

**NEW!**

# Success in Landscape and Grounds Maintenance

**March 26**  
Landscape  
Ontario  
**Milton**

**March 27**  
Ukraina  
Resort  
**London**

An initiative of:



**Landscape Ontario**  
HORTICULTURAL TRADES ASSOCIATION

Grounds Maintenance Commodity Group

# Success in Landscape and Grounds Maintenance

8-8:30 am

## Registration

8:30-8:35 am

## Welcome - From Landscape Ontario Grounds Maintenance Commodity Group

*Bob Adams, Chair  
and Brian Cocks, Committee Member*

8:35 am – 12 Noon

## Your Bottom Line is Grounds for Maintenance

*Jean Paul Lamarche, JPL Consulting*  
The number one complaint from within the grounds maintenance industry is that companies are busy, but without a truly profitable bottom line. In this information-packed session, J.P. Lamarche will walk you through the steps to profitability, including determining breakeven points for equipment, personnel and pricing the job as a whole. He will also focus on downtime, equipment productivity and return on investment.

Noon-1:00 pm

## Lunch (provided)

1:15-1:45 pm

## The Dos and Don'ts of Succession Planning

*Rob Gamble, Business Advisor, OMAFRA*  
Succession planning does not have to be complex, but there are some things that you should or should not do. If you want to develop the best plan for your business and family, you need to understand each option. Whether you want to pass the business on to a family member, a trusted manager or an arms-length stranger, learn what decisions you need to make to build a good succession plan.

1:45-2:45 pm

## Successful Business Transitions

*Rob Gamble, Business Advisor, OMAFRA  
Hank Gelderman, Jan Gelderman Landscaping  
Gregg Salivan, Salivan Landscape Ltd  
John Wright, Wright Lawncare Service*

This panel will talk about case studies from different segments of the industry, including a lawncare company, a grounds maintenance and construction company and one company that is now in its fourth generation. Participants will take general questions from the floor.

2:45-3:15 pm

## Management Solutions with GPS

*Bob Farrell, Pinpoint GPS Solutions*  
Time is money. Find out how global positioning systems (GPS) can help your company be more efficient. GPS systems are ideal for route management, and can also provide a variety of reports to make your business more cost effective.

3:15-3:30 pm

## Refreshment Break

3:30-4:15 pm

## Secrets of Successful Staff Recruitment and Retention

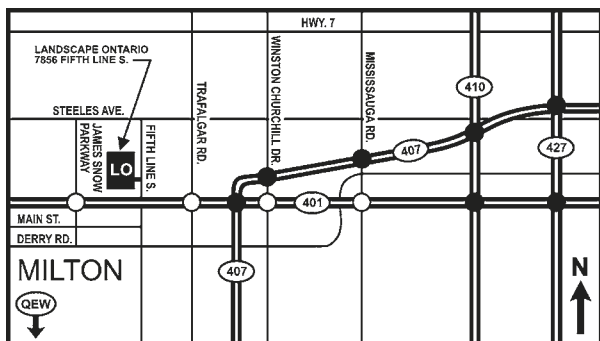
*Jennifer Lemcke, Chief Operating Officer,  
Weedman - USA*

Hiring and keeping good people is critical to the long-term success of any service business. No matter how well run a business is, if the front-line personnel do not do a good job and interact well with your customers, there are problems. Jennifer Lemcke will talk about what works (and what doesn't) for hiring, training and retaining good staff.

## Register before March 2 and save!



# Locations



## Local Accomodations

A limited number of hotel rooms have been reserved for these events at:

### **Holiday Inn Express**

2750 High Pointe Dr, Milton, (905) 876-4955

### **Airport Inn and Suites**

2230 Dundas St. E., London, (519) 457-1200

Deadline for booking rooms is March 9.  
You must mention Landscape Ontario.



Special thanks  
to our sponsors:



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# REGISTRATION FORM

## 2007 Grounds Symposium

Form may be duplicated as needed.

Attendee 1 \_\_\_\_\_

Attendee 2 \_\_\_\_\_

Company \_\_\_\_\_

Billing Address \_\_\_\_\_

\_\_\_\_\_ City \_\_\_\_\_

Prov./State \_\_\_\_\_ Postal/Zip \_\_\_\_\_

Phone \_\_\_\_\_

Fax \_\_\_\_\_

E-mail \_\_\_\_\_

### Location attending:

☐ Milton, March 26   ☐ London, March 27

### Are you a member of Landscape Ontario?

Check one   ☐ Yes   ☐ No

### Cost: (before March 2):

\$80 for LO Member, \$140 for Non-Member

### On-site registration:

\$135 for LO Member, \$165 for Non-Member

GST included. Lunch provided.   GST # R-119005049

\_\_\_\_\_ X \_\_\_\_\_ = \$ \_\_\_\_\_  
No. of attendees   Price per person   Total payable

If an unfortunate event occurs that prevents you from attending, please send a replacement. NO REFUNDS.

**Payment Method:** ☐ Visa   ☐ MC

Cheque, payable to **LANDSCAPE ONTARIO**

\_\_\_\_\_   
Card #

\_\_\_\_\_   
Exp.

\_\_\_\_\_   
Signature

### Send completed form with payment to:

Grounds Maintenance Symposium

Landscape Ontario, 7856 Fifth Line S., RR 4,  
Milton, ON L9T 2X8

**Or fax to Susan Therrien (905) 875-3942**