



2011 Annual Spring Conference
“Looking Back – Moving Forward”

09 May 2011

Time	Session	Location	Presenter
1300hrs-1700hrs	Golf Game	Keystone Links	Matt McGill
2000hrs-2300hrs	OACUSA President's Reception	Saffron Room	Terry Sullivan

10 May 2011

Time	Session	Location	Presenter
0730hrs-0830hrs	Breakfast Registration	Riverside Grille Lobby	
0830hrs-0900hrs	Welcome & Opening Remarks	Regency B & C	Murray Rodd Chief of Police
0900hrs-1030hrs	Leadership Professional Development	Regency B&C	L/Col. JP Bradley Allister MacIntyre
1030hrs-1100hrs	Trade Show Opening Ceremony	Regency A	Terry Sullivan
1100hrs–1200hrs	Leadership PD Cont'd	Regency B & C	Bradley/MacIntyre
1200hrs-1300hrs	Lunch	Regency B & C	Holiday Inn
1300hrs-1430hrs	Leadership PD Cont'd	Regency B & C	Bradley/MacIntyre
1430hrs-1500hrs	Tradeshow & Break	Regency A	Sponsors
1500hrs-1600hrs	Leadership PD Cont'd	Regency B & C	Bradley/MacIntyre
1600hrs-1700hrs	Tradeshow – Pre-Supper Break	Regency A	Sponsors
1700hrs-1800hrs	Hospitality Social Hour	Saffron Room	
1800hrs-2100hrs	Supper & Entertainment	Trent University	



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11 May 2011

Time	Session	Location	Presenter
0800hrs-0900hrs	Breakfast	Riverside Grille	Melissa Cheater or JP Rains
0900hrs-1030hrs	Social Media Presentation	Regency B & C	
1030hrs-1100hrs	Trade Show & Break	Regency A	Sponsors
1100hrs–1200hrs	My Beat Text Alert System Presentation	Regency B & C	S/Sgt Larry Charmley
1200hrs-1300hrs	Lunch	Regency B & C	
1300hrs-1430hrs	Effects of Citizen’s Arrest Authorities	Regency B & C	Elliott Goldstein
1430hrs-1500hrs	Trade Show Closing Ceremony	Regency A	Terry Sullivan
1500hrs-1700hrs	Annual General Meeting	Regency A	OACUSA Exec.
1700hrs-1800hrs	Hospitality Social Hour	Saffron Room	
1800hrs-1930hrs	BBQ Dinner	Regency A	
1930hrs-2100hrs	Explore Downtown Peterborough	Walking Tour	

12 May 2011

Time	Session	Location	Presenter / Contact
0800hrs-0900hrs	Breakfast	Riverside Grille	Speaker’s Panel TBD
0900hrs-1100hrs	Bill 168 Compliance Presentation & Roundtable Discussion	Regency B & C	
1100hrs-1130hrs	Closing Remarks & Evaluation		Terry Sullivan

Leadership Speaker Biographies

Lieutenant-Colonel J.P. Bradley, CD, PhD Head and Associate Professor

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Professional Biography

Prior to enrolling in the Canadian Forces in 1971, Lieutenant-Colonel (LCol) Bradley completed a Bachelor of Arts Degree in English with a minor in Psychology from the University of Prince Edward Island.

Infantry

In 1971, LCol Bradley was commissioned as a subaltern in the Royal Canadian Regiment (RCR) where he served for 12 years before leaving the infantry to become a personnel selection officer. He had four postings as an Infantry officer. First, he served a two-year tour as a Rifle Platoon Commander in 2RCR, followed by a three-year posting with 2 Commando of the Airborne Regiment where he was employed consecutively as a Platoon Commander, Unit Intelligence Officer and Company Second-in-Command. Next came a three-year tour as the Regular Force Advisor for First Battalion, the Royal Newfoundland Regiment, a military unit in St Johns, and then he finished his Infantry service with a two-year tour as Second-in-Command of J Company, 2RCR. During his early years as a Platoon Commander, he served two six-month tours with the UN in Cyprus, one during the hostilities of 1974, and also participated in several small-unit exchanges with the U.S. Army.

Personnel Selection

LCol Bradley reclassified to the Personnel Selection Occupation in July 1983 and served as a base personnel selection officer at Canadian Forces base (CFB) Gagetown and CFB North Bay for four years. The primary duties of this job involved psychological testing, occupational and educational counselling, and assessing individuals for trade re-assignments, officer selection, and special employment.

Post-Graduate Education and Research

In 1987 he was selected to proceed on Post Graduate Training at the University of Western Ontario to pursue an MA in Industrial-Organizational Psychology. In his MA studies, LCol Bradley specialized in the influence of employment attitudes (e.g., commitment, satisfaction, etc.) on work-related outcomes like performance and

attrition. His thesis research examined the impact of military physicians' attitudes toward military service on turnover and formed part of the research findings used in the Medical Officer Occupation get-well program of the late 1980s.

For five years in the period from 1989 to 1994, he was employed as a researcher in the Officer Selection and Training Section of the CF Personnel Applied Research Unit (CFPARU) in Toronto where his research covered the areas of employee attrition, personnel selection, leadership, and attitude measurement. For three of these years, LCol Bradley was the Canadian psychologist member on the Euro-NATO Aircrew Selection Working Group, an international panel of psychologists and pilots tasked with developing a common selection system for NATO fast-jet pilot selection.

In 1994, LCol Bradley returned to the University of Western Ontario to complete his PhD. In this phase of his studies, he focussed on psychological measurement, in particular the measurement of intelligence, personality (i.e., disposition), and work performance. His dissertation research examined the utility of employing personality measurement in CF officer candidate selection.

Personnel Selection Policy

In 1996, LCol Bradley spent one year at NDHQ developing selection policy in the Assistant Deputy Minister (Personnel) Group. While at NDHQ, he represented Canada on Sub-Group U of The Technical Cooperation Panel (TTCP), an international group of personnel specialists from the U.S., Canada, U.K., Australia, and New Zealand.

Royal Military College (RMC)

LCol Bradley has been Head of the Military Psychology and Leadership Department since 1997.

LCol Bradley teaches the following courses:

- PSE 454 Advanced Leadership and Motivation
- PSE 401 Military Professionalism and Ethics
- Leadership
- The Profession of Arms

Allister MacIntyre, CD., PhD, Associate Professor

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Professional Biography

Dr. MacIntyre completed 31 years in the CF in 2006, having spent the final five years of his career as the Deputy Director of the Canadian Forces Leadership Institute. He holds a doctoral degree in Social Psychology and a Master's degree in Organizational Psychology from Queen's University. He has worked as a researcher in Canada and Australia, taught psychology for three years at Royal Roads Military College, and has served on a number of international leadership and psychology panels. From 2002 until 2006 he served as the Chair of the Psychology in the Military section of the Canadian Psychological Association. Dr. MacIntyre is currently employed as an Associate Professor in the Department of Military Psychology and Leadership at the Royal Military College of Canada, Kingston, Ontario. He also holds positions as an Adjunct Professor of psychology at both Carleton University and the University of Guelph. His academic and research interests include leadership, climate and culture, cohesion, and work stress.