HST included)

Maximum: 18 participants

Workplace and Vehicle Safety Seminar

CEU

This two-part day is for employers, supervisors and crew leads. Keep current on the risks, requirements and latest approaches to managing health and safety in your business. A health and safety specialist will provide guidance, advice, updates, tools, as well as facilitate networking and sharing opportunities between participants on what has and has not worked in their workplaces. The session will provide updates on current health and safety issues and practices specific to the landscape industry to meet legal requirements and protect your employees, including legislation updates and enforcement initiatives, specific equipment safety, and safe work practices. Come away with a better understanding of how to prepare for an MOL visit, and leave with an updated printed copy of the *Safety in Landscaping* best practices handbook. During the second part of the day, an MTO representative will cover current weight classifications, proper load registration and Ministry requirements for travel documents. **Note:** To receive the special 2012 Safety Group registration fee registrations will need to be faxed or mailed in, see page 57 for registration form.

LS002 (MILTON)

Date: Wednesday, March 28, 2012

LO 2012 Safety Group Member: \$100 (HST included)

Instructors: Janet Bewers WSPS/MTO

Maximum: 40 participants

WHMIS Train the Trainer

CEU

This half-day seminar will provide an overview of the WHMIS training delivery package for your workplace. This is an ideal opportunity for employers who have individuals responsible for training employees in their workplace. The training package provides the orientation on the WHMIS system, plus tools and techniques to better train employees.

NOTE: Each participating employer is required to order and bring a WHMIS training package at a cost of \$100 from WSPS in advance, which includes a resource binder, leader's guide, 10 participant workbooks, a complimentary DVD and much more. Please call 1-800-361-8855 to purchase the package, and bring it along in order to participate. **Note:** Seminar is offered in other Chapters see www.horttrades.com/seminars for more details. **Note:** To receive the special 2012 Safety Group registration fee registrations will need to be faxed or mailed in, see page 57 for registration form. **LUNCH NOT INCLUDED**

LS008 (MILTON)

Date: Friday March 30, 2012

Time: 9 a.m. - 12 noon

Instructor: Janet Bewers WSPS rep

Maximum: 25 participants

LO 2012 Safety Group Member: \$45 (HST included)

LO Member: \$60 (HST included)

Potential Member: \$96 (HST included)

Water Gardening

Building Quality Water Features in the Landscape

This intensive, three-day seminar covers everything from products and techniques to theory. A large portion of class time will be spent building different styles of water features. Learn about the construction details of quality water features, and some pitfalls to avoid. Hands-on construction techniques will aid those who have already introduced water into their landscaping projects. Along with the construction of water gardens using rubber liners for residential applications, the use of geo-synthetic clay liners for rural installations will also be reviewed. Discussion of products, filtration, water plants and the art of moving water will help those who already have some knowledge of water gardening. **Participants well need:** PPE as participants will be building, so be prepared to get dirty, and maybe a little wet.

LC005 (MILTON)

Dates: Tuesday-Thursday, February 21 - 23, 2012

Instructor: Jean-Pierre Lauzon

Maximum: 20 participants

LO Member: \$435 (HST included)

Potential Member: \$660 (HST included)

**** Please refer to the website www.horttrades.com for Congress Conferences along with more Professional Development seminars.**

FACT:

Attending LO seminars and events helps **PREPARE** you for your Certification designation.

Prosperity Partners Pillar Sales Success



Successful businesses have prospecting, lead-generation and sales processes in place. They also understand that every member of a company contributes to its sales profile. The opportunities below all support the Sales Success pillar of the Prosperity Partners program.

Prosperity Online Survey Take a free survey, posted at www.horttrades.com/prosperity, to measure your strengths and weaknesses in the five pillars of the Prosperity Partners program.



These seminars are approved for CNLA Landscape Industry Certified recertification at 1 CEU per hour of certification and will help you to prepare for Certification tests

Note: For further information on **CHT, CLD, CLP, CLT, IA, CEU**, please refer to page 54

Sales vs. Marketing: What is the Difference?

CLP

Creating a brand and awareness is not the same as generating leads. Contacting these leads and qualifying the opportunities to bring them to a close is your sales process and your selling skills. This seminar is intended for business owners and business development personnel. Companies frustrated with the following should attend this workshop:

- We spend a lot of money on marketing and don't know if it's working or not
- We want customer leads and wonder if we are only creating marketing awareness
- Who should we use our marketing dollars to attract?
- My quoting to closing ratio is much too small, which is costing me \$\$\$,\$\$\$ per year!
- Is my selling system helping or hurting me, and how do I turn it around?
- Learn how to close, qualify and present win-win solutions

Participants will learn how to define ideal client profiles and strategize with effective marketing tactics. Marketing and sales are not the same. Once you have the leads, how you interact with the prospects determines your success or failure. Learn a selling system that allows you to create an open and honest dialogue, present, qualify and then close.

LBM047 (MILTON)

Date: Monday November 7 2011

Instructor: Andrew Wall

Maximum: 25 participants

Building your Prosperity Seminar

CLP



Get started on the road to success. This program is intended to help green industry members clarify their strengths, and identify the components of their businesses that need attention and improvement. A seminar workbook will be provided. **Note:** This seminar may also

be offered in other Chapters. See www.horttrades.com/prosperity for more details.

PP001 (MILTON)

Four Dates: A) Wednesday November 9 2011
B) Wednesday December 7 2011
C) Thursday February 16 2012
D) Wednesday March 7 2012

Instructor: Jacki Hart

Minimum: 12 participants

Maximum: 20 participants

Risk Management and the Law in Construction: Get Paid and Avoid Problems

CLP

How can we protect ourselves through contracts? How do I know a bad contract, when I see one? What are the types of insurance, and which do I need for my business? How does the Construction Lien Act work? How has small claims court changed, and can the changes help me get paid? What if I fail to follow the Occupational Health and Safety Act? What are my obligations related to subcontractors? What are the legal risks of supplying design services or estimates? What are the responsibilities of a project manager or consultant? The instructor is a construction lawyer and former landscape contractor. He will address these issues as well as others in this seminar for owners and managers, to help you manage risk. Particular issues and interests raised by the group will also be addressed.

LG006 (MILTON)

Date: Friday November 25 2011

Instructor: Robert Kennaley

Maximum: 25 participants

NEW

Close the Sale!

CLP

Are you tired of working too hard for sales success? Do buyers tell you what the process will look like, and you are disappointed in the results? This seminar is for business owners, sales people and business development personnel that want greater results and wealth in 2012. If you wonder how to change the following in your business you should attend this workshop:

- How do we differentiate our experience, capabilities and expertise to close more deals?
- What is the best way to shorten my sales cycle to create success in an eight-month period?
- I'm spending too much time designing and creating vs. closing and landscaping
- Stop selling only small jobs, and generate and close the good jobs
- Stop telling, telling, telling, and start getting paid for your expertise
- When do I receive the money my abilities, creativity and passion deserve?

Learn how to qualify the prospect's reasons for doing business and develop budget and decision-making process so you can close more presentations. Participants will walk away with hands-on sales behaviors, attitudes and techniques, to close more deals.

LBM048 (MILTON)

Date: Monday December 5 2012

Instructor: Andrew Wall

Maximum: 25 participants

NEW

Negotiating with the Savvy Buyer

CLP

Not all prospects have the same level of negotiating skill. As you sell to more commercial, industrial and property management companies, do you find yourself being "outsmarted"? Professional buyers attend professional procurement and buying courses to learn how to negotiate better deals. Are you coming up short against these pros? If so, then this program is for you. If you have wondered about the following you should attend this workshop:

- Disappointed that doing your best is not getting better results
- Frustrated that your margins are being erased by successful buyers
- When do I hold the fort vs. give a little concession to make a sale happen?
- Wondering how do I understand the buyer's leverage to create win-win outcomes?
- Wanting to know what is the right process to understand and negotiate good deals for both

This seminar will assist business owners, sales professionals and business development professionals to identify, evaluate and counter the savvy buyer's moves to close "win-win" deals.

LBM045 (MILTON)

Date: Wednesday January 25 2012

Instructor: Andrew Wall

Maximum: 25 participants

NEW

Proposal Preparation and Presentation

CLP

If the need to document, prepare and present formal proposals is necessary in your industry, this workshop will help you win more competitive sales opportunities. It was designed for individuals who are involved in the sales process and are not naturally gifted or formally trained at organizing thoughts and ideas on paper into a format that builds a strong case and maintains an acceptable closing ratio. Learn the secrets of well prepared proposals that leverage sales efforts and wow the customer. Discover how to deliver them for maximum impact! Gain insight into proper layout of information so that your message flows, is easily understood and gains immediate acceptance from your prospect.

LBM040 (MILTON)

Date: Thursday February 9 2012

Instructor: Marshall Northcott

Maximum: 15 participants

NEW

Referral-based Selling

CLP

Learn the worth of your most valuable resource, your sphere of influence and how to work effectively within this foundation to build a rock-solid customer base. Master the art of building your business through referrals, by developing a systematic approach for lead generation. Discover how to leverage existing relationships for leads, build a structured referral system and to acquire customer testimonials in this training program. Discover proven methods for gathering high quality testimonials that can be leveraged in future business building efforts. Gain an understanding and develop skills to maximize sales opportunities by capitalizing on customer testimonials. This is a seminar for all staff involved in sales.

LBM046 (MILTON)

Date: Thursday February 16 2012

Instructor: Marshall Northcott

Maximum: 15 participants

CLP modules:

CLP

Risk, Contracts and Legal Requirements, Marketing and Sales Management

The first part of the day *Risk, Contracts and Legal Requirements* covers risk management, contract law and business structures. Smart business owners ensure that their companies perform with due diligence at all times. This topic will help the business owner to minimize day-to-day risk. The second part of the day, *Marketing and Sales Management*, covers an important component of your strategic plan and a major pillar guiding healthy growth. Topics include pricing strategies, market research, promotion, competitive bidding, contract negotiation, as well as customer service and effective communication. **Note:** Extra fees apply for exam or manuals. Visit www.clp.canadanursery.com or call 1-888-446-3499 for more details regarding cost and exam registration. A brief

review on the CLP module *Exterior Production Operations*, including time for questions, will be held at the end of each seminar if time permits.

CLPMS-DU (DURHAM)

Seminar Location: Direct Landscape Supply, 935 Bloor St. E., Oshawa
For Directions call 905-576-8400
Date: Thursday February 16 2012
Instructor: Paul Doornbos CLT, CLP
Maximum: 15 participants

NEW

Profitable Marketing Strategies CLP

As a business owner or president, are you frustrated about the lack of quality sales leads in your business and worried about where to invest marketing dollars? Are you upset the competition is showing up ahead of you on Google? Are you disappointed you cannot measure your marketing strategies, and confused about how to use internet marketing and digital media to your advantage? Profitable Marketing Strategies teaches you how to market to your target demographic, and include concepts in your website to maximize the number of qualified sales leads you will receive.

- Get on the first page of Google, multiple times
- Use social media – blogs, Facebook, Twitter, LinkedIn — from a business perspective
- Monitor and manage your brand. What are people saying about you online?
- Capitalize on the use of mobile phones to communicate and market efficiently
- Tie your offline (print) and online (internet) advertising strategies together
- Measure the success of every marketing initiative, so you know if it's worth the investment

LBM049 (MILTON)

Date: Thursday Feb 23 2012
Instructor: Denise Gervais
Maximum: 25 participants

NEW

CLP Tutoring Session CLP

This hour of one-on-one tutoring is designed for participants already in the process of achieving their CLP designations. By attending, participants will gain a better understanding of topics that are challenging them in their business or in obtaining the designation. Participants should also come ready with questions. Select any CLP module for the one-hour session, to gain clarity and prepare yourself to write the corresponding test. The hourly sessions start at 9 a.m. and end at 4 p.m.; email kathym@landscapeontario.com to book your time.

NEW Please Note: Interested participants also have the opportunity to participate in a one-on-one session with a CLP Instructor via Skype if distance is a challenge. Contact sharvey@landscapeontario.com or kathym@landscapeontario.com for more details.

CLP Modules

- Strategic Planning

- Leadership and Corporate Citizenship
- Human Resource Management
- Corporate Financial Management
- Marketing and Sales Management
- Exterior Production Operations
- Risk Contracts and Legal Requirements

Also: Participants will have the opportunity to write their exam on face-to-face tutorial days only. If you need to arrange an alternate day see www.horttrades.com/landscape-industry-certified for the next scheduled date. **Note:** Extra fees apply for exam or manuals. Visit www.clp.canadanursery.com or call 1-888-446-3499 for more details regarding cost and exam registration.

CLPTS (MILTON)

Date: Tuesday February 28 2012
Instructor: TBA
Maximum: 7 spots available
LO Member: \$75 per/hr. (HST included)
Potential Member: \$100 per/hr. (HST included)

NEW

Professional Image and Organization

This seminar is targeted towards individuals who would benefit from developing/honing their knowledge and skills in regards to professional image and organization. If personal disorganization and a lack of awareness affects your professional image, efficiency and business expectations, this seminar is for you! This session is intended to address the important role that appearance, grooming, hygiene, clothing styles etc. have on first and on-going customer impressions. Gain basic guidance, direction and tips on how to put your best foot forward in all customer and business interactions. This is a seminar for all of your staff.

LBM042 (MILTON)

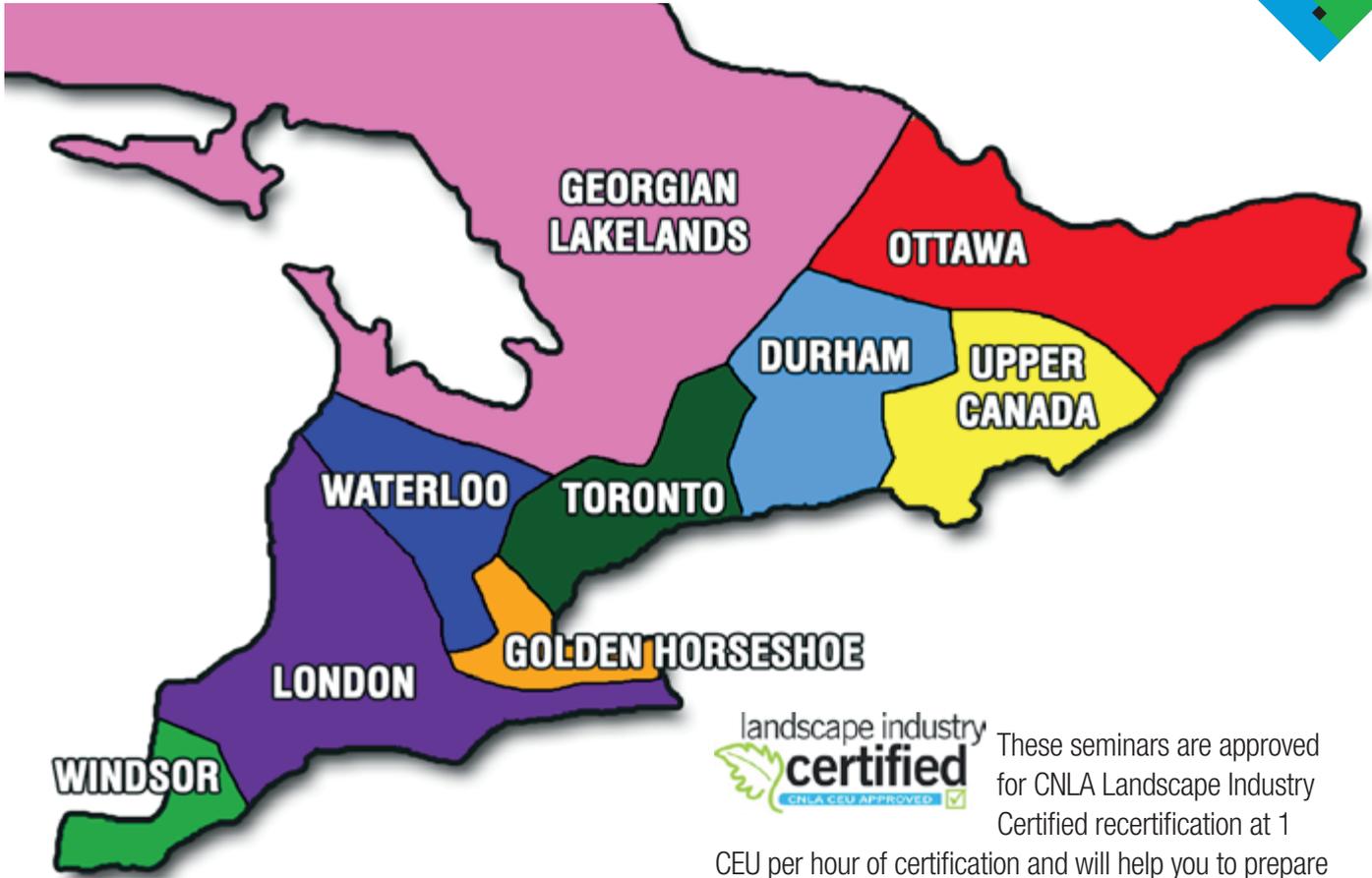
Date: Tuesday March 6 2012
Instructor: Marshall Northcott
Maximum: 25 participants

**** Please refer to the website www.horttrades.com for Congress Conferences along with more Professional Development seminars.**

Don't Attend If....

Don't attend if you are a marketing genius

Chapter Seminars



These seminars are approved for CNLA Landscape Industry Certified recertification at 1 CEU per hour of certification and will help you to prepare for Certification tests

Note: For further information on **CHT**, **CLD**, **CLP**, **CLT**, **IA**, **CEU**, please refer to page 54

Durham Chapter

Building your Prosperity Seminar



Get started on the road to success. This program is intended to help green industry members clarify their strengths, and identify the components of their businesses that need attention and improvement. A seminar workbook will be provided. **Note:** This seminar may also be offered in other Chapters. See www.horttrades.com/prosperity for more details.

NEW Ornamental Growers Safety Program



Finally, an OHS-compliant safety seminar aimed at ornamental growers. This seminar will help establish prevention and due diligence practices, that will result in reduced injury rates, lost time and therefore claims costs, that ensure the long-term viability of a business in a competitive market.

- This progressive risk management seminar will engage owners using interactive training techniques to help employers towards establishing a basic health and safety management program. Covers why health and safety is important to your business, supervisors' and workers' rights and responsibilities under the OHS Act, how to recognize grower hazards and ways to prevent them, along with what policies and procedures are needed to support a health and safety program. **Note:** Seminar is offered in other Chapters; see www.horttrades.com/seminars for more details. **Note:** Project funded through the FCC Ag Safety fund and the Canadian Agricultural Safety Association. **LUNCH NOT INCLUDED.**

LS021

Seminar Location: Iroquois Parks Sport Centre, Whitney Hall, 500 Victoria St. W., Whitby

For directions please call 905-668-7765

Date: Monday January 30 2012

Instructor: Kristin Hoffman WSPS rep

Time: 9 a.m. - 12 noon

Maximum: 25 participants

LO Member: \$25 (HST included)

Potential Member: \$40 (HST included)

Great Landscape Contractors, CLP Great Landscape Businesses

This seminar turns great landscape contractors into *great landscape business owners*. Get out of your truck and into the boardroom, for the best two days you've ever spent on your business. Actual landscape contractors from some of Ontario's best landscape companies lead this hands-on workshop, to help your company build the systems it needs to create a more predictable, profitable future. You're going to leave this workshop with:

- An operating budget built with *your numbers, for your company*
- A *pricing system* that calculates how you need to price your work to cover *your company's* costs and profit
- An *efficiency rating* that shows what your sales *should* be, and how much you're actually spending on waste and inefficiency
- Estimating methods that improve field productivity and profit
- Dead-simple, proven methods to measure progress and track job costs
- Wage and bonus systems that inspire employees to think and act like entrepreneurs, instead of hourly employees

Note: Please see www.landscapemanagementnetwork.com/workshop/WorkshopPrepList.pdf to prepare for this course.

Note: Participants will need to bring their laptops.

Companies who have previously taken LMN's Plan for Profit are welcome back to create a 2012 budget, but note that this course will cover the same topics as last year's Plan for Profit session.

LBM043-DU (DURHAM)

Torontom CAT, 3131 Hwy 7 West-Building B, Concord
For Directions call 416-667-5511
Date: Tuesday and Wednesday February 7 & 8 2010
Instructor: Mike Lysecki or Mark Bradley
Maximum 20 participants

CLP modules:

Risk, Contracts and Legal Requirements, Marketing and Sales Management

CLP

The first part of the day *Risk, Contracts and Legal Requirements* covers risk management, contract law and business structures. Smart business owners ensure that their companies perform with due diligence at all times. This topic will help the business owner to minimize day-to-day risk. The second part of the day, *Marketing and Sales Management*, covers an important component of your strategic plan and a major pillar guiding healthy growth. Topics include pricing strategies, market research, promotion, competitive bidding, contract negotiation, as well as customer service and effective communication. **Note:** Extra fees apply for exam or manuals. Visit www.clp.canadanursery.com or call 1-888-446-3499 for more details regarding cost and exam registration. A brief review on the CLP module *Exterior Production Operations*, including time for questions, will be held at the end of each seminar if time permits.

CLPMS-DU (DURHAM)

Direct Landscape Supply, 935 Bloor St. E., Oshawa
For Directions call 905-576-8400

Date: Thursday February 16 2012
Instructor: Paul Doornbos CLT, CLP
Maximum: 15 participants

CLP modules:

Corporate Financial Management

CLP

Monitoring and guiding financial performance is key to the success of any business, regardless of its size. Completing this seminar will guide you towards a clearer basic understanding of how to utilize and understand financial statements for smarter fiscal management and will alleviate some of the frustrations that can accompany managing financials. **Note:** Extra fees apply for exam or manuals. Visit www.clp.canadanursery.com or call 1-888-446-3499 for more details regarding cost and exam registration. A brief review on the CLP module *Exterior Production Operations*, including time for questions, will be held at the end of each seminar if time permits.

CLPFM-DU (DURHAM)

Direct Landscape Supply, 935 Bloor St. E., Oshawa
For Directions call 905-576-8400
Date: Friday February 17 2012
Instructor: Paul Doornbos CLT, CLP
Maximum: 15 participants

Skid Steer Certification Training

CLT

Individuals who want to learn how to operate a skid steer safely and correctly should attend this seminar. It will include instruction on basic operator safety, inspection, and equipment features in accordance with applicable OSHA and regulations and equipment manufacturers' guidance. Each participant will undergo classroom evaluation in a simulated jobsite environment. This seminar is offered in other Chapters; see www.horttrades.com/seminars for more details

Note: Wallet card sent out at a later date. **LUNCH NOT INCLUDED.**

LS003-DU (DURHAM)

Hertz Equipment Rental, 411 Bloor West, Oshawa
For Directions call 905-404-8411
Date: Thursday, March 1, 2012
Time: 9 a.m. – 2 p.m. (approx.)
Instructor: Bruce Hannah
Maximum: 10 participants
LO Member: \$110 (HST included)
Potential Member: \$170 (HST included)

FACT:

YES, you *can* attend Chapter meetings, events etc. outside your Chapter.

Chainsaw Training

CLT

The Ministry of Labour requires that all landscapers using chainsaws on the job be trained by competent teachers on their safe operation. This two-day seminar satisfies that requirement. The second day will be spent in the field, working on techniques and safe operation while cutting trees. **EACH PARTICIPANT WILL NEED:** A chainsaw with chain brake in good mechanical order, CSA-approved work boots, BNQ spec. 3200up chainsaw safety pants or full-wrap chaps or pant, CSA class D hardhat in good condition, hearing protectors, eye or face protection, safety gloves or mitts, plastic or aluminum felling wedge, flat file and depth gauge tool, rounded file and holder (properly sized), chainsaw wrench and screw-driver, brush for cleaning, fuel in a approved container and chain oil. This seminar is offered in other Chapters; see www.horttrades.com/seminars for more details. **LUNCH NOT INCLUDED.**

LS004-DU (DURHAM)

Direct Landscape Supply, 935 Bloor St. E., Oshawa
For Directions call 905-576-8400
Date: Monday and Tuesday, March 19 and 20, 2012
Instructor: Bob Smith
Maximum: 10 participants
LO Member: \$230 (HST included)
Potential Member: \$384 (HST included)

One-day Emergency First Aid CEU

Emergency First Aid training is a WSIB-recognized course, well suited for those who work in a small office or workplace with fewer than six staff members. Suitable course for general interest, and certificate course includes level A CPR training for adult rescue. **Note:** To receive the special 2012 Safety Group registration fee registrations will need to be faxed or mailed in, see page 57 for registration form.

LS024-DU (DURHAM)

St. John Ambulance, 64 Colborne St. E., Oshawa
For Directions call 905-434-7800
Date: Thursday March 28, 2012
Instructor: St. John Ambulance
Time: 8:30 a.m. - 4:30 p.m.
Maximum: 18 participants
LO 2012 Safety Group Member: \$95 (HST included)
LO Member: \$110 (HST included)
Potential Member: \$190 (HST included)

Standard First Aid with Level A CPR

CEU

This two-day practical first aid course meets WSIB requirements and prepares participants to administer first aid for common landscape injuries. Every landscape crew must include a member with first aid training to assist injured workers. Level C CPR training is included. Participants must bring a blanket. You will receive an SAJE VitalSigns certificate at a later date. **Note:** Seminar offered in other Chapters; see www.horttrades.com/seminars for details. **Note:** To receive the special 2012 Safety Group registration fee registrations will need to be faxed or mailed in, see page 57 for registration form.

LS007-DU (DURHAM)

St. John Ambulance, 64 Colborne St. E., Oshawa
For Directions call 905-434-7800
Date: Wednesday and Thursday, March 28 and 29, 2012
Instructor: St. John Ambulance
Time: 8:30 a.m. - 4:30 p.m.
Maximum: 18 participants
LO 2012 Safety Group Member: \$135 (HST included)
LO Member: \$150 (HST included)
Potential Member: \$220 (HST included)

Georgian Lakelands Chapter

Building your Prosperity Seminar

CLP



Get started on the road to success. This program is intended to help green industry members clarify their strengths, and identify the components of their businesses that need attention and improvement. A seminar workbook will be provided. **Note:** This seminar may also be offered in other Chapters. See www.horttrades.com/prosperity for more details.

Great Landscape Contractors, CLP Great Landscape Businesses

This seminar turns great landscape contractors into *great landscape business owners*. Get out of your truck and into the boardroom, for the best two days you've ever spent on your business. Actual landscape contractors from some of Ontario's best landscape companies lead this hands-on workshop, to help your company build the systems it needs to create a more predictable, profitable future. You're going to leave this workshop with:

- An operating budget built with *your numbers*, for *your company*
- A *pricing system* that calculates how you need to price your work to cover *your company's* costs and profit
- An *efficiency rating* that shows what your sales *should* be, and how much you're actually spending on waste and inefficiency
- Estimating methods that improve field productivity and profit
- Dead-simple, proven methods to measure progress and track job costs
- Wage and bonus systems that inspire employees to think and act like entrepreneurs, instead of hourly employees

Note: Please see www.landscapemanagementnetwork.com/workshop/WorkshopPrepList.pdf to prepare for this course.

Note: Participants will need to bring their laptops.

Companies who have previously taken LMN's Plan for Profit are welcome back to create a 2012 budget, but note that this course will cover the same topics as last year's Plan for Profit session.

LBM043-GL (GEORGIAN LAKELANDS)

Battlefield Equipment Rental, 430 Huronia Road, Barrie
For Directions call 705-721-1919
Date: Thursday and Friday February 16 & 17 2010
Instructor: Mike Lysecki or Mark Bradley
Maximum: 20 participants

Supervising the Safety of Workers

As a supervisor or crew lead for a group of workers, you are liable for the health and safety of each and every one of your workers. Do you know your role, and how to effectively carry it out? This session will outline your legal responsibilities under the *Occupational Health and Safety Act* and introduce techniques for effective communication, and motivating your staff to work safely. The seminar will equip you with specific tools and resources to help you carry out your role as a competent supervisor. **Note:** To receive the special 2012 Safety Group registration fee registrations will need to be faxed or mailed in, see page 57 for registration form.

LS020-GL (GEORGIAN LAKELANDS)

Leslie L. Solty and Sons, Hwy 27 South, Cookstown

For Directions Call 705-458-9111

Date: Wednesday February 22 2012

LO 2012 Safety Group Member: \$100 (HST included)

Instructor: Janet Bewers WSPS rep

Maximum: 15 participants

Standard First Aid with Level A CPR

CEU

This two-day practical first aid course meets WSIB requirements and prepares participants to administer first aid for common landscape injuries. Every landscape crew must include a member with first aid training to assist injured workers. Level C CPR training is included. Participants must bring a blanket. You will receive an SAJE VitalSigns certificate at a later date. **Note:** Seminar offered in other Chapters; see www.horttrades.com/seminars for details. **Note:** To receive the special 2012 Safety Group registration fee registrations will need to be faxed or mailed in, see page 57 for registration form.

LS007-GL (GEORGIAN LAKELANDS)

St. John Ambulance, Barrie Simcoe Muskoka Branch, 80 Bradford St., Suite 400

For Directions Call 705-726-0991

Date: Wednesday and Thursday, March 21 and 22, 2012

Instructor: St. John Ambulance

Time: 8:30 a.m. - 4:30 p.m.

Maximum: 18 participants

LO 2012 Safety Group Member: \$135 (HST included)

LO Member: \$150 (HST included)

Potential Member: 220 (HST included)

Chainsaw Training

CLT

The Ministry of Labour requires that all landscapers using chainsaws on the job be trained by competent teachers on their safe operation. This two-day seminar satisfies that requirement. The second day will be spent in the field, working on techniques and safe operation while cutting trees. **EACH PARTICIPANT WILL NEED:** A chainsaw with chain brake in good mechanical order, CSA-approved work boots, BNQ spec. 3200up chainsaw safety pants or full-wrap chaps or pant, CSA class D hardhat in good condition, hearing protectors, eye or face protection, safety gloves or mitts, plastic or aluminum felling wedge, flat file and depth gauge tool, rounded file and holder (properly sized), chainsaw wrench and screwdriver, brush for cleaning, fuel in a approved container and chain oil. This seminar is offered in other Chapters; see www.horttrades.com/seminars for more

details. **LUNCH NOT INCLUDED**

LS004-GL (GEORGIAN LAKELANDS)

RAC Recreation-Moonstone, 6654 8th Line N., Waubaushene

For Directions Call 705-835-6142

Date: Monday and Tuesday, March 26 and 27, 2012

Instructor: Bob Smith

Maximum: 10 participants

LO Member: \$230 (HST included)

Potential Member: \$384 (HST included)

Skid Steer Certification Training

CLT

Individuals who want to learn how to operate a skid steer safely and correctly should attend this seminar. It will include instruction on basic operator safety, inspection, and equipment features in accordance with applicable OHS and regulations and equipment manufacturers' guidance. Each participant will undergo classroom evaluation in a simulated jobsite environment. This seminar is offered in other Chapters; see www.horttrades.com/seminars for more details **Note:** Wallet card sent out at a later date. **LUNCH NOT INCLUDED.**

LS003-GL (GEORGIAN LAKELANDS)

Hertz Equipment Rental, 614 Dunlop St. West, Barrie

For Directions call 705-726-2228

Date: Thursday March 29 2012

Time: 9 a.m. - 2 p.m. (approx)

Instructor: Bruce Hannah

Maximum: 10 participants

LO Member: \$110 (HST included)

Potential Member: \$170 (HST included)

Safe Backing

Did you know that backing-related collisions account for upwards of 35% of all preventable vehicle collisions industry wide? Of those, almost all of them are caused by poor backing techniques, or by outright driver inattention. This informative session will bring safe backing techniques back where they should be: right to the driver's seat. Years of collision investigations, behind-the-wheel experience and the gathering of statistics has helped in the preparation of this seminar. The need for proper techniques and attention while backing are discussed at length. We will look at real-life scenarios, and what drivers can do to ensure that every time they back a vehicle, they do so without becoming another statistic. We will also look at how the Occupational Health and Safety Regulations apply to the backing of vehicles and equipment you may be surprised! **LUNCH NOT INCLUDED.**

LS025-GL (GEORGIAN LAKELANDS)

Wasaga Beach Rec Plex, 1724 Mosley St. (Oakview Meeting Rm.),

Wasaga Beach

For Directions Call 705-429-3321

Date: Monday April 2 2012

Time: 9:30 a.m. - 11 a.m. (approx)

Instructor: Jim Spring, First Place Safety

Maximum: 25 participants

LO Member: \$65 (HST included)

Potential Member: \$100 (HST included)

Fundamentals of Fall Protection

This seminar introduces workers to the essentials of fall protection in Ontario. The course reviews provincial laws and requirements, and covers topics such as ladder safety, guardrails, aerial equipment and more (All workers working at a height of 3m or 10ft require fall protection). The program also instructs attendees in the proper usage and inspection of fall arrest equipment, and also provides hands-on exposure to the most common fall arrest equipment found on job sites in Ontario today. This seminar is offered in other Chapters; see www.horttrades.com/seminars for more details. **Note:** Wallet card sent out at a later date. **LUNCH NOT INCLUDED.**

LS019-GL (GEORGIAN LAKLANDS)

Hertz Equipment Rental, 614 Dunlop St. West, Barrie

For Directions call 705-726-2228

Date: Thursday April 5 2012

Instructor: Bruce Hannah

Maximum: 10 participants

Time: 9 a.m. - 2 p.m. (approx.)

LO Member: \$110 (HST included)

Potential Member: \$165 (HST included)

WHMIS for Workers

CEU

By law, all workers involved with hazardous materials must receive Workplace Hazardous Material Information System (WHMIS) training every year under the *Occupational Health and Safety Act*. Participants will learn what WHMIS is, the eight hazard categories and symbols, where to find information about the controlled products in their work environment and how to work safely with each controlled product. **Note:** To receive the special 2012 Safety Group registration fee registrations will need to be faxed or mailed in, see page 57 for registration form..

LS023-GL (GEORGIAN LAKELANDS)

Wasaga Beach Rec Plex, 1724 Mosley St. (Oakview Meeting Rm.), Wasaga Beach

For Directions Call 705-429-3321

Date: Wednesday April 11 2012

Time: 9 a.m.-12 p.m.

Instructor: Janet Bewers WSPS rep

LO 2012 Safety Group Member: \$45 (HST included)

LO Member: \$60 (HST included)

Potential Member: \$96 (HST included)

Maximum: 25 participants

Forklift Operator Training: Class 1, 4, 5

This seminar will teach safe forklift operation, as well as hazard avoidance, inspection, maintenance and legal requirements for proficient operators in a workplace environment. Training includes classroom discussion and a practical portion where attendees will operate a forklift in a workplace environment. **Please note:** It is the responsibility of the operator, even after completing the training, to review the specific device he/she will be operating, providing that it is the first time he/she has operated that specific make or model of forklift. This review may come in the form of reviewing documentation provided with the forklift, and/

or instruction from a competent person. This seminar is offered in other Chapters see www.horttrades.com/seminars for more details. **Note:** Wallet card sent out at a later date. **LUNCH NOT INCLUDED.**

LE005-GL (GEORGIAN LAKELANDS)

Hertz Equipment Rental, 614 Dunlop St. West, Barrie

For Directions call 705-726-2228

Date: Wednesday April 18, 2012

Instructor: Bruce Hannah

Maximum: 10 participants

LO Member: \$150 (HST included)

Potential Member: \$190 (HST included)

Golden Horseshoe Chapter

Building your Prosperity Seminar



Get started on the road to success. This program is intended to help green industry members clarify their strengths, and identify the components of their businesses that need attention and improvement. A seminar workbook will be provided. **Note:** This seminar may also be offered in other Chapters. See www.horttrades.com/prosperity for more details.

Chainsaw Training

CLT

The Ministry of Labour requires that all landscapers using chainsaws on the job be trained by competent teachers on their safe operation. This two-day seminar satisfies that requirement. The second day will be spent in the field, working on techniques and safe operation while cutting trees. **EACH PARTICIPANT WILL NEED:** A chainsaw with chain brake in good mechanical order, CSA-approved work boots, BNQ spec. 3200up chainsaw safety pants or full-wrap chaps or pant, CSA class D hardhat in good condition, hearing protectors, eye or face protection, safety gloves or mitts, plastic or aluminum felling wedge, flat file and depth gauge tool, rounded file and holder (properly sized), chainsaw wrench and screwdriver, brush for cleaning, fuel in a approved container and chain oil. This seminar is offered in other Chapters; see www.horttrades.com/seminars for more details. **LUNCH NOT INCLUDED.**

LS004-KW (KITCHENER/WATERLOO)

Allgreen Tree Service, 155 Union St., Elmira

For Directions Call 519-669-0857

Date: Monday and Tuesday, November 7-8, 2011

Instructor: Mike Hayes

Maximum: 10 participants

LO Member: \$230 (HST included)

Potential Member: \$384 (HST included)

Great Landscape Contractors, CLP Great Landscape Businesses

This seminar turns great landscape contractors into *great landscape business owners*. Get out of your truck and into the boardroom, for the best two days you've ever spent on your business. Actual landscape contractors from some of Ontario's best landscape companies lead

this hands-on workshop, to help your company build the systems it needs to create a more predictable, profitable future. You're going to leave this workshop with:

- An operating budget built with *your numbers*, for *your company*
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- Estimating methods that improve field productivity and profit
- Dead-simple, proven methods to measure progress and track job costs
- Wage and bonus systems that inspire employees to think and act like entrepreneurs, instead of hourly employees

Note: Please see www.landscapemanagementnetwork.com/workshop/WorkshopPrepList.pdf to prepare for this course.

Note: Participants will need to bring their laptops.

Companies who have previously taken LMN's Plan for Profit are welcome back to create a 2012 budget, but note that this course will cover the same topics as last year's Plan for Profit session.

LBM043-GH (GOLDEN HORSESHOE)

Battlefield Equipment Rental, 880 South S Rd, Stoney Creek

For Directions Call 905-643-9410

Date: Wednesday and Thursday February 1 and 2 2012

Instructor: Mike Lysecki or Mark Bradley

Maximum: 20 participants

NEW

Ornamental Growers Safety Program



Finally, an *OHS*A-compliant safety seminar aimed at ornamental growers. This seminar will help establish prevention and due diligence practices, that will result in reduced injury rates, lost time and therefore claims costs, that ensure the long-term viability of a business in a competitive market. This progressive risk management seminar will engage owners using interactive training techniques to help employers towards establishing a basic health and safety management program. Covers why health and safety is important to your business, supervisors' and workers' rights and responsibilities under the *OHS* Act, how to recognize grower hazards and ways to prevent them, along with what policies and procedures are needed to support a health and safety program. **Note:** Seminar is offered in other Chapters; see www.horttrades.com/seminars for more details.

Note: Project funded through the FCC Ag Safety fund and the Canadian Agricultural Safety Association. **LUNCH NOT INCLUDED.**

LS021-GH (GOLDEN HORSESHOE)

Date: Friday March 30 2012

Vineland Research and Innovation Centre, 4890 Victoria Ave N.

Vineland

For directions please call 905-562-0320

Instructor: Kristin Hoffman WSPS

Time: 9 a.m. - 12 noon

Maximum: 25 participants

LO Member: \$25 (HST included)

Potential Member: \$40 (HST included)

London Chapter

Building your Prosperity Seminar

CLP



Get started on the road to success. This program is intended to help green industry members clarify their strengths, and identify the components of their businesses that need attention and improvement. A seminar workbook will be provided. **Note:** This seminar may also be offered in other Chapters. See www.horttrades.com/prosperity for more details.

NEW

Ornamental Growers Safety Program



Finally, an *OHS*A-compliant safety seminar aimed at ornamental growers. This seminar will help establish prevention and due diligence practices, that will result in reduced injury rates, lost time and therefore claims costs, that ensure the long-term viability of a business in a competitive market. This progressive risk management seminar will engage owners using interactive training techniques to help employers towards establishing a basic health and safety management program. Covers why health and safety is important to your business, supervisors' and workers' rights and responsibilities under the *OHS* Act, how to recognize grower hazards and ways to prevent them, along with what policies and procedures are needed to support a health and safety program. **Note:** Seminar is offered in other Chapters; see www.horttrades.com/seminars for more details. **Note:** Project funded through the FCC Ag Safety fund and the Canadian Agricultural Safety Association. **LUNCH NOT INCLUDED.**

LS021-LN (LONDON)

WSPS, Century Centre Plaza, 1069 Wellington Road Suite 113, London

For directions please call 519-686-9698

Date: Wednesday February 29 2012

Instructor: Kristin Hoffman WSPS

Time: 9 a.m. - 12 noon

Maximum: 25 participants

LO Member: \$25 (HST included)

Potential Member: \$40 (HST included)

FACT:

Seminars are now listed by the Prosperity partnership pillars they reflect, and are also in date order.

TAKE NOTE: seminars may be offered more than once.

Great Landscape Contractors, CLP Great Landscape Businesses

This seminar turns great landscape contractors into *great landscape business owners*. Get out of your truck and into the boardroom, for the best two days you've ever spent on your business. Actual landscape contractors from some of Ontario's best landscape companies lead this hands-on workshop, to help your company build the systems it needs to create a more predictable, profitable future. You're going to leave this workshop with:

- An operating budget built with *your numbers*, for *your company*
- A *pricing system* that calculates how you need to price your work to cover *your company's* costs and profit
- An *efficiency rating* that shows what your sales *should* be, and how much you're actually spending on waste and inefficiency
- Estimating methods that improve field productivity and profit
- Dead-simple, proven methods to measure progress and track job costs
- Wage and bonus systems that inspire employees to think and act like entrepreneurs, instead of hourly employees

Note: Please see www.landscapemanagementnetwork.com/workshop/WorkshopPrepList.pdf to prepare for this course.

Note: Participants will need to bring their laptops.

Companies who have previously taken LMN's Plan for Profit are welcome back to create a 2012 budget, but note that this course will cover the same topics as last year's Plan for Profit session.

LBM043-LN (LONDON)

TLC Professional Landscaping, 2026 Oxford St. E., London
For directions call 519-661-6895
Date: Tuesday and Wednesday March 6 and 7 2012
Time: 8:30 a.m. - 4:30 p.m.
Instructor: Mike Lysecki or Mark Bradley
Maximum: 20 participants

Safety Seminar

CEU

This seminar is a must for everyone in the landscape industry. WHMIS must be renewed annually. A Workplace Safety and Prevention Services rep will be discussing WHMIS, safe operation of landscape equipment and back safety, and present a safety slide show. An MTO representative will also explain current weight classifications, licenses, proper load registration and Ministry requirements for travel documents.

LS002-LN (LONDON)

TLC Professional Landscaping, 2026 Oxford St. E., London
For directions call 519-661-6895
Date: Wednesday, March 28, 2012
Instructors: WSPS/MTO
LO Member: \$60 (HST included)
Potential Member: \$96 (HST included)
Maximum: 50 participants

Skid Steer Certification Training

CLT

Individuals who want to learn how to operate a skid steer safely and correctly should attend this seminar. It will include instruction on basic

operator safety, inspection, and equipment features in accordance with applicable OHS and regulations and equipment manufacturers' guidance. Each participant will undergo classroom evaluation in a simulated jobsite environment. This seminar is offered in other Chapters; see www.horttrades.com/seminars for more details

Note: Wallet card sent out at a later date. **LUNCH NOT INCLUDED.**

LS003-LN (LONDON)

Huron Tractor, 37 Elgin Rd., Thamesford
For Directions call 519-285-3845
Date: Thursday, March 29, 2012
Time: 9 a.m. - 2 p.m. (approx.)
Instructor: Martin's Lift Truck Service
Maximum: 10 participants
LO Member: \$110 (HST included)
Potential Member: \$170 (HST included)

Chainsaw Training

CLT

The Ministry of Labour requires that all landscapers using chainsaws on the job be trained by competent teachers on their safe operation. This two-day seminar satisfies that requirement. The second day will be spent in the field, working on techniques and safe operation while cutting trees. **EACH PARTICIPANT WILL NEED:** A chainsaw with chain brake in good mechanical order, CSA-approved work boots, BNQ spec. 3200up chainsaw safety pants or full-wrap chaps or pant, CSA class D hardhat in good condition, hearing protectors, eye or face protection, safety gloves or mitts, plastic or aluminum felling wedge, flat file and depth gauge tool, rounded file and holder (properly sized), chainsaw wrench and screw-driver, brush for cleaning, fuel in a approved container and chain oil. This seminar is offered in other Chapters; see www.horttrades.com/seminars for more details. **LUNCH NOT INCLUDED.**

LS004-LN (LONDON)

Fanshawe College, London Campus H1034, 1460 Oxford St.
For Directions call 519- 452-4430
Date: Saturday and Sunday, March 31 and April 1, 2012
Instructor: Rick Mackinnon
Maximum: 10 participants
LO Member: \$230 (HST included)
Potential Member: \$384 (HST included)

Ottawa Chapter

Building your Prosperity Seminar

CLP



Get started on the road to success. This program is intended to help green industry members clarify their strengths, and identify the components of their businesses that need attention and improvement. A seminar workbook will be provided. **Note:** This seminar may also be offered in other Chapters. See www.horttrades.com/prosperity for more details.

Formative Tree and Shrub Pruning Seminar

CLT

This full-day pruning seminar will be held on-site at the Governor General's residence. The day will include a slide presentation of techniques, along with a practical demonstration on the grounds of Rideau Hall. Participants should dress appropriately for the weather. **Please Note:** Participants will be contacted approximately 10 days prior to the seminar; because this seminar is being held on the grounds of Rideau Hall, participants must supply their full names and dates of birth to participate. These details will be forwarded to the Office of the Secretary to the Governor General.

LA006-OT (OTTAWA)

Rideau Hall, Ottawa

Date: See website for more details, www.horttrades.com/seminars

Instructor: Mark Burleton

Maximum: 10 participants

NEW

Ornamental Growers Safety Program



Finally, an OHS-compliant safety seminar aimed at ornamental growers. This seminar will help establish prevention and due diligence practices, that will result in reduced injury rates, lost time and therefore claims costs, that ensure the long-term viability of a business in a competitive market. This progressive risk management seminar will engage owners using interactive training techniques to help employers towards establishing a basic health and safety management program. Covers why health and safety is important to your business, supervisors' and workers' rights and responsibilities under the OHS Act, how to recognize grower hazards and ways to prevent them, along with what policies and procedures are needed to support a health and safety program. **Note:** Seminar is offered in other Chapters; see www.horttrades.com/seminars for more details.

Note: Project funded through the FCC Ag Safety fund and the Canadian Agricultural Safety Association. **LUNCH NOT INCLUDED.**

LS021-OT (OTTAWA)

Iroquois Parks Sport Centre, Whitney Hall, 500 Victoria St. W., Whitby

For directions please call 905-668-7765

Date: Monday January 30 2012

Instructor: Kristin Hoffman WSPS rep

Time: 9 a.m. - 12 noon

Maximum: 25 participants

LO Member: \$25 (HST included)

Potential Member: \$40 (HST included)

Secure your company's future by securing your employees' future

CLP

Retaining key employees remains one of the biggest challenges faced by small and medium-sized businesses in Ontario. Employers with a good history of employee retention have traditionally set up low-cost, low-administration incentives for their employees, to increase loyalty. By putting a few small pieces in place, you can significantly increase the rate at which you retain key employees, and add incentive to recruit

quality workers. This informative seminar which will discuss methods to increase employee retention through financial incentives, while at the same time giving credibility to your business in order to attract star employees. Topics will include group retirement, health and insurance benefits, financial planning for small business owners as well as employees, safeguarding your business and succession planning.

LBM055-OT (OTTAWA)

Ottawa District Hockey Association, 1247 Kilbom Place, Suite D 300, Ottawa

For directions call 613-224-7686

Date: Tuesday, January 31, 2012

Instructor: Duane Francis, Certified Financial Planner

Maximum: 15 participants

NEW

CLP Tutoring Session

CLP

This hour of one-on-one tutoring is designed for participants already in the process of achieving their CLP designations. By attending, participants will gain a better understanding of topics that are challenging them in their business or in obtaining the designation. Participants should also come ready with questions. Select any CLP module for the one-hour session, to gain clarity and prepare yourself to write the corresponding test. The hourly sessions start at 9 a.m. and end at 4 p.m.; email kathym@landscapeontario.com to book your time.

NEW Please Note: Interested participants also have the opportunity to participate in a one-on-one session with a CLP Instructor via Skype if distance is a challenge. Contact sharvey@landscapeontario.com or kathym@landscapeontario.com for more details.

CLP Modules

- Strategic Planning
- Leadership and Corporate Citizenship
- Human Resource Management
- Corporate Financial Management
- Marketing and Sales Management
- Exterior Production Operations
- Risk Contracts and Legal Requirements

Also: Participants will have the opportunity to write their exam on face-to-face tutorial days only. If you need to arrange an alternate day see www.horttrades.com/landscape-industry-certified for the next scheduled date. **Note:** Extra fees apply for exam or manuals. Visit www.clp.canadanursery.com or call 1-888-446-3499 for more details regarding cost and exam registration.

CLPTS-OT (OTTAWA)

Ottawa District Hockey Association, 1247 Kilbom Place, Ste. D 300, Ottawa

For directions call 613-224-7686

Date: Monday February 6 2012

Instructor: Paul Doornbos CLP, CLT

Maximum: 7 spots available

LO Member: \$75 per/hr. (HST included)

Potential Member: \$100 per/hr. (HST included)

Fan, Follow, Tweet: Getting Connected through Social Media

Social media is dynamically changing the way businesses operate. This comprehensive seminar is aimed at business owners who are looking to develop their brand reputation online, communicate with clients in a new way and explore new business opportunities through the world of social media. Learners will explore key topics such as using social media to grow your business; finding and engaging an audience in some of the leading social media spaces including Facebook, Twitter and LinkedIn; creating a social media strategy; blogging for business; social media and customer service and more. Laptops are not required. Participants should have a working knowledge of computers.

LBM056-OT (OTTAWA)

Ottawa District Hockey Association, 1247 Kilborn Place, Ste. D 300, Ottawa
For directions call 613-224-7686
Date: Thursday February 9 2012
Instructor: Melissa Ray
Maximum: 20 participants

CLD: Equipped to Design **CLD**

Need some design motivation or empowerment? This seminar is geared for all landscape designers — spend a day and be filled with design best practices. Discussion topics include design fee structures, design contracts, design inspiration, design principles, CLD preparation and drawing components, including Dynascape and Sketchup.

Note: Laptops not needed. This seminar is offered in other Chapters; see www.horttrades.com/seminars for more details.

LD019-OT (OTTAWA)

Ottawa District Hockey Association, 1247 Kilborn Place, Suite D 300, Ottawa
For directions call 613-224-7686
Date: Tuesday, February 14, 2012
Instructor: Beth Edney CLD
Maximum: 12 participants

CLP modules: **CLP** Risk, Contracts and Legal Requirements, Marketing and Sales Management

The first part of the day *Risk, Contracts and Legal Requirements* covers risk management, contract law and business structures. Smart business owners ensure that their companies perform with due diligence at all times. This topic will help the business owner to minimize day-to-day risk. The second part of the day, *Marketing and Sales Management*, covers an important component of your strategic plan and a major pillar guiding healthy growth. Topics include pricing strategies, market research, promotion, competitive bidding, contract negotiation, as well as customer service and effective communication. **Note:** Extra fees apply for exam or manuals. Visit www.clp.canadanursery.com or call 1-888-446-3499 for more details regarding cost and exam registration. A brief review on the CLP module *Exterior Production Operations*, including time for questions, will be held at the end of each seminar if time permits.

CLPMS-OT (OTTAWA)

Direct Landscape Supply, 935 Bloor St. E., Oshawa
For Directions call 905-576-8400
Date: Thursday February 16 2012
Instructor: Paul Doornbos CLT, CLP
Maximum: 15 participants

Employee Training Systems **CLP**

Employee turnover, due diligence, labour costs, poor performance, damaged equipment . . . these are all problems involving people, your biggest challenge and your biggest expense! Business owners and senior managers can address these problems with a good employee training system. We'll show you what you need to do to have a thorough, consistent, but simple, training system; how to use the Internet to maximize the benefits, and how good training will impact your bottom line. Attendees will take away a process to implement effective employee training.

LBM033-OT (OTTAWA)

Ottawa District Hockey Association, 1247 Kilborn Place, Ste. D 300, Ottawa
For directions call 613-224-7686
Date: Thursday February 16 2012
Instructor: Jay Murray CLP
Maximum: 25 participants

CLP modules: **CLP** Corporate Financial Management

Monitoring and guiding financial performance is key to the success of any business, regardless of its size. Completing this seminar will guide you towards a clearer basic understanding of how to utilize and understand financial statements for smarter fiscal management and will alleviate some of the frustrations that can accompany managing financials. **Note:** Extra fees apply for exam or manuals. Visit www.clp.canadanursery.com or call 1-888-446-3499 for more details regarding cost and exam registration. A brief review on the CLP module *Exterior Production Operations*, including time for questions, will be held at the end of each seminar if time permits.

CLPFM-OT (OTTAWA)

Direct Landscape Supply, 935 Bloor St. E., Oshawa
For Directions call 905-576-8400
Date: Friday February 17 2012
Instructor: Paul Doornbos CLT, CLP
Maximum: 15 participants

Container Gardening: Excitement and Appeal in the Garden, and For Your Business Too

Back by popular demand! Hear Paul Zammit as he shares his passion for plants and pots to explore how the use of containers can provide colour and interest throughout the seasons. He will also discuss and how the popularity of container gardening can help to build your business.

RGC013-OT (OTTAWA)

Ottawa District Hockey Association, 1247 Kilborn Place, Ste. D 300, Ottawa
For directions call 613-224-7686
Date: Monday February 27 2012
Instructor: Paul Zammit
Maximum: 15 participants

Great Landscape Contractors, **CLP** Great Landscape Businesses

This seminar turns great landscape contractors into *great landscape business owners*. Get out of your truck and into the boardroom, for the best two days you've ever spent on your business. Actual landscape contractors from some of Ontario's best landscape companies lead this hands-on workshop, to help your company build the systems it needs to create a more predictable, profitable future. You're going to leave this workshop with:

- An operating budget built with *your numbers, for your company*
- A *pricing system* that calculates how you need to price your work to cover *your company's* costs and profit
- An *efficiency rating* that shows what your sales *should* be, and how much you're actually spending on waste and inefficiency
- Estimating methods that improve field productivity and profit
- Dead-simple, proven methods to measure progress and track job costs
- Wage and bonus systems that inspire employees to think and act like entrepreneurs, instead of hourly employees

Note: Please see www.landscapemanagementnetwork.com/workshop/WorkshopPrepList.pdf to prepare for this course.

Note: Participants will need to bring their laptops.

Companies who have previously taken LMN's Plan for Profit are welcome back to create a 2012 budget, but note that this course will cover the same topics as last year's Plan for Profit session.

LBM043-OT (OTTAWA)

Toromont CAT, 92 Alti Place, Ottawa
For directions call 613-828-5121
Date: Tuesday and Wednesday February 28 and 29 2012
Time: 8:30 a.m. - 4:30 p.m.
Instructor: Mike Lysecki or Mark Bradley
Maximum: 20 participants

How to Work around Irrigation When it's in the Way

Landscapers: What do you do when an irrigation line is in the dig zone? What if the homeowner "might do irrigation" in a few years? Lawn care operators: What do you do when your aerator or mower hits irrigation heads? How could you have prevented it? During this seminar everyone will learn how to deal with broken lines and heads, and leave able to work around them, comfortably and with confidence. You'll know what to look for so you could prevent hitting a line or a head.

LI027-OT (OTTAWA)

Ottawa District Hockey Association, 1247 Kilborn Place, Ste. D 300, Ottawa
For directions call 613-224-7686
Date: Monday March 5 2012
Time: 9 a.m. - 12 noon

Instructor: Bruce Morton CIT, CLP
LO Member: \$60 (HST included)
Potential Member: \$96 (HST included)
Maximum: 20 participants

WHMIS for Workers

CEU

By law, all workers involved with hazardous materials must receive Workplace Hazardous Material Information System (WHMIS) training every year under the *Occupational Health and Safety Act*. Participants will learn what WHMIS is, the eight hazard categories and symbols, where to find information about the controlled products in their work environment and how to work safely with each controlled product. **Note:** To receive the special 2012 Safety Group registration fee registrations will need to be faxed or mailed in, see page 57 for registration form..

LS090-OT (OTTAWA)

Ottawa District Hockey Association, 1247 Kilborn Place, Ste. D 300, Ottawa
For directions call 613-224-7686
Two dates: A) Tuesday, March 27, 2012
B) Tuesday, April 24, 2012

Time: 9 -11 a.m.

Instructor: Sheila James WSPS

LO 2012 Safety Group Member: \$45 (HST included)

LO Member: \$60 (HST included)
Potential Member: \$96 (HST included)
Maximum: 40 participants

Standard First Aid with Level A CPR

CEU

This two-day practical first aid course meets WSIB requirements and prepares participants to administer first aid for common landscape injuries. Every landscape crew must include a member with first aid training to assist injured workers. Level C CPR training is included. Participants must bring a blanket. You will receive an SAJE VitalSigns certificate at a later date. **Note:** Seminar offered in other Chapters; see www.horttrades.com/seminars for details. **Note:** To receive the special 2012 Safety Group registration fee registrations will need to be faxed or mailed in, see page 57 for registration form.

LS007-OT (OTTAWA)

St. John Ambulance, 5 Corvus Court, Ottawa
For Directions Call 613-722-2002
Date: Thursday and Friday, March 29 and 30, 2012

Instructor: St. John Ambulance

Time: 8:30 a.m. - 4:30 p.m.

Maximum: 18 participants

LO 2012 Safety Group Member: \$135 (HST included)

LO Member: \$150 (HST included)
Potential Member: 220 (HST included)

Don't Attend If....

Don't attend if you think your customers want the same plants you've provided for years

Upper Canada Chapter

Building your Prosperity Seminar



Get started on to the road of success. The program is intended to help green industry members clarify their strengths, and identify the components of their businesses that need attention and improvement. A seminar workbook will be provided. **Note:** This seminar may also be offered in other Chapters. See www.horttrades.com/prosperity for more details.

NEW

Ornamental Growers Safety Program



Finally, an OHS-compliant safety seminar aimed at ornamental growers. This seminar will help establish prevention and due diligence practices, that will result in reduced injury rates, lost time and therefore claims costs, that ensure the long-term viability of a business in a competitive market. This progressive risk management seminar will engage owners using interactive training techniques to help employers towards establishing a basic health and safety management program. Covers why health and safety is important to your business, supervisors' and workers' rights and responsibilities under the OHS Act, how to recognize grower hazards and ways to prevent them, along with what policies and procedures are needed to support a health and safety program. **Note:** Seminar is offered in other Chapters; see www.horttrades.com/seminars for more details. **Note:** Project funded through the FCC Ag Safety fund and the Canadian Agricultural Safety Association. **LUNCH NOT INCLUDED.**

LS021-UC (UPPER CANADA)

Iroquois Parks Sport Centre, Whitney Hall, 500 Victoria St. W., Whitby
For directions please call 905-668-7765
Date: Monday January 30 2012
Instructor: Kristin Hoffman WSPS rep
Time: 9 a.m. - 12 noon
Maximum: 25 participants
LO Member: \$25 (HST included)
Potential Member: \$40 (HST included)

CLP modules:

Risk, Contracts and Legal Requirements, Marketing and Sales Management

CLP

The first part of the day *Risk, Contracts and Legal Requirements* covers risk management, contract law and business structures. Smart business owners ensure that their companies perform with due diligence at all times. This topic will help the business owner to minimize day-to-day risk. The second part of the day, *Marketing and Sales Management*, covers an important component of your strategic plan and a major pillar guiding healthy growth. Topics include pricing strategies, market research, promotion, competitive bidding, contract negotiation, as well as customer service and effective communication. **Note:** Extra fees apply

for exam or manuals. Visit www.clp.canadanursery.com or call 1-888-446-3499 for more details regarding cost and exam registration. A brief review on the CLP module *Exterior Production Operations*, including time for questions, will be held at the end of each seminar if time permits.

CLPMS-UC (UPPER CANADA)

Direct Landscape Supply, 935 Bloor St. E., Oshawa
For Directions call 905-576-8400
Date: Thursday February 16 2012
Instructor: Paul Doornbos CLT, CLP
Maximum: 15 participants

CLP modules:

CLP

Corporate Financial Management

Monitoring and guiding financial performance is key to the success of any business, regardless of its size. Completing this seminar will guide you towards a clearer basic understanding of how to utilize and understand financial statements for smarter fiscal management and will alleviate some of the frustrations that can accompany managing financials. **Note:** Extra fees apply for exam or manuals. Visit www.clp.canadanursery.com or call 1-888-446-3499 for more details regarding cost and exam registration. A brief review on the CLP module *Exterior Production Operations*, including time for questions, will be held at the end of each seminar if time permits.

CLPFM-UC (UPPER CANADA)

Direct Landscape Supply, 935 Bloor St. E., Oshawa
For Directions call 905-576-8400
Date: Friday February 17 2012
Instructor: Paul Doornbos CLT, CLP
Maximum: 15 participants

Great Landscape Contractors, CLP Great Landscape Businesses

This seminar turns great landscape contractors into *great landscape business owners*. Get out of your truck and into the boardroom, for the best two days you've ever spent on your business. Actual landscape contractors from some of Ontario's best landscape companies lead this hands-on workshop, to help your company build the systems it needs to create a more predictable, profitable future. You're going to leave this workshop with:

- An operating budget built with *your numbers*, for *your company*
- A *pricing system* that calculates how you need to price your work to cover *your company's* costs and profit
- An *efficiency rating* that shows what your sales *should* be, and how much you're actually spending on waste and inefficiency
- Estimating methods that improve field productivity and profit
- Dead-simple, proven methods to measure progress and track job costs
- Wage and bonus systems that inspire employees to think and act like entrepreneurs, instead of hourly employees

Note: Please see www.landscapemanagementnetwork.com/workshop/WorkshopPrepList.pdf to prepare for this course.

Note: Participants will need to bring their laptops.

Companies who have previously taken LMN's Plan for Profit are welcome back to create a 2012 budget, but note that this course will

cover the same topics as last year's Plan for Profit session.

LBM043-UC (UPPER CANADA)

Toromont CAT, 92 Alti Place, Ottawa

For directions call 613-828-5121

Date: Tuesday and Wednesday February 28 and 29 2012

Time: 8:30 a.m. - 4:30 p.m.

Instructor: Mike Lysecki or Mark Bradley

Maximum: 20 participants

Skid Steer Certification Training

CLT

Individuals who want to learn how to operate a skid steer safely and correctly should attend this seminar. It will include instruction on basic operator safety, inspection, and equipment features in accordance with applicable OSHA and regulations and equipment manufacturers' guidance. Each participant will undergo classroom evaluation in a simulated jobsite environment. This seminar is offered in other Chapters; see www.horttrades.com/seminars for more details

Note: Wallet card sent out at a later date. **LUNCH NOT INCLUDED.**

LS003-UC (UPPER CANADA)

Hertz Equipment Rental, 411 Bloor West, Oshawa

For Directions call 905-404-8411

Date: Thursday, March 1, 2012

Time: 9 a.m. - 2 p.m. (approx.)

Instructor: Bruce Hannah

Maximum: 10 participants

LO Member: \$110 (HST included)

Potential Member: \$170 (HST included)

Chainsaw Training

CLT

The Ministry of Labour requires that all landscapers using chainsaws on the job be trained by competent teachers on their safe operation.

This two-day seminar satisfies that requirement. The second day will be spent in the field, working on techniques and safe operation while cutting trees. **EACH PARTICIPANT WILL NEED:** A chainsaw with chain brake in good mechanical order, CSA-approved work boots, BNQ spec. 3200up chainsaw safety pants or full-wrap chaps or pant, CSA class D hardhat in good condition, hearing protectors, eye or face protection, safety gloves or mitts, plastic or aluminum felling wedge, flat file and depth gauge tool, rounded file and holder (properly sized), chainsaw wrench and screwdriver, brush for cleaning, fuel in a approved container and chain oil. This seminar is offered in other Chapters; see www.horttrades.com/seminars for more details. **LUNCH NOT INCLUDED.**

LS004-UC (UPPER CANADA)

Direct Landscape Supply, 935 Bloor St. E., Oshawa

For Directions call 905-576-8400

Date: Monday and Tuesday, March 19 and 20, 2012

Instructor: Bob Smith

Maximum: 10 participants

LO Member: \$230 (HST included)

Potential Member: \$384 (HST included)

Standard First Aid with Level A CPR

CEU

This two-day practical first aid course meets WSIB requirements and prepares participants to administer first aid for common landscape injuries. Every landscape crew must include a member with first aid training to assist injured workers. Level C CPR training is included. Participants must bring a blanket. You will receive an SAJE VitalSigns certificate at a later date. **Note:** Seminar offered in other Chapters; see www.horttrades.com/seminars for details. **Note:** To receive the special 2012 Safety Group registration fee registrations will need to be faxed or mailed in, see page 57 for registration form.

LS007-UC (UPPER CANADA)

St. John Ambulance, 64 Colborne St. E., Oshawa

For Directions call 905-434-7800

Date: Wednesday and Thursday, March 28 and 29, 2012

Instructor: St. John Ambulance

Time: 8:30 a.m. - 4:30 p.m.

Maximum: 18 participants

LO 2012 Safety Group Member: \$135 (HST included)

LO Member: \$150 (HST included)

Potential Member: \$220 (HST included)

Waterloo Chapter

Building your Prosperity Seminar

CLP



Get started on the road to success. This program is intended to help green industry members clarify their strengths, and identify the components of their businesses that need attention and improvement. A seminar workbook will be provided. **Note:** This seminar may also be offered in other Chapters. See www.horttrades.com/prosperity for more details.

Don't Attend If....

Don't attend if your customers think you're the only game in town



CEU (Continued Education Units) for the above accreditations can be obtained through various Landscape Ontario events. Watch for information on seminar/conference outlines.

Chainsaw Training

CLT

The Ministry of Labour requires that all landscapers using chainsaws on the job be trained by competent teachers on their safe operation. This two-day seminar satisfies that requirement. The second day will be spent in the field, working on techniques and safe operation while cutting trees. **EACH PARTICIPANT WILL NEED:** A chainsaw with chain brake in good mechanical order, CSA-approved work boots, BNQ spec. 3200up chainsaw safety pants or full-wrap chaps or pant, CSA class D hardhat in good condition, hearing protectors, eye or face protection, safety gloves or mitts, plastic or aluminum felling wedge, flat file and depth gauge tool, rounded file and holder (properly sized), chainsaw wrench and screw-driver, brush for cleaning, fuel in a approved container and chain oil. This seminar is offered in other Chapters; see www.horttrades.com/seminars for more details. **LUNCH NOT INCLUDED.**

LS004-KW (KITCHENER/WATERLOO)

Allgreen Tree Service, 155 Union St., Elmira

For Directions Call 519-669-0857

Date: Monday and Tuesday, November 7-8, 2011

Instructor: Mike Hayes

Maximum: 10 participants

LO Member: \$230 (HST included)

Potential Member: \$384 (HST included)

Great Landscape Contractors, CLP Great Landscape Businesses

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- Estimating methods that improve field productivity and profit
- Dead-simple, proven methods to measure progress and track job costs
- Wage and bonus systems that inspire employees to think and act like entrepreneurs, instead of hourly employees

Note: Please see www.landscapemanagementnetwork.com/workshop/WorkshopPrepList.pdf to prepare for this course.

Note: Participants will need to bring their laptops.

Companies who have previously taken LMN's Plan for Profit are welcome back to create a 2012 budget, but note that this course will cover the same topics as last year's Plan for Profit session.

LBM043-KW (KITCHENER/WATERLOO)

Battlefield Equipment Rental, 880 South S Rd., Stoney Creek

For Directions Call 905-643-9410

Date: Wednesday and Thursday February 1 and 2 2012

Instructor: Mike Lysecki or Mark Bradley

Maximum: 20 participants

NEW

Ornamental Growers Safety Program



Finally, an *OHS*A-compliant safety seminar aimed at ornamental growers. This seminar will help establish prevention and due diligence practices, that will result in reduced injury rates, lost time and therefore claims costs, that ensure the long-term viability of a business in a competitive market. This progressive risk management seminar will engage owners using interactive training techniques to help employers towards establishing a basic health and safety management program. Covers why health and safety is important to your business, supervisors' and workers' rights and responsibilities under the *OHS* Act, how to recognize grower hazards and ways to prevent them, along with what policies and procedures are needed to support a health and safety program. **Note:** Seminar is offered in other Chapters; see www.horttrades.com/seminars for more details. **Note:** Project funded through the FCC Ag Safety fund and the Canadian Agricultural Safety Association. **LUNCH NOT INCLUDED.**

LS021-KW(KITCHENER/WATERLOO)

Vineland Research and Innovation Centre, 4890 Victoria Ave N. Vineland

For directions please call 905-562-0320

Date: Friday March 30 2012

Instructor: Kristin Hoffman WSPS rep

Time: 9 a.m.-12 noon

Maximum: 25 participants

LO Member: \$25 (HST included)

Potential Member: \$40 (HST included)

Windsor Chapter

Building your Prosperity Seminar

CLP



Get started on the road to success. This program is intended to help green industry members clarify their strengths, and identify the components of their businesses that need attention and improvement. A seminar workbook will be provided. **Note:** This seminar may also be offered in other Chapters. See www.horttrades.com/prosperity for more details.

NEW

Ornamental Growers Safety Program



Finally, an *OHS*A-compliant safety seminar aimed at ornamental growers. This seminar will help establish prevention and due diligence practices, that will result in reduced injury rates, lost time and therefore claims costs, that ensure the long-term viability of a business in a competitive market. This progressive risk management seminar will engage owners using interactive training techniques to help employers towards establishing a basic health and safety management program. Covers why health and safety is important to your business, supervisors' and workers' rights and responsibilities under the *OHS* Act, how to recognize grower hazards and ways to prevent them, along with what policies and procedures are needed

to support a health and safety program. **Note:** Seminar is offered in other Chapters; see www.horttrades.com/seminars for more details. **Note:** Project funded through the FCC Ag Safety fund and the Canadian Agricultural Safety Association. **LUNCH NOT INCLUDED.**

LS021-WI (WINDSOR)

WSPS, Century Centre Plaza, 1069 Wellington Road Suite 113, London
For directions please call 519-686-9698

Date: Wednesday February 29 2012

Instructor: Kristin Hoffman WSPS

Time: 9 a.m.-12 noon

Maximum: 25 participants

LO Member: \$25 (HST included)

Potential Member: \$40 (HST included)

Great Landscape Contractors, CLP Great Landscape Businesses

This seminar turns great landscape contractors into *great landscape business owners*. Get out of your truck and into the boardroom, for the best two days you've ever spent on your business. Actual landscape contractors from some of Ontario's best landscape companies lead this hands-on workshop, to help your company build the systems it needs to create a more predictable, profitable future. You're going to leave this workshop with:

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- Estimating methods that improve field productivity and profit
- Dead-simple, proven methods to measure progress and track job costs
- Wage and bonus systems that inspire employees to think and act like entrepreneurs, instead of hourly employees

Note: Please see www.landscapemanagementnetwork.com/workshop/WorkshopPrepList.pdf to prepare for this course.

Note: Participants will need to bring their laptops.

Companies who have previously taken LMN's Plan for Profit are welcome back to create a 2012 budget, but note that this course will cover the same topics as last year's Plan for Profit session.

LBM043-WI (WINDSOR)

TLC Professional Landscaping, 2026 Oxford St. E., London

For directions call 519-661-6895

Date: Tuesday and Wednesday March 6 and 7 2012

Time: 8:30 a.m.- 4:30 p.m.

Instructor: Mike Lysecki or Mark Bradley

Maximum: 20 participants

Safety Seminar

CEU

This seminar is a must for everyone in the landscape industry. A Workplace Safety and Prevention Services rep will be discussing WHMIS, safe operation of landscape equipment and back safety, and present a safety slide show. An MTO representative will also explain current weight classifications, licenses, proper load registration and Ministry requirements for travel documents. WHMIS must be renewed annually.

LS002-WI (WINDSOR)

TLC Professional Landscaping, 2026 Oxford St. E., London

For directions call 519-661-6895

Date: Wednesday, March 28, 2012

Instructors: WSPS/MTO

LO Member: \$60 (HST included)

Potential Member: \$96 (HST included)

Maximum: 50 participants

Skid Steer Certification Training

CLT

Individuals who want to learn how to operate a skid steer safely and correctly should attend this seminar. It will include instruction on basic operator safety, inspection, and equipment features in accordance with applicable OSHA and regulations and equipment manufacturers' guidance. Each participant will undergo classroom evaluation in a simulated jobsite environment. This seminar is offered in other Chapters; see www.horttrades.com/seminars for more details

Note: Wallet card sent out at a later date. **LUNCH NOT INCLUDED.**

LS003-WI (WINDSOR)

Huron Tractor, 37 Elgin Rd., Thamesford

For Directions call 519-285-3845

Date: Thursday, March 29, 2012

Time: 9 a.m. – 2 p.m. (approx.)

Instructor: Martin's Lift Truck Service

Maximum: 10 participants

LO Member: \$110 (HST included)

Potential Member: \$170 (HST included)

Chainsaw Training

CLT

The Ministry of Labour requires that all landscapers using chainsaws on the job be trained by competent teachers on their safe operation. This two-day seminar satisfies that requirement. The second day will be spent in the field, working on techniques and safe operation while cutting trees. **EACH PARTICIPANT WILL NEED:** A chainsaw with chain brake in good mechanical order, CSA-approved work boots, BNQ spec. 3200up chainsaw safety pants or full-wrap chaps or pant, CSA class D hardhat in good condition, hearing protectors, eye or face protection, safety gloves or mitts, plastic or aluminum felling wedge, flat file and depth gauge tool, rounded file and holder (properly sized), chainsaw wrench and screwdriver, brush for cleaning, fuel in a approved container and chain oil. This seminar is offered in other Chapters; see www.horttrades.com/seminars for more details. **LUNCH NOT INCLUDED.**

LS004-WI (WINDSOR)

Fanshawe College, London Campus H1034, 1460 Oxford St.

For Directions call 519- 452-4430

Date: Saturday and Sunday, March 31 and April 1, 2012

Instructor: Rick Mackinnon

Maximum: 10 participants

LO Member: \$230 (HST included)

Potential Member: \$384 (HST included)

Chapter events

Stay current on events with your Chapter's page on www.horttrades.com, and in your weekly Landscape Ontario e-news broadcast



Please Note:

- Chapter events and seminars are meant to connect members with their peers for networking and professional development. Please feel welcome to attend any chapter event that is of interest to you - regardless of chapter or sector group.
- Members are encouraged to bring their employees to chapter meetings and events.
- Post-Secondary students are encouraged to attend chapter meetings and events to further prepare them for their future careers.
- Event updates and additional information are available at www.horttrades.com/comeingevents.php#1925

November chapter events

Chapter	Date and Time	Location	Topic
Waterloo	Wednesday, November 2nd at 7 p.m.	Knights of Columbus Waterloo	Snow meeting and MTO
Toronto	Thursday, November 3rd from 6:30 - 9 p.m.	Latvian Centre 4 Credit Union Dr, North York	Round table discussion on key issues facing member companies
Golden Horseshoe	Thursday, November 3rd at lunch time	To be determine	Sales with Rory Sheehan
London	Tuesday, November 8th at 7 p.m.	Best Western Lamplight Inn	To be determined
Durham	Tuesday, November 8th at 10:00 a.m.	Quality Suites Whitby 1700 Champlain Avenue	Processes, Performance and Profitability presented by Stewart Anderson
Ottawa	Tuesday November 15th from 12:30 - 4 p.m.	Royal Canadian Legion Branch 641	To be determined
Windsor	Thursday, November 17th from 5 - 8 p.m.	Dominion Golf Course	Robert Roszell presenting salt application research from University of Guelph

December chapter events

Chapter	Date and Time	Location	Topic
Toronto	Thursday, December 1st at lunch	Latvian Centre 4 Credit Union Dr, North York	Christmas Social
Waterloo	Wednesday, December 7th at 7 p.m.	Knights of Columbus Waterloo	Christmas Social
Ottawa	Tuesday December 13 from 12 - 5 p.m.	Royal Canadian Legion Branch 641	Christmas Social

January chapter events

Chapter	Date and Time	Location	Topic
Ottawa	Tuesday January 17th from 12:30 - 4 p.m.	Royal Canadian Legion Branch 641	TBD
Windsor	Thursday, January 26th from 12 - 3 p.m.	Dominion Golf Course	Photography

February chapter events

Chapter	Date and Time	Location	Topic
Waterloo	Wednesday, February 1st at 7 p.m.	Knights of Columbus Waterloo	Landscaper Rant Roundtable
Toronto	Thursday, February 2 all day	Latvian Centre 4 Credit Union Dr, North York	Annual MTO, safety meeting
Durham	Tuesday, February 7th at 10:00 a.m.	Quality Suites Whitby 1700 Champlain Avenue	To be determined
London	Tuesday, February 7th at 7 p.m.	Best Western Lamplight Inn	Website Development and Taking Perfect Pictures to Showcase Your Business. \$25.00 per person
Windsor	Thursday, February 23rd from 12 - 3 p.m.	Dominion Golf Course	Information technology

March chapter events

Chapter	Date and Time	Location	Topic
Ottawa	Tuesday March 6 from 12:30 - 4 p.m.	Royal Canadian Legion Branch 641	To be determined
London	Tuesday March 6 at 7 p.m.	Best Western Lamplight Inn	To be determined
Durham	Wednesday, March 7th at 10:00 a.m.	Quality Suites Whitby 1700 Champlain Avenue	MTO meeting
Waterloo	Wednesday, March 7th at 7 p.m.	Knights of Columbus Waterloo	Networking and marketing
Golden Horseshoe	Thursday, March 22nd all day	To be determine	Annual MTO meeting
Windsor	Thursday, March 22nd at 5 p.m.	Dominion Golf Course	Marketing

April chapter events

Chapter	Date and Time	Location	Topic
Waterloo	Wednesday, April 4th at 7 p.m.	To be determined	New plants and trends
Toronto	Thursday, April 5th from 6:30 - 9 p.m.	Latvian Centre 4 Credit Union Dr, North York	Annual general meeting and elections

**For more information about chapter meetings and events contact
Helen Hassard, helen@landscapeontario.com**

Conferences, symposiums and events

Opportunities for learning, selling, networking and growing your business are offered throughout the year.



For information on any of the events listed below please check the web address listed or contact the Landscape Ontario office at 1 (800) 265-5656.

Canada Blooms - The Flower and Garden Festival

March 16 - 25, 2012

Canada Blooms
THE TORONTO FLOWER AND GARDEN SHOW

The Flower and Garden Festival will co-locate with the

National Home Show with each event maintaining its own identity. The two powerhouse events, taking place side by side, will create the single largest home and garden experience in North America. Canada Blooms is produced by Landscape Ontario and the Garden Club of Toronto. Held each March, the festival promotes horticulture to homeowners and will now offer guests an experience for virtually all their home and garden need. Visit www.canadablooms.com for more information.

Certified Landscape Professional Leadership and Human Resources Modules

January 9, 2012



Human Resources and Leadership modules will be the focus of the day with an opportunity to take the examination and

earn a certificate. Held in conjunction with Congress trade show. Visit www.locongress.com for more details.

Chapter Speakers

September 2011 – April 2012

Attend monthly chapter meetings to hear guest speakers cover up-to-date industry and business topics. For up to date information check the LO website at www.horttrades.com or read the Coming Events page in *Horticulture Review*.

Congress Conference Program

January 10 - 12, 2012



Landscape Ontario has developed a timely and comprehensive program based on the Prosperity Partnership's pillars of success. This top-rated program features internationally acclaimed industry

and business experts such as Jeff Mowatt, Mark Bradley, Jody Shilan, Steven Peck, Bill Arman and many more! Held at the Toronto Congress Centre, in conjunction with Congress Trade Show.

Look for session details in the Conference Guide – coming in the Nov./Dec. issue of Landscape Trades or at www.locongress.com.

Expo Conference Program

October 19 – 20, 2011



New dates, new format – lots of exciting changes! Kicks off with a Keynote Breakfast hosted by LO's Garden Centre

Sector Group, followed by a Coffee & Cookies Conference hosted by LO's Interior Plantscape Sector, a Technology Seminar for retailers, demonstrations live on the show floor creating seasonal window displays, and a Keynote Breakfast hosted by LO's Landscape Designer Sector Group. Held at the Toronto Congress Centre, in conjunction with Expo Trade Show. Visit www.loexpo.ca for details.

Green Trade Expo and Seminars

February 15, 2012



Presented by the Ottawa Chapter, this Eastern Ontario horticultural trade and equipment show features an expanded seminar series,

lunch, contests and prizes. Don't miss this gathering of landscape and horticulture industry professionals. Visit www.greentrade.ca for further information.



Growers Short Course

Full-day seminar, designed and priced to keep management and staff informed on the latest developments in the growing industry. Held every year in mid-February. The 2012 short course location is TBA. Visit www.horttrades.com for event details.

Integrated Pest Management Symposium

January 9, 2012



Landscape Ontario's Integrated Pest Management Symposium has been a uniquely respected event since 1965. Times have changed, and the program has been revamped to add more value and be more relevant than ever - for both lawn care companies and municipalities. The 47th Annual IPM Symposium is your best bet to develop professional skills, learn current IPM issues and earn CEC's. Held at the Toronto Congress Centre with Congress trade show. For a full schedule and speaker listing visit www.locongress.com.

Irrigation Conference

January 11, 2012

Get smart about irrigation and stay on top of developments in the fast-moving irrigation industry with this half-day event. Learn about the top issues facing contractors and solutions you can use in your business. Held in conjunction with Congress trade show. Visit www.locongress.com for more details.

Landscape Contractor Lecture Series

February 22, 2012

Each year, Landscape Ontario's Contractors Group invites landscape architects and contractors to share information and exchange ideas with colleagues. Speakers include a landscape contractor and a landscape architect. They showcase their work and highlight methods for contractors and architects to complete landscape projects together. Held at the Toronto Botanical Gardens. Visit www.horttrades.com for event details.



Landscape Designer Conference

January 9, 2012

This full day event hosted by LO's Designer Sector Group is held in conjunction with LO's trade show, Congress. A full day of sessions is followed by a networking reception - this event is must-attend for Landscape Designers. Visit www.locongress.com for a complete schedule and speaker listings.

Landscape Lighting Symposium

February 2012

This annual event brings together the landscape lighting industry contractors and suppliers. Speakers highlight pertinent issues and regulations as well as new ideas and inspiration. Visit www.lightingsymposium.com for a speaker list and event details.

Ontario Parks Association's Annual Educational Forum

January 9, 2012



Turning Grey to Green, 75 Years of Protecting Tomorrow Today. All parks professionals, from directors to elected officials can benefit from participating in the 56th Annual Educational Forum. This networking opportunity will highlight key issues facing municipalities and is held in conjunction with Congress trade show. For more information visit www.ontarioparksassociation.ca.

Snow & Ice Symposium

2012 dates TBA

This event features exciting new products as well as popular snow removal equipment and technology - including a conference with many opportunities to help you make your operations more efficient and cost effective. More details at www.horttrades.com.

Certification

Qualified, trusted, recognized

Landscape Ontario is committed to recognizing standards of expertise in the landscape horticulture industry. Sector-specific certification programs help to promote competence and professional practices, resulting in industry-wide excellence.



Landscape Industry Certified Manager (CLP)

This program is designed for owners and managers wishing to prove or improve their business skills. The Landscape Industry Certified Manager designation denotes competence in the challenging task of managing a successful business today. The written exam is based on seven core competencies. Study manuals are available. For more information visit www.horttrades.com/landscape-industry-certified or call 1888-446-3499, Julia at ext.8615



Landscape Industry Certified Technician (CLT)

This program allows individuals to demonstrate their competence in a variety of industry tasks. The Landscape Industry Certified Technician program is available for Softscape Installation, Hardscape Installation, Turf Maintenance, Ornamental Maintenance and Interior Landscape professionals with a minimum of 2 years experience (highly suggested). This program is an internationally recognized, industry-developed program that sets and maintains standards for knowledge, skills and safety through written and practical's test along with continued education components. For more information visit www.horttrades.com/landscape-industry-certified or call 1800-265-5656, Rachel at ext. 326, or Sally at ext. 315.



Landscape Industry Certified Retail Horticulturist (CHT)

This recently updated, nationally recognized, industry-developed program was created for Retail Garden Center professionals to prove their competency in a variety of tasks and industry practices. This program proves and maintains standards for knowledge, skills and safety through both written and practical testing with a mandatory continued education component keeping your skills and knowledge up to date! For more information visit www.horttrades.com/landscape-industry-certified or call 1800-265-5656, Rachel at ext. 326, or Sally at ext.315.



Landscape Industry Certified Designer (CLD)

A Landscape Industry Certified Designer designation will provide a designer with a means of proving to your clients that you not only have the necessary education and industry experience, but that you have written and passed an industry test proving a high degree of proficiency as a landscape designer, along with submitting and passing a portfolio evaluation. Minimum experience to take this test is 7 years. For more information visit www.horttrades.com/landscape-industry-certified or call 1888-446-3499, Julia at ext. 8615

What does the CLT Certification do for you?

Employers: Differentiates you from the competition.

Employees: Proves your competence and advances your green industry career.

For exam information, dates, and locations, go to
www.horttrades.com/landscape-industry-certified

Additional Certification options



Accredited Green Roof Professional

The green roof industry in North America is rapidly expanding and the need for trained professionals who are familiar with green roof benefits, design, implementation, and technology has never been greater! As an accredited Green Roof Professional, you will be able to distinguish yourself in the marketplace with knowledge of the special requirements and challenges of green roofs from design through to maintenance. Green Roofs for Healthy Cities' members have identified the need to establish an Occupational Standard that encompasses a broad body of knowledge and to supplement that knowledge with a continuing education requirement. This new professional designation will:

- Allow professionals to differentiate themselves in the market place.
- Establish a high level of professionalism.
- Increase customer confidence in green roof technology.
- Help to protect the public health, safety and welfare.
- Result in better green roof design and installation practices.

For more information go to www.greenroofs.org



Irrigation Association Certifications

Certified irrigation professionals are committed to managing water efficiently. Committed to keeping current with the latest techniques and technology. And committed to investing in themselves by upgrading their knowledge and skills. Certification is more than just initials after your name. It takes experience and knowledge, time and money. But the rewards "personal and professional" are substantial. The following designations can be achieved through the Irrigation Association

- Certified Irrigation Contractor (CIC)
- Certified Irrigation Designer (CID)
- Certified Landscape Irrigation Auditor (CLIA)
- Certified Golf Irrigation Auditor (CGIA)
- Certified Landscape Water Manager (CLWM)
- Certified Agricultural Irrigation Specialist (CAIS)
- Certified Agricultural Water Manager (CAWM)

For more information go to www.irrigation.org



The Snow and Ice Management Association (SIMA)

The Snow and Ice Management Association (SIMA) offers an industry structured certification exam, the Certified Snow Professional (CSP) exam, for those serious about running an efficient snow business. The CSP exam covers major areas of importance to those in the snow and ice management business including: snow science, snow mechanics, accounting, marketing, law and human resources. After applying and submitting references, candidates take the 3 hour exam online at one of over 300 testing centers in the US and Canada. For more information, please email ellen@sima.org.



IPM Accreditation

Integrated Pest Management (IPM) is a process that uses all necessary techniques to suppress pests effectively, economically and in an environmentally sound manner. IPM employs a two-pronged approach: managing the plant environment to prevent problems and using thresholds to decide how and when to treat pests. For more information visit <http://www.ontarioipm.com/IPM/>



International Society of Arboriculture

CEU (Continued Education Units) for the above accreditations can be obtained through various Landscape Ontario events. Keep your eye out for **CEU** beside our seminar/conference outlines.



Pesticide Technician Program

The Pesticide Technician Program licenses examiners to administer the Registered Technician Program, which verifies that individuals are able to apply pesticides safely.

Email Tom at tsomerville@landscapeontario.com or pic@landscapeontario.com.

Apprenticeship



Horticulture is now a Red Seal trade

The Horticultural Technician Apprenticeship Program is now a Red Seal program signifying interprovincial qualifications of tradespersons who have completed all requirements of the Apprenticeship program, including in-school, and on-the-job experience.

Apprenticeship is a training program for people who want to work in skilled trades or occupations. About 90% of apprenticeship involves on-the-job training by training sponsors or employers. The remainder involves related theoretical training, usually delivered at an approved training delivery agency.

Apprentices and employers benefit from apprenticeship training. Apprentices learn to

become qualified trades people or journeypersons while employers gain highly skilled employees with up-to-date knowledge and work techniques. Jobs in skilled trades provide challenging work and great careers. You earn while you learn! Red Seal trades are recognized across Canada and allow employers and employees to qualify for tax credits and incentive grants.

Employer incentives:

For more information on employer incentive grants go to: www.horttrades.com/apprenticeship

Employee incentives:

Employees qualify for various incentive grants and completion grants. For more information go to: www.horttrades.com/apprenticeship

To find out more about the Horticulture Technician Apprenticeship program and to get started, complete a pre-registration form. Go to www.horttrades.com/apprenticeship

Safety Groups Program



The Safety Groups Program will help industry firms develop a MOL compliant safety program for their works places.

A brief note on how the program works; firms will select five WSIB safety elements at the start of the year. Then they will initiate or improve upon them by attending at least 3 compulsory meetings working with other members to put these initiatives in place by the end of the year.

Advantages to participating in the program:

- An improved safety record
- A positive safety culture
- Mentoring and Pooling of Resources
- Sharing of Best Practices between member firms and sponsor
- Financial benefits in the form of rebates from WSIB

For more details and to participate in the 2012 program, go to www.horttrades.com/safety

— JANUARY 2012 —							
SUN	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SAT	
1	2	3	4	5	6	7	
8	9	CONGRESS 10	CONGRESS 11	CONGRESS 12	13	14	
15	16	17	18	19	20	21	
22	23	Ottawa LC026-Chiseled in Stone LP003-Native Trees and Shrubs	24 LC026-Chiseled in Stone EN004-Green Roof 101 LBM045-Negotiating	25 LC011-Getting Started in Concrete LD025-How to use Dynascape	26 Windsor IL016-Plant Doc In the House LD003-Ldsp design-Above/Beyond LBM044-Simply Acc.	27	28
29	30	LC027-Chiseled in Stone-Inter LP001-Woody Plant LS021-DU-Growers Seminar-Whitby	31 LC027-Chiseled in Stone-Inter LP001-Woody Plant LBM055-OT-Financial Seminar				

— FEBRUARY 2012 —						
SUN	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SAT
			1 LC027-Chiseled in Stone-Inter LP007-Stuck on Annuals LBM043-GH-Great Contractors Waterloo	2 LC002A-Facts on Flagstone LD024-Sketchup-Intro LBM043-GH-Great Contractors Toronto	3 LA001-Trees and Shrubs-Grd Up LC040-Retaining Walls	4
5	6 LS003A-Skid Steer LC025-Chiseled in Stone-Adv LBM023-Time of Transition CLPTS-OT- CLP Tutoring	7 LS019A-Fall Protection LC025-Chiseled in Stone-Adv LBM043-DU-Great Contractors Durham London	8 LE005A-Forklift Training LC025-Chiseled in Stone-Adv LBM043-DU-Great Contractors	9 LC014-Paving/Interlock LP008-Ldsp Pits-W,W,W LBM040-Proposal LBM056-OT-Social Media	10 LC002B-Facts on Flagstone LBM031- Effective Hiring	11
12	13 LS003B-Skid Steer LI014-CIC Prep LC019-Grading-Intro	14 LS019B-Fall Protection LI014-CIC Prep LD013- Basic Calculations LD019-OT-CLD Design	15 GREEN TRADE EXPO LE004A-Excavator	16 PP001-Building Your Prosperity LBM046-Referral Based Selling LBM043-GL- Great Contractors LBM033-OT-Safety CLPMS-DU-CLP Prep Seminar	17 LBM043-GL-Great Contractors CLPFM-DU-CLP Prep Seminar	18
19	20	21 LBM043-Great Contractors Great Business LC005-Building/Water Features	22 LBM043-Great Contractors Great Business LC005-Building/Water Features LS020-GL-Supervisor H & S	23 LC005-Building/Water Features LBM049-Marketing Windsor	24 LS020-Supervisor Safety LBM050-Managing vs Leading	25
26	27 LS003C-Skid Steer LBM051-Managing your team LI012-CLIA Prep RGC013-Container Gardening	28 LI012-CLIA Prep CLPSP-CLP Prep CLPTS-CLP Tutoring LBM043-OT-Great Contractors	29 EN005-Green Roof 201 LE005B-Forklift LS021-LN-Growers Seminar LBM043-OT-Great Contractors			

■ SEMINARS ■ CHAPTER SEMINARS ■ CHAPTER EVENTS ■ SHOWS

— MARCH 2012 —

SUN	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SAT
				LBM026-Customer service: Back to Basics LD026-Sketchup-Inter LS003-DU-Skid Steer	LM002-Improved Ground Maint LS022-MSDs	
4	LM201-Grds Maint.Wk> LS003D-Skid Steer LS023-WHMIS LI027-OT-Irrigation	LM201-Grds Maint.Week> LE004B-Excavator LBM042-Prof. Image LBM043-LN-Great Contractors Ottawa London	LM201-Grds Maint.Week> PP001-Building Your Prosperity LBM043-LN-Great Contractors Waterloo Durham	LM201-Grds Maint.Week> TM006-IPM Woody Ldsp	LM201-Grds Maintenance Week LP006-Art & Science Ldsp	
11	LS003D-Skid Steer LE006-Power Equip	LC023/24-CLT Prep Seminar LBM053-Goal Setting	LC020-Adv Grading and Drainage	LG009-Legal Obligations of the Ldsp Employer	CANADA BLOOMS LA005-Essential Practices for trees	CANADA BLOOMS
18 CANADA BLOOMS	CANADA BLOOMS TM010-Sustainable Turf EN007-Green Walls LS004-DU-Chainsaw	CANADA BLOOMS LBM043-Great Contractors Great Business LA003-Intro-Tree & Shrub Pruning LS004-DU-Chainsaw	CANADA BLOOMS LBM043-Great Contractors Great Business TM008-Post-ban Com/Res Turf LS007-GL- Std 1st Aid	CANADA BLOOMS LS004A-Chainsaw Training LP024- Nature vs Nurture LS007-GL-Std 1st Aid Windsor Golden Horseshoe	CANADA BLOOMS LP025-Perennial LP026-Healing Grdn LS004A-Chainsaw LBM054-Leadership	CANADA BLOOMS
25 CANADA BLOOMS	LS007-1st Aid CPR LBM027-Workplace of Choice LS004-GL-Chainsaw	LS007-1st Aid CPR LM007-Protecting what is Under Ground LS004B-Chainsaw LS004-GL-Chainsaw LS090-OT-WHMIS	LS002-WSPS/MTO LS004B-Chainsaw LD006-Level & Grades LS024-DU-1st Aid Emergency LS007-DU-Std 1st Aid LS002-LN-Safety	LS004C-Chainsaw Training LBM033-Employee Training LS007-OT- Std 1st Aid LS003-GL-Skid Steer LS003-LN-Skid Steer LS007-DU-Std 1st Aid	LA003-Tree Shrub Pruning LS004C-Chainsaw LS008-WHMIS T/Trainer LS021-GH-Growers Seminar LS007-OT- Std 1st Aid	LS004-LN-Chainsaw

— APRIL 2012 —

SUN	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SAT
1 LS004-LN-Chainsaw	LI026-Irrigation Boot Camp LS025-GL-Safe Backing	LI026-Irrigation Boot Camp	LS023-WHMIS LI003-ABC's of Irrigation Waterloo	LI015-Fundamentals of Irrigation LS019-GL-Fall Protect Toronto		
8	LI023-Low Volume Irrigation	LI011-Pricing Irrigation	LI005-Installation Steps LS023-GL-WHMIS	LI007-Controllers	LI006-Irrigation Electrical	
15			LS003-GL-Forklift			
22		LS090-OT-WHMIS				
29						

■ SEMINARS
 ■ CHAPTER SEMINARS
 ■ CHAPTER EVENTS
 ■ SHOWS

Registration information

Important information regarding fees, locations, start times and registration

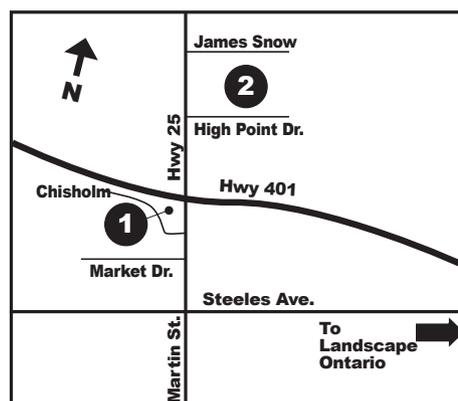
- Seminars are held at Landscape Ontario in Milton, except where noted.
- Registration opens at 8:30 a.m. (except where noted)
- Seminars run from 9 a.m. to 3:30 p.m. and include lunch and coffee, except where noted.
- Registration fees include HST. Unless noted in the description, seminars are \$115 (includes HST) for LO members and \$192 (includes HST) for potential members.
- Registering before **January 1, 2012** for seminars held from **January to April 2012 will automatically receive a 10% discount.** The discount will automatically be deducted when registering online (online registrations will receive an automatically generated confirmation/receipt). Registrations received by fax or mail using credit cards will be discounted when processed. **Cheques should be sent in already reflecting savings.**
- LO reserves the right to change or cancel seminars and change instructors at any location at any time. Age restriction applied to some seminars.
- Registration form (see page 57) must be complete and accompanied with payment for the seminar(s) to be confirmed. Send to: **LO Winter Seminars**
7856 Fifth Line S., RR 4, Milton, ON L9T 2X8
Tel: 1-800-265-5656 or 905-875-1805 (ext. 306)
Fax: 905-875-3942

Online registration available at
www.horttrades.com/seminars starting October 19, 2011.

Three ways to register

- Online at our website
www.horttrades.com/seminars
- Fax your completed registration form to (905) 875-3942
- Mail your completed registration and payment to:
Landscape Ontario Seminars
7856 Fifth Line South, RR 4
Milton, ON
L9T 2X8

Hotel Information



- 1 Best Western**
161 Chisholm Drive,
Milton, ON
Phone: 1-800-780-7234
www.bestwestern.com
- 2 Holiday Inn Express**
2750 High Point Drive, Milton, ON
Phone: 905-876-4955
or 1-800-HOLIDAY
www.hiexpress.com

HORTICULTURAL TRADES ASSOCIATION
landscapeontario.com

