

PROFESSIONAL DEVELOPMENT

SEMINAR GUIDE 2010-2011

HORTICULTURAL TRADES ASSOCIATION

landscape ontario.com



Green for Life!



Your journey to
prosperity
begins here.



Pillars of Prosperity



Landscape Ontario's Prosperity Partnership is a path to success. This winter's educational offerings are organized by the program's six pillars — follow the colour-coded tabs throughout this booklet to build your career in Ontario's vibrant green industry!



**Register today at
www.horttrades.com/seminars**

Sales Success

Page 5

Building your Prosperity Seminar.....	5
CLP Risk, Contracts and Legal Requirements (RC) module, CLP Marketing and Sales Management (MS) module	6
Lean and Green: the Landscaper's Boot Camp for Waste Elimination.....	5
Seal the Deal – A Design-Build Sales Process That Wins	5

Financial Health

Page 6

Benchmarking your Overhead.....	8
Building your Prosperity Seminar.....	7
CLP Corporate Financial Management module (FM).....	8
Estimating to Win.....	7
Legal Obligations of the Landscape Employer.....	8
Perennial Growth and Profitability Part 1	7
Perennial Growth and Profitability Part 2	7
Processes, Performance and Profitability	8
Quit Hoping for Profit: Plan for It	7
Times of Transition: Succession Planning, Family Dynamics and Multiple Generations at Work.....	8

Operational Excellence

Page 9

Benchmarking your Overhead.....	11
Building your Prosperity Seminar.....	9
CLP Human Resource Management (HR) module, CLP Leadership and Corporate Citizenship (LC) module	13
CLP Strategic Planning (SP) module	12
Employee Training Systems.....	13
Growing Gretzkys: How to Find and Develop Superstars	11
Lean and Green: The Landscaper's Boot Camp for Waste Elimination.....	10
Mission Possible: Effective Hiring and Performance Management.....	12
Perennial Growth and Profitability Part 1	10
Perennial Growth and Profitability Part 2	11
Processes, Performance and Profitability	12
Profitability on the Job through Productivity.....	11
Quit hoping for Profit: Plan for It	9
Risk Management and the Law in Construction: Avoiding Problems and Getting Paid	12
Seal the Deal – A Design-Build Sales Process That Wins	10
Ultimate Supervisors: A Foreman's Guide to Productivity and Profit	11
Workplace of Choice: Talent Retention and Employee Management.....	10

HORTICULTURAL TRADES ASSOCIATION

landscape ontario.com



Green for Life!



Your journey to prosperity begins here

Customers for Life Page 13

Are you confusing your customers? ...	14
Building your Prosperity Seminar.....	14
CLP Risk, Contracts and Legal Requirements (RC) module, CLP Marketing and Sales Management (MS) module	14
Customer Service: Back to Basics for Extraordinary Success	14
Processes, Performance and Profitability	14

Leadership

Page 15

Building your Prosperity Seminar.....	15
CLP Human Resource Management (HR) module, CLP Leadership and Corporate Citizenship (LC) module	18
CLP Risk, Contracts and Legal Requirements (RC) module; Marketing and Sales Management (MS) module	18
CLP Strategic Planning (SP) module	17
Employee Training Systems.....	18
Growing Gretzkys: How to Find and Develop Superstars	16
Mission Possible: Effective Hiring and Performance Management.....	17
Perennial Growth and Profitability Part 1	16
Perennial Growth and Profitability Part 2	16
Profitability on the Job through Productivity.....	16
Risk Management and the Law in Construction: Avoiding Problems and Getting Paid	17
Times of Transition: Succession Planning, Family Dynamics and Multiple Generations at Work.....	17
Workplace of Choice: Talent Retention and Employee Management.....	15
YOU: A Leader. A Mentor. A Success	18

Technical Education

Page 19

ABCs of Irrigation	20
Advanced Grading and Drainage – Get it Right the first Time!	28
Building Quality Water Features in the Landscape	28
Building your Prosperity Seminar.....	23
Certified Irrigation Contractor and Prep Seminar.....	27
Certified Landscape Irrigation Auditor Prep Seminar.....	33
Chainsaw Training	32
Chiseled in Stone, Advanced	27
Chiseled in Stone, Intermediate.....	24
Chiseled in Stone, Introduction	24
CLD – Equipped to Design.....	22
CLT Prep Seminar: Soft and Hardscape Installation	30
CLT Prep Seminar: Turf and Ornamental Maintenance.....	30
Compact Excavator Safe Operator Training.....	22
Controllers, Sensors and Scheduling	21
Dry Stone Walling 101.....	22
ECO-logic: How to Use it Naturally in the Landscape	26
Electrical Troubleshooting for Irrigation	33
Essential Practices for Healthy Soil and Healthy Trees.....	31
Flagstone Fundamentals.....	26
Forklift Operator Certification	22
Fundamentals of Irrigation Design	20
Getting Started in Concrete.....	25
Going Greener in the Landscape Industry	31
Green Roof Design 101: Introductory Course.....	29
Green Roof Infrastructure: Design and Installation 201	29
How to Use Dynascape	25
Improved Grounds Maintenance.....	31
Installation and Construction Week... ..	23
Installation Steps and Practices	21
Intermediate Google Sketchup for Landscape Design	30
Introduction to Grading/Drainage and Other Practical Calculations.....	25
Introduction to Pruning	31
Introductory Sketchup Seminar	23
IPM: The Good the Bad and the Ugly. .	31
Irrigation Component Troubleshooting	21
Is There a Plant Doctor in the House.....	24
Keep your Engines Running!.....	24
Landscape Design – Above and Beyond.....	26
Landscape Design: An Introduction... ..	23
Landscape Maintenance Week	30
Landscape Plants: Where, What, Why and Uses?	28
Levels and Grading	32
Low Volume Irrigation Design and Installation	32
Native Trees and Shrubs: Expand your Knowledge	27
Paving Your Way to Perfect Interlock....	26
Perennials = Sustainability.....	27
Post-ban Commercial and Residential Turf.....	29
Pricing Projects for Irrigation	33
Protecting your Workers from Violence and Harassment	21
Rain Garden.....	23
Ready, Set, Go!	27
Residential Irrigation Design	32
Retaining Walls from the Ground Up....	25
Skid Steer Certification Training	22
Standard First Aid with Level A CPR....	26
Stuck on Annuals?	32
Sustainable Turf Health Care on Treed Properties	30
The Hardy Woody Plant	24
To Prune or Not to Prune? Shades of Green!	28
Trees and Shrubs: Establishment and Maintenance from the Ground Up.....	24
WHMIS Train-the-Trainer	29
Workplace and Vehicle Safety Seminar.....	28

Education: Pathway to Prosperity



By Bob Tubby
*Landscape Ontario
past president
and Prosperity Partnership
Committee chair*

As a member of Ontario's green industry, and a strong supporter of Landscape Ontario, I welcome you to this great book about opportunities.

Our association is serious about improving prosperity for those in the horticulture industry, and we have crafted a program specifically for you, called the Prosperity Partnership.

The Partnership breaks business success down into its foundation elements, so it's easier to understand and achieve. That foundation is made up of Pillars — we teach you how to prosper in the:

- Sales Success Pillar
- Financial Health Pillar
- Operational Excellence Pillar
- Customers for Life Pillar
- Leadership Pillar, and
- Technical Education Pillar

Whether you are a green industry business owner or an employee, strengthening your skills in these areas will boost your career. Training is an essential ingredient of business success. The opportunities in this book are even organized by Pillar this year, to promote your path to prosperity.

Education results in a higher-value, more profitable industry, with enhanced customer appreciation — but it also means more job satisfaction, and even more fun, for you. Register and get involved today, for a more prosperous tomorrow!

Contents

Apprenticeship	43
Certification	42
Chapter events.....	47
Chapter seminars.....	34
Events	44
OPA	41
Pillars	
Customers for Life	13
Financial Health	6
Leadership	15
Operational Excellence	9
Sales of Success	5
Technical Education	19
Preferred coaches and consultants.....	51
Registration	50
Registration information	Back cover
Safety	43

Certification Legend

Certified Horticultural Technician CHT 	Certified Landscape Technician CLT 
Certified Landscape Designer CLD 	Irrigation Association IA 
Certified Landscape Professional CLP 	Continuing Education Unit CEU/ISA 



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.

Next Steps At-A-Glance

- Prosperity Online Survey, www.horttrades.com/prosperity
- Building your Prosperity Seminar, starting Nov. 18, 2010, see page 5
- **NEW:** Seal the Deal – A Design-Build Sales Process That Wins, starting Nov. 18, 2010, see page 5
- **NEW:** Lean and Green: the Landscaper's Boot Camp for Waste Elimination, starting Nov. 25, 2010, see page 5
- CLP Risk, Contracts and Legal Requirements (RC) module, CLP Marketing and Sales Management (MS) module, Mar. 10, 2011, see page 6

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

Building your Prosperity Seminar



This introductory seminar will get you started on the road to success. The program is intended to help green industry members clarify what they excel at, and what components of their business need attention and improvement. A seminar workbook will be provided. **Note:** This seminar is also offered in other Chapters. See www.horttrades.com/prosperity for more details

PP001-(MILTON)

Five Dates: A) Thursday November 18 2010
B) Thursday December 16 2010
C) Thursday February 17 2011
D) Wednesday March 9 2011
E) Wednesday April 6 2011

Instructor: TBA

Maximum: 25 participants per seminar



Seal the Deal: A Design-Build Sales Process That Wins



Being a great designer and a great salesperson are two very different skills. Learn best practices for preparing for a sales meeting, quantifying and working with client budgets, value-engineering designs for improved satisfaction and profit, and how to close sales. Following a professional design-build process

will increase your close rate, meaning you spend less time working with prospects, and more time focusing on your paying customers.

LBM024 (MILTON portable building)

Two Dates: A) Thursday November 18 2010
B) Thursday February 18 2011

Instructor: Mike Lysecki

Maximum: 30 participants per seminar



Lean and Green: The Landscaper's Boot Camp for Waste Elimination



Why compete on price when you can own your market by becoming the most productive company in the field? You can decrease your prices and increase profit by implementing systems that get more work done in less time. This course for owners, managers and foreman/supervisors will focus on the fundamentals behind a Landscape Production System designed to identify and eliminate waste. Attendees will learn where their companies are suffering and how to conquer the causes, not the symptoms, of lost productivity.

LBM025 (MILTON, portable building)

Two Dates: A) Thursday November 25 2010
B) Thursday January 20 2011

Instructor: Mike Lysecki

Maximum: 30 participants per seminar

CLP module Risk, Contracts and Legal Requirements (RC), Marketing and Sales Management (MS)

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 (MILTON)**
- Date: Thursday March 10 2011
- Instructor: Paul Doornbos CLT, CLP
- Maximum: 25 participants



Prosperity Partners Pillar Financial Health

Successful organizations have processes in place to measure financial performance. 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.

Next Steps At-A-Glance

- Prosperity Online Survey, www.horttrades.com/prosperity
- Quit Hoping for Profit: Plan for It, starting Nov. 1, 2010, see page 7
- **NEW:** Estimating to Win, starting Nov. 11, 2010, see page 7
- Building your Prosperity Seminar, starting Nov. 18, 2010, see page 7
- **NEW:** Perennial Growth and Profitability Part 1, Nov. 30, 2010, see page 7
- **NEW:** Perennial Growth and Profitability Part 2, Dec. 7, 2010, see page 7
- **NEW:** Benchmarking your Overhead, Jan 28 2011, see page 8
- **NEW:** Times of Transition: Succession Planning, Family Dynamics and Multiple Generations at Work, Feb. 7, 2011, see page 8
- **NEW:** Processes, Performance and Profitability, Feb. 15, 2011, see page 8
- Legal Obligations of the Landscape Employer, Feb. 25, 2011, see page 8
- CLP Corporate Financial Management module (FM), Mar. 8, 2011, see page 8

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

Quit Hoping for Profit: Plan for It

CLP

This two-day management workshop will change the way you look at your business forever. Create your own plan for profit, and an operating budget that can be used to manage every critical area of your company. Learn how to set clear and profitable sales and expense targets, price work for profit, calculate waste and make decisions based on logic rather than emotion. The second day will focus on how to implement productivity-improving systems that improve safety, sales, quality, profit and the owner's lifestyle. Learn to calculate your pricing for profitability, as well as a pay and bonus system that motivates employees to think like owners. If you own or operate a landscape business, this is one workshop you don't want to miss.

LBM018-(MILTON portable building)

Two-day seminar running Mondays and Tuesdays
Dates: Starts November 1-2 2010, running most weeks until mid-April 2011

See www.horttrades.com/prodev for full date listings and online registration

Instructor: Mark Bradley

Maximum: 30 participants per seminar

NEW Estimating to Win

CLP

Estimating is like the classic game of chess. You need to price for profit, knowing when to strike, when to sacrifice, and when to hold back, and all while your customer is playing the same game. The Estimating to Win course for owners and estimators teaches a system that prices your work for profit. This estimating system will help you maximize time spent on profitable work, leaving less-profitable work to your competitors. It will show you the type of work to pursue, and how much to charge. This year, focus your sales efforts on selling and winning work for profit. **Note:** this course is not suitable for Landscape Management Network members. There is a separate course specifically for LMN members.

LBM021 (MILTON portable building)

Five Dates: A) Thursday November 11 2010
B) Thursday December 2 2010
C) Thursday January 27 2011
D) Thursday February 10 2011
E) Thursday March 24 2011

Instructor: Mark Bradley

Maximum: 30 participants per seminar

Building your Prosperity Seminar

CLP



This introductory seminar will get you started on the road to success. The program is intended to help green industry members clarify what they excel at, and what components of their business need atten-

tion and improvement. A seminar workbook will be provided. **Note:** This seminar is also offered in other Chapters. See www.horttrades.com/prosperity for more details

PP001-(MILTON)

Five Dates: A) Thursday November 18 2010
B) Thursday December 16 2010
C) Thursday February 17 2011
D) Wednesday March 9 2011
E) Wednesday April 6 2011

Instructor: TBA

Maximum: 25 participants per seminar

NEW Perennial Growth and Profitability Part 1: Business Building Blocks

CLP

Whether you are just starting or well-established in the landscaping industry, this is a must-attend seminar to strengthen your knowledge and skills for managing a successful business. You will focus on the building blocks for a typical landscaping business, and how proper structure can set you up for profitability throughout all seasons. Learn about tax strategies you may never have before considered. Cash flow is critical in landscaping, and you will learn the fundamentals of cash flow management, together with practical advice on internal controls and receivables. Also, learn some easy reporting techniques to keep your finger on the pulse of your business. LUNCH NOT INCLUDED

LBM034 (MILTON)

Date: Tuesday November 30 2010

Time: 9 a.m.-12 noon

Instructor: SB Partners

Maximum: 25 participants

LO Member: \$60 (HST included)

Potential Member: \$96 (HST included)

NEW Perennial Growth and Profitability Part 2: Leaving the Business

CLP

In this workshop you will learn a variety of exit strategies that may help you decide which makes the most sense for your particular business: selling to a third party, a management buyout or succession to a family member or partner. LUNCH NOT INCLUDED

LBM035 (MILTON)

Date: Tuesday December 7 2010

Time: 9 a.m.-12 noon

Instructor: SB Partners

Maximum: 25 participants

LO Member: \$60 (HST included)

Potential Member: \$96 (HST included)

NEW **Benchmarking your Overhead** **CLP**

Too many companies manage by making every effort to create new sales. It is far better, as a well-managed company, to fully understand your overhead and find the benchmarks to improve it! This session teaches business owners and managers what an effective overhead benchmark really is. You will see how your overhead compares with the best. Get answers on how to implement change, learn how to be more competitive and better managed, and as a result, more productive on the job! Real profit is earned by taking two steps back, taking control of your company's management, and then proceeding forward with a plan.

LBM022 (MILTON)

Date: Friday January 28 2011

Instructor: Paul Lamarche

Maximum: 25 participants

NEW **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 in the workplace. 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 workshop 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 7 2011

Instructor: Jen Denys

Maximum: 25 participants

NEW **Processes, Performance and Profitability** **CLP**

The recession has been an extremely disruptive event for many firms. This workshop provides green business leaders and managers with the how-to of using process-based management for improving bottom line performance. The workshop will cover how green businesses can be managed and improved through process systems, how process excellence

can be used to drive revenue and reduce costs, and how customer value and satisfaction may be enhanced through process performance. This workshop shows how performance can be enhanced by aligning customer needs, strategic intent, organizational structures, work processes, and core capabilities and competencies. If your business would like to improve its bottom-line performance, or is faced with rising costs, declining market share or low customer satisfaction, this workshop can help.

LBM015 (MILTON)

Date: Tuesday February 15 2011

Instructors: Stewart Anderson and Angelo Lyall

Maximum: 25 participants

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 affect 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: Friday February 25 2011

Instructor: Madeleine Loewenberg

Maximum: 25 participants

CLP module: Corporate Financial Management (FM) **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 (MILTON)

Date: Tuesday March 8 2011

Instructor: Paul Doornbos CLT, CLP

Maximum: 25 participants



Prosperity Partners Pillar

Operational Excellence

Successful companies deliver what they promise, efficiently and profitably. The opportunities below all support the Operational Excellence pillar of the Prosperity Partners program.

Next Steps At-A-Glance

- Prosperity Online Survey, www.horttrades.com/prosperity
- Building your Prosperity seminar, starting Nov. 18, 2010, see page 9
- Quit hoping for Profit: Plan for It, starting Nov. 1, 2010, see page 9
- **NEW:** Seal the Deal – A Design-Build Sales Process That Wins, starting Nov. 18, 2010, see page 10
- **NEW:** Workplace of Choice: Talent Retention and Employee Management, Nov. 19, 2010, see page 10
- **NEW:** Lean and Green: The Landscaper's Boot Camp for Waste Elimination, Nov. 25, 2010, see page 10
- **NEW:** Perennial Growth and Profitability Part 1, Nov. 30, 2010, see page 10
- **NEW:** Perennial Growth and Profitability Part 2, Dec. 7, 2010, see page 11
- **NEW:** Profitability on the Job through Productivity, Dec. 9, 2010, see page 11
- **NEW:** Growing Gretzkys: How to Find and Develop Superstars, starting Jan. 21, 2011, see page 11
- **NEW:** Benchmarking your Overhead, Jan. 28, 2011, see page 11
- **NEW:** Ultimate Supervisors: A Foreman's Guide to Productivity and Profit, starting Feb. 3, 2011, see page 11
- **NEW:** Processes, Performance and Profitability, Feb. 15, 2011, see page 12
- **NEW:** Mission Possible: Effective Hiring and Performance Management, Feb. 17, 2011, see page 12
- Risk Management and the Law in Construction: Avoiding Problems and Getting Paid, Mar. 2, 2011, see page 12
- CLP Strategic Planning (SP) module, Mar. 7, 2011, see page 12
- CLP Human Resource Management (HR) module, CLP Leadership and Corporate Citizenship (LC) module, Mar. 9, 2011, see page 13
- **NEW:** Employee Training Systems, Mar. 30, 2011, see page 13

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

Building your Prosperity Seminar



This introductory seminar will get you started on the road to success. The program is intended to help green industry members clarify what they excel at, and what components of their business need attention and improvement. A seminar workbook will be provided. **Note:** This seminar is also offered in other Chapters. See www.horttrades.com/prosperity for more details

PP001-(MILTON)

Five Dates: A) Thursday November 18 2010
B) Thursday December 16 2010
C) Thursday February 17 2011
D) Wednesday March 9 2011
E) Wednesday April 6 2011

Instructor: TBA

Maximum: 25 participants per seminar

Quit Hoping for Profit: Plan for It



This two-day management workshop will change the way you look at your business forever. Create your own plan for profit, and an operating budget that can be used to manage every critical area of your company. Learn how to set clear and profitable sales and expense targets, price work for profit, calculate waste and make decisions based on logic rather than emotion. The second day will focus on how to implement productivity-improving systems that improve safety, sales, quality, profit and the owner's lifestyle. Learn to calculate your pricing for profitability, as well as a pay and bonus system the motivates employees to think like owners. If you own or operate a landscape business, this is one workshop you don't want to miss.

Seminar information continued on next page >

LBM018-(MILTON portable building)

Two-day seminar running Mondays and Tuesdays
 Dates: Starts November 1-2 2010, running most weeks until mid-April 2011

See www.horttrades.com/seminars for full date listings and online registration

Instructor: Mark Bradley

Maximum: 30 participants per seminar

NEW **Seal the Deal:** **CLP**
A Design-Build Sales Process That Wins

Being a great designer and a great salesperson are two very different skills. Let this course for owners, designers and salespeople help bridge the gap. Learn best practices for preparing for a sales meeting, quantifying and working with client budgets, value-engineering designs for improved satisfaction and profit, and how to close sales. Following a professional design-build process will increase your close rate, meaning you spend less time working with prospects, and more time focusing on your paying customers.

LBM024 (MILTON portable building)

Two Dates: A) Thursday November 18 2010
 B) Thursday February 18 2011

Instructor: Mike Lysecki

Maximum: 30 participants per seminar

NEW **Workplace of Choice:** **CLP**
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: Friday November 19 2010

Instructor: Jen Denys

Maximum: 25 participants

NEW **Lean and Green:** **CLP**
The Landscaper's Boot Camp for Waste Elimination

Why compete on price when you can own your market by becoming the most productive company in the field? You can lower your prices and increase profits by implementing systems that get more work done in less time. This course for owners, managers, foremen and supervisors looks at the fundamentals behind a landscape production system designed to identify and eliminate waste. Attendees will learn where their companies are suffering and how to conquer the causes, not the symptoms, of lost productivity.

LBM025 (MILTON portable building)

Two Dates: A) Thursday November 25 2010
 B) Thursday January 20 2011

Instructor: Mike Lysecki

Maximum: 30 participants per seminar

NEW **Perennial Growth** **CLP**
and Profitability Part 1:
Business Building Blocks

Whether you are just starting or well-established in the landscaping industry, this is a must-attend seminar to strengthen your knowledge and skills for managing a successful business. You will focus on the building blocks for a typical landscaping business, and how proper structure can set you up for profitability throughout all seasons. Learn about tax strategies you may never have before considered. Cash flow is critical in landscaping, and you will learn the fundamentals of cash flow management, together with practical advice on internal controls and receivables. Also, learn some easy reporting techniques to keep your finger on the pulse of your business.
 LUNCH NOT INCLUDED

LBM034 (MILTON)

Date: Tuesday November 30 2010

Time: 9 a.m.-12 noon

Instructor: SB Partners

Maximum: 25 participants

LO Member: \$60 (HST included)

Potential Member: \$96 (HST included)

Fact or Fiction?

FACT:

Attending a Prosperity Partners seminar will improve your business success.

NEW **Perennial Growth and Profitability Part 2: Leaving the Business**

CLP

In this workshop you will learn a variety of exit strategies that may help you decide which makes the most sense for your particular business: selling to a third party, a management buyout or succession to a family member or partner. LUNCH NOT INCLUDED

LBM035 (MILTON)

Date: Tuesday December 7 2010

Time: 9 a.m.-12 noon

Instructor: SB Partners

Maximum: 25 participants

LO Member: \$60 (HST included)

Potential Member: \$96 (HST included)

NEW **Profitability on the Job through Productivity**

CLP

How do I improve productivity? Are my employees really working smart? Do I have the best equipment for the job? Could I approach this job more efficiently? JPL answers these questions for business owners and managers by showing solutions can you understand, and implement! Find out how to pay more, and yet improve productivity as well as profitability. Direct your staff through efficient procedures. Set goals that create a smart workforce. Measure and implement benchmarks on the worksite. Are you interested in change? Are you ready to implement leadership? Do you believe in partnership with your employees, where everyone is a winner? Then this session is for you.

LBM028 (MILTON)

Date: Thursday December 9 2010

Instructor: Paul Lamarche

Maximum: 25 participants

NEW **Growing Gretzkys: How to Find and Develop Superstars**

CLP

Our people determine our success in business. To be successful in the green industry, your company needs to find and retain superstars: high performance people that churn out profitable projects, again and again. This course introduces a hiring system that attracts and identifies superstars, then outlines a wage- and bonus-based system that helps you achieve the profit that high-performance companies enjoy. The better your people are this year, the more profitable you stand to become, which means you can afford better people. Get 'superstar momentum' working for your company in 2011.

LBM029 (MILTON portable building)

Three Dates: A) Friday January 21 2011

B) Friday February 11 2011

C) Friday March 10 2011

Instructor: Mike Lysecki

Maximum: 30 participants per seminar

NEW **Benchmarking your Overhead**

CLP

Too many companies manage by making every effort to create new sales. It is far better, as a well-managed company, to fully understand your overhead and find the benchmarks to improve it! This session teaches business owners and managers what an effective overhead benchmark really is. You will see how your overhead compares with the best. Get answers on how to implement change, learn how to be more competitive and better managed, and as a result, more productive on the job! Real profit is earned by taking two steps back, taking control of your company's management, and then proceeding forward with a plan.

LBM022 (MILTON)

Date: Friday January 28 2011

Instructor: Paul Lamarche

Maximum: 25 participants

NEW **Ultimate Supervisors: A Foreman's Guide to Productivity and Profit**

CLP

Each and every day, owners hand over half a million dollars'-worth of tools, equipment, labour, liability, and risk to a select few of their best people. Has your company done enough to make every penny of this investment count? In this course we will teach your foremen to understand the very fine line between profit and loss, and expose the true costs of the two-headed monster: mistakes and re-work. Your supervisors will come away with a thorough understanding of the cost of lost opportunity — to the company and to their own wages — when their crew's productivity is anything less than maximized. Get your staff thinking, and acting, like owners.

LBM030 (MILTON-portable)

Two Dates: A) Thursday February 3 2011

B) Thursday February 24 2011

Instructor: Joe Ash

Maximum: 30 participants per seminar

Fact or Fiction?

FACT:

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

NEW **Processes, Performance and Profitability****CLP**

The recession has been an extremely disruptive event for many firms. This workshop provides green business leaders and managers with the how-to of using process-based management for improving bottom line performance. The workshop will cover how green businesses can be managed and improved through process systems, how process excellence can be used to drive revenue and reduce costs, and how customer value and satisfaction may be enhanced through process performance. This workshop shows how performance can be enhanced by aligning customer needs, strategic intent, organizational structures, work processes, and core capabilities and competencies. If your business would like to improve its bottom-line performance, or is faced with rising costs, declining market share or low customer satisfaction, this workshop can help.

LBM015 (MILTON)

Date: Tuesday February 15 2011

Instructors: Stewart Anderson and Angelo Lyall

Maximum: 25 participants

NEW **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 help construct models that can be customized, as well as give tips for successful performance interviews.

LBM031 (MILTON)

Date: Thursday February 17 2011

Instructor: Jen Denys

Maximum: 15 participants

Risk Management and the Law in Construction: Avoiding Problems and Getting Paid**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 unique legal risks of design services or estimates? What are the responsibilities of a project manager or consultant? The instructor, a contract lawyer and former landscape contractor, 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: Wednesday March 2 2011

Instructor: Robert Kennaley

Maximum: 25 participants

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 is also offered in other Chapters; see www.horttrades.com/seminars for more details.

CLPSP (MILTON)

Date: Monday March 7 2011

Instructor: Paul Doornbos CLT, CLP

Maximum: 25 participants



Individuals holding CNLA certifications must recertify

every two years. In order to renew your certification, you must show that you have kept current in the industry by earning 24 continuing education units (CEUs). These credits are tracked by the individual and CNLA, and can be obtained by attending seminars or workshops, volunteering for industry events, and judging during certification tests. A total of 24 CEUs are required every two years. For more details call CNLA at 1-888-446-3499

CLP modules: Human Resource Management (HR), Leadership and Corporate Citizenship (LC) **CLP**

The CLP module Human Resource Management addresses one of the industry's greatest challenges. Learn how to apply theory and principles to better develop and retain your human assets. Seminar will cover recruitment, hiring, compensation, training and safety. The *Leadership and Corporate Citizenship* portion will review organizational culture, business structure and conflict resolution along with change and change management, within both your business and the community. This is a must for owners and managers in today's business climate. **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 is also offered in other Chapters; see www.horttrades.com/seminars for more details.

CLPHR-LC (MILTON)

Date: Wednesday March 09 2011
Instructor: Paul Doornbos CLT, CLP
Maximum: 25 participants

NEW 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: Wednesday March 30 2011
Instructor: Jay Murray CLP
Maximum: 25 participants



Prosperity Partners Pillar

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.

Next Steps At-A-Glance

- Prosperity Online Survey at www.horttrades.com/prosperity
- Building your Prosperity Seminars, starting on Nov. 18, 2010, see page 14
- **NEW:** Processes, Performance and Profitability, Feb 15 2011, see page 14
- **NEW:** Customer Service: Back to Basics for Extraordinary Success, March 3, 2011, see page 14
- CLP Risk, Contracts and Legal Requirements (RC) module, CLP Marketing and Sales Management (MS) module, Mar. 10, 2011, see page 14
- Are you confusing your customers? Mar. 11, 2011, see page 14

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

Building your Prosperity Seminar



This introductory seminar will get you started on the road to success. The program is intended to help green industry members clarify what they excel at, and what components of their business need attention and improvement. A seminar workbook will be provided. **Note:** This seminar is also offered in other Chapters. See www.horttrades.com/prosperity for more details

PP001-(MILTON)

Five Dates: A) Thursday November 18 2010
B) Thursday December 16 2010
C) Thursday February 17 2011
D) Wednesday March 9 2011
E) Wednesday April 6 2011

Instructor: TBA

Maximum: 25 participants per seminar

NEW Processes, Performance and Profitability **CLP**

The recession has been an extremely disruptive event for many firms. This workshop provides green business leaders and managers with the how-to of using process-based management for improving bottom line performance. The workshop will cover how green businesses can be managed and improved through process systems, how process excellence can be used to drive revenue and reduce costs, and how customer value and satisfaction may be enhanced through process performance. This workshop shows how performance can be enhanced by aligning customer needs, strategic intent, organizational structures, work processes, and core capabilities and competencies. If your business would like to improve its bottom-line performance, or is faced with rising costs, declining market share or low customer satisfaction, this workshop can help.

LBM015 (MILTON)

Date: Tuesday February 15 2011

Instructors: Stewart Anderson and Angelo Lyall

Maximum: 25 participants

NEW Customer Service: Back to Basics for Extraordinary Success **CLP**

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 workshop are designed for all Landscape Industry members. Participants will outline a personal strategy for increasing business contacts, identify trust-building behav-

iours 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 3 2011

Instructor: Jen Denys

Maximum: 25 participants

CLP module Risk, Contracts and Legal Requirements (RC), Marketing and Sales Management (MS) **CLP**

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 (MILTON)

Date: Thursday March 10 2011

Instructor: Paul Doornbos CLT, CLP

Maximum: 25 participants

Are you confusing your customers? **CHT**

For the garden centre owner or manager, this seminar looks at the messages you send your customers, from the moment they walk through your door. This day will be split in two parts starting with your store image, "What are you serving your customer?" moving to, "What image are you presenting?" and then considering whether these two messages are confusing your guests, or are they speaking the same language? You will leave with a new set of eyes on your garden centre and on yourself.

RGC012 (MILTON)

Date: Friday, March 11, 2011

Instructor: Erica Lowartz-Cozzarin

Maximum: 25 participants



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.

Next Steps At-A-Glance

- Prosperity Online Survey, www.horttrades.com/prosperity
- Building your Prosperity Seminar, starting Nov. 18, 2010, see page 15
- **NEW:** Workplace of Choice: Talent Retention and Employee Management, Nov. 19, 2010, see page 15
- **NEW:** Perennial Growth and Profitability Part 1, Nov. 30, 2010, see page 16
- **NEW:** Perennial Growth and Profitability Part 2, Dec. 7, 2010, see page 16
- **NEW:** Profitability on the Job through Productivity, Dec. 9, 2010, see page 16
- **NEW:** Growing Gretzkys: How to Find and Develop Superstars, starts Jan. 21, 2011, see page 16
- **NEW:** Times of Transition: Succession Planning, Family Dynamics and Multiple Generations at Work, Feb. 7, 2011, see page 17
- **NEW:** Mission Possible: Effective Hiring and Performance Management, Feb. 17, 2011, see page 17
- Risk Management and the Law in Construction: Avoiding Problems and Getting Paid, March 2, 2011, see page 17
- CLP Strategic Planning (SP) module, March 7, 2011, see page 17
- CLP Human Resource Management (HR) module, CLP Leadership and Corporate Citizenship (LC) module, March 9, 2011, see page 18
- CLP Risk, Contracts and Legal Requirements (RC) module; Marketing and Sales Management (MS) module, March 10, 2011, see page 18
- **NEW:** YOU: A Leader. A Mentor. A Success, March 21, 2011, see page 18
- **NEW:** Employee Training Systems, March 30, 2011, see page 18

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

Building your Prosperity Seminar

This introductory seminar will get you started on the road to success. The program is intended to help green industry members clarify what they excel at, and what components of their business need attention and improvement. A seminar workbook will be provided. **Note:** This seminar is also offered in other Chapters. See www.horttrades.com/prosperity for more details

PP001-(MILTON)

Five Dates: A) Thursday November 18 2010
B) Thursday December 16 2010
C) Thursday February 17 2011
D) Wednesday March 9 2011
E) Wednesday April 6 2011

Instructor: TBA

Maximum: 25 participants per seminar



NEW 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 practice in progressive discipline in a variety of on-the-job scenarios.

Seminar information continued on next page >

LBM027 (MILTON)

Date: Friday November 19 2010

Instructor: Jen Denys

Maximum: 25 participants

NEW ■ Perennial Growth and Profitability Part 1: Business Building Blocks**CLP**

Whether you are just starting or well-established in the landscaping industry, this is a must-attend seminar to strengthen your knowledge and skills for managing a successful business. You will focus on the building blocks for a typical landscaping business, and how proper structure can set you up for profitability throughout all seasons. Learn about tax strategies you may never have before considered. Cash flow is critical in landscaping, and you will learn the fundamentals of cash flow management, together with practical advice on internal controls and receivables. Also, learn some easy reporting techniques to keep your finger on the pulse of your business. LUNCH NOT INCLUDED

LBM034 (MILTON)

Date: Tuesday November 30 2010

Time: 9 a.m.-12 noon

Instructor: SB Partners

Maximum: 25 participants

LO Member: \$60 (HST included)

Potential Member: \$96 (HST included)

NEW ■ Perennial Growth and Profitability Part 2: Leaving the Business**CLP**

In this workshop you will learn a variety of exit strategies that may help you decide which makes the most sense for your particular business: selling to a third party, a management buyout or succession to a family member or partner. LUNCH NOT INCLUDED

LBM035 (MILTON)

Date: Tuesday December 7 2010

Time: 9 a.m.-12 noon

Instructor: SB Partners

Maximum: 25 participants

LO Member: \$60 (HST included)

Potential Member: \$96 (HST included)

NEW ■ Profitability on the Job through Productivity**CLP**

How do I improve productivity? Are my employees really working smart? Do I have the best equipment for the job? Could I approach this job more efficiently? JPL answers these questions for business owners and managers by showing strategies you understand, and implement! Find out how to pay more and yet improve productivity, as well as profitability. Direct your staff through efficient procedures. Set goals that create a smart workforce. Measure and implement benchmarks on the worksite. Are you interested in change? Are you ready to implement leadership? Do you believe in partnership with your employees, where everyone is a winner? Then this session is for you.

LBM028 (MILTON)

Date: Thursday December 9 2010

Instructor: Paul Lamarche

Maximum: 25 participants

NEW ■ Growing Gretzkys: How to Find and Develop Superstars**CLP**

Our people determine our success in business. To be successful in the green industry, your company needs to find and retain superstars: high performance people that churn out profitable projects, again and again. This course introduces a hiring system that attracts and identifies superstars, then outlines a wage- and bonus-based system that helps you achieve the profit that high-performance companies enjoy. The better your people are this year, the more profitable you stand to become, which means you can afford better people the year after. Get 'superstar momentum' working for your company in 2011.

LBM029 (MILTON portable building)

Three Dates: A) Friday January 21 2011

B) Friday February 11 2011

C) Friday March 10 2011

Instructor: Mike Lysecki

Maximum: 30 participants per seminar

Fact or Fiction?**FACT:**

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

NEW **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 in the workplace. 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 workshop 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 7 2011

Instructor: Jen Denys

Maximum: 25 participants

NEW **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 as well as those who hire. 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: Thursday February 17 2011

Instructor: Jen Denys

Maximum: 15 participants

Risk Management and the Law in Construction: Avoiding Problems and Getting Paid **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 to 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 unique legal risks of design services or estimates? What are the responsibilities of a project manager or consultant? The instructor, and contract lawyer and former landscape contractor, 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: Wednesday March 2 2011

Instructor: Robert Kennaley

Maximum: 25 participants

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 is also offered in other Chapters; see www.horttrades.com/seminars for more details.

CLPSP (MILTON)

Date: Monday March 7 2011

Instructor: Paul Doornbos CLT, CLP

Maximum: 25 participants



Individuals holding CNLA certifications must recertify

every two years. In order to renew your certification, you must show that you have kept current in the industry by earning 24 continuing education units (CEUs). These credits are tracked by the individual and CNLA, and can be obtained by attending seminars or workshops, volunteering for industry events, and judging during certification tests. A total of 24 CEUs are required every two years. For more details call CNLA at 1-888-446-3499

CLP modules: Human Resource Management (HR), Leadership and Corporate Citizenship (LC) **CLP**

The CLP module *Human Resource Management* addresses one of the industry's greatest challenges. Learn how to apply theory and principles to better develop and retain your human assets. Seminar will cover recruitment, hiring, compensation, training and safety. The *Leadership and Corporate Citizenship* portion will review organizational culture, business structure and conflict resolution along with change and change management, within both your business and the community. This is a must for owners and managers in today's business climate. 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 is also offered in other Chapters; see www.horttrades.com/seminars for more details.

CLPHR-LC (MILTON)

Date: Wednesday March 09 2011
Instructor: Paul Doornbos CLT, CLP
Maximum: 25 participants

CLP modules: Risk, Contracts and Legal Requirements (RC), Marketing and Sales Management (MS) **CLP**

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. 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 (MILTON)

Date: Thursday March 10 2011
Instructor: Paul Doornbos CLT, CLP
Maximum: 25 participants

NEW YOU: A Leader. A Mentor. A Success. **CLP**

Successful leaders embrace their authentic leadership style, and develop others by providing advice, guidance and support. The role of a leader can be lonely and it is essential for you to surround yourself with the people, resources and tools you need to be effective. The small- and large-group activities, case studies and group discussions in this full-day workshop are designed for business owners, managers, supervisors and emerging leaders. Participants will identify their personal brand and leadership style, discover multiple models and best practices in leadership, define and value the effects of mentoring, practice the skills required to be a good mentor and develop a personal strategy for professional success and growth.

LBM032 (MILTON)

Date: Monday March 21 2011
Instructor: Jen Denys
Maximum: 25 participants

NEW 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: Wednesday March 30 2011
Instructor: Jay Murray CLP
Maximum: 25 participants

Fact or Fiction?

FACT:

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



Skill, knowledge and a commitment to quality set successful green industry professionals apart! The opportunities below all support the Technical Education pillar of the Prosperity Partners program.

Next Steps At-A-Glance

- Prosperity Online Survey, www.horttrades.com/prosperity
- ABCs of Irrigation, starts Oct. 25, 2010, see page 20
- Fundamentals of Irrigation Design, starts Oct. 26, 2010, see page 20
- Installation Steps and Practices, starts Oct. 27, 2010, see page 21
- Controllers, Sensors and Scheduling, starts Oct. 28, 2010, see page 21
- Irrigation Component Troubleshooting, starts Oct. 29, 2010, see page 21
- **NEW:** Protecting your Workers from Violence and Harassment, Nov. 2, 2010, see page 21
- **NEW:** Dry Stone Walling 101, starts Nov. 3, 2010, see page 22
- CLD – Equipped to Design, Nov. 11, 2010, see page 22
- **NEW:** Forklift Operator Certification, Nov. 15, 2010, see page 22
- Skid Steer Certification Training, starts Nov. 16, 2010, see page 22
- Compact Excavator Safe Operator Training, starts Nov. 17, 2010, see page 22
- Building your Prosperity Seminar, starts Nov. 18, 2010, see page 23
- **NEW:** Rain Garden..Nov. 18, 2010, see page 23
- **NEW:** Introductory Sketchup Seminar, Nov. 24, 2010, see page 23
- Installation and Construction Week, Jan. 24, 2011, see page 23
- Landscape Design: An Introduction, Jan. 25, 2011, see page 23
- Chiseled in Stone, Introduction, Jan. 26, 2011, see page 24
- Chiseled in Stone, Intermediate, Jan. 31, 2011, see page 24
- Is There a Plant Doctor in the House? Jan. 31, 2011, see page 24
- Keep your Engines Running! Jan 31, 2011, see page 24
- The Hardy Woody Plant, Jan. 31, 2011, see page 24
- Trees and Shrubs: Establishment and Maintenance from the Ground Up, Feb. 2, 2011, see page 24
- Getting Started in Concrete, Feb. 3, 2011, see page 25
- Introduction to Grading/Drainage and Other Practical Calculations, Feb. 3, 2011, see page 25
- Retaining Walls from the Ground Up, Feb. 4, 2011, see page 25
- **NEW:** How to Use Dynascape, Feb. 4, 2011, see page 25
- Paving Your Way to Perfect Interlock, Feb. 7, 2011, see page 26
- ECO-logic: How to Use it Naturally in the Landscape, Feb. 9, 2011, see page 26
- Standard First Aid with Level A CPR, Feb. 9, 2011, see page 26
- Flagstone Fundamentals, starts Feb. 10, 2011, see page 26
- Landscape Design — Above and Beyond, Feb. 10 2011, see page 26
- Perennials = Sustainability, Feb. 11, 2011, see page 27
- Ready, Set, Go! Feb. 11 2011, see page 27
- Native Trees and Shrubs: Expand your Knowledge, Feb. 14, 2011, see page 27
- Chiseled in Stone, Advanced, Feb. 14, 2011, see page 27
- Certified Irrigation Contractor and Prep Seminar, Feb. 14, 2011, see page 27
- Advanced Grading and Drainage – Get it Right the first Time! Feb. 16, 2011, see page 28
- Landscape Plants: Where, What, Why and Uses? Feb. 17, 2011, see page 28
- **NEW:** Workplace and Vehicle Safety Seminar, Feb. 18, 2011, see page 28
- Building Quality Water Features in the Landscape, Feb. 22, 2011, see page 28

Continued on next page >

Next Steps At-A-Glance continued

- To Prune or Not to Prune? Shades of Green! Feb. 22, 2011, see page 28
- Green Roof Design 101: Introductory Course, Feb. 22, 2011, see page 29
- **NEW:** Green Roof Infrastructure: Design and Installation 201, Feb. 23, 2011, see page 29
- WHMIS Train-the-Trainer, Feb. 24, 2011, see page 29
- Post-ban Commercial and Residential Turf, Feb. 24, 2011, see page 29
- Sustainable Turf Health Care on Treed Properties, Feb. 25, 2011, see page 30
- **NEW:** Intermediate Google Sketchup for Landscape Design, Feb. 28, 2011, see page 30
- Landscape Maintenance Week, Feb. 28, 2011, see page 30
- CLT Prep Seminar: Soft and Hardscape Installation, Mar. 7, 2011, see page 30
- CLT Prep Seminar: Turf and Ornamental Maintenance, Mar. 7, 2011, see page 30
- Going Greener in the Landscape Industry, Mar. 8, 2011, see page 31
- IPM: The Good the Bad and the Ugly, Mar. 10, 2011, see page 31
- Improved Grounds Maintenance, Mar. 11, 2011, see page 31
- Introduction to Pruning, starts Mar. 21, 2011, see page 31
- Essential Practices for Healthy Soil and Healthy Trees, Mar. 22, 2011, see page 31
- Chainsaw Training, starts Mar. 23, 2011, see page 32
- Levels and Grading, Mar. 24, 2011, see page 32
- Stuck on Annuals? Mar. 25, 2011, see page 32
- Residential Irrigation Design, Apr. 11, see page 32
- Low Volume Irrigation Design and Installation, Apr. 12, 2011, see page 32
- Electrical Troubleshooting for Irrigation, Apr. 13, see page 33
- Pricing Projects for Irrigation, Apr. 14, 2011, see page 33
- Certified Landscape Irrigation Auditor Prep Seminar, Apr. 18, 2011, see page 33

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

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 an irrigation system. This beginning seminar is a good foundation for all the classes that follow. After attending this seminar you'll know about low volume component introduction 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 enjoy this seminar.

LI003 (MILTON)

Two dates: A) Monday October 25 2010

B) Monday April 4 2011

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

Maximum: 25 participants per seminar

CLT

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 to the more involved 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. **Recommended prerequisite:** LI003 or a good irrigation background

LI015 (MILTON)

Two dates: A) Tuesday October 26, 2010

B) Tuesday April 5, 2011

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

Maximum: 25 participants per seminar

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.

Recommended prerequisites: LI003, LI015 or a good irrigation background in this area.

LI005 (MILTON)

Two dates: A) Wednesday October 27, 2010
B) Wednesday April 6, 2011

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

Maximum: 25 participants per seminar

Controllers, Sensors and Scheduling

CLT

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 be able to schedule many different manufacturers' controllers.

Recommended prerequisites: LI003 or a good Irrigation background in this area

LI007 (MILTON)

Two dates: A) Thursday October 28, 2010
B) Thursday April 7 2011

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

Maximum: 25 participants per seminar

Irrigation Component Troubleshooting

CLT

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.

Recommended prerequisites: LI003, LI015, and LI005 or a good irrigation background

LI006 (MILTON)

Two dates: A) Friday October 29 2010
B) Friday April 8 2011

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

Maximum: 25 participants per seminar

NEW

Protecting your workers from violence and harassment

CLP

Bill 168, amending the Occupational Health and Safety Act with respect to violence and harassment in the workplace, will significantly affect Ontario employers. Under this new legislation, employers are required to develop workplace violence and harassment policies and programs. Many employers may not know these requirements can be largely satisfied within their existing health and safety programs. In other words, you don't need to start from scratch! Learn how to increase awareness of workplace violence and harassment and their harmful effects on companies and employees. Save time and money by integrating Bill 168 requirements into your current OHS policies, procedures and training programs — this seminar provides practical, hands-on solutions and tools. LUNCH NOT INCLUDED

LS015 (MILTON)

Date: Tuesday November 2 2010

Instructor: Alysia Pottage (Workplace Safety and Prevention Services, formerly Farm Safety)

Maximum: 25 participants

Time: 9 a.m.-12noon

LO Member: \$60 (HST included)

Potential Member: \$96 (HST included)

Fact or Fiction?

FACT:

Attending a Prosperity Partners seminar is a great networking opportunity.

NEW Dry Stone Walling 101

Dry stone walling is becoming a lost art; 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 characteristics 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 required, but you must wear safety footwear and safety glasses. For more information visit www.drystoneguild.com

LC029 (MILTON)

Two date: A) Tuesday and Wednesday, November 3 and 4, 2010
B) Tuesday and Wednesday, November 23 and 24, 2010

Instructor: V. Reid Snow

Maximum: 10 participants per seminar

LO Member: \$395 (HST included)

Potential Member: \$480 (HST included)

CLD: Equipped to Design

CLD

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

LD019 (MILTON)

Date: Thursday, November 11, 2010

Instructor: Beth Edney CLD

Maximum: 15 participants

NEW Forklift Operator Certification

Using combinations of DVD presentations, pictorial PowerPoint presentations and practical examples, this course is designed to provide written, oral and practical instruction on the safe use of classes I, III, IV, V, and VII of forklifts, as outlined in the Occupational Health and Safety Act of Ontario, Regulations 213/91 (Construction) and 851 (Industrial). Types of forklifts covered include electric, LPG, gasoline and diesel three- and four- wheeled counter-balanced forklifts, all tire types, rough terrain forklifts and telescoping forklifts (telehandlers). **Note:** This seminar does not replace the legal requirements from employers to provide training specific to workplace forklifts. LUNCH NOT INCLUDED.

LE005

Battlefield Equipment, 27 Finely Drive, Brampton

For directions call 905-457-7977

Date: Monday November 15 2010

Instructor: Battlefield Equipment

Maximum: 10 participants

LO Member: \$110 (HST included)

Potential Member: \$165 (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 characteristics in accordance with applicable OSHA regulations and equipment manufacturers' guidance. Each participant will receive classroom evaluation in a simulated jobsite environment. LUNCH NOT INCLUDED

LS003

Hertz-Matthews,

35 Claireville Dr., Etobicoke

For directions call 416-679-4173

Four Dates: A) Tuesday November 16, 2010

B) Monday March 7 2011

C) Monday March 21 2011

D) Monday March 28 2011

Instructor: Bruce Hannah

Maximum: 10 participants per seminar

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

LO Member: \$110 (HST included)

Potential Member: \$165 (HST included)

Compact Excavator Safe Operator Training

This course is designed to provide written, oral and practical instruction on the competent use of excavators, and meets the competent training specifications as outlined in the OH&SA Review of Occupational Health and Safety Act and particular regulations that pertain to excavator operation. Learn legislative requirements, equipment inspection including manual identification, safe operating practices, hazard awareness including specific worksite hazard awareness, fuel safety awareness and operator responsibilities. Participants will review control mechanisms on various excavators and have a written test and practical evaluation on an excavator of your choosing. **Note:** This seminar does not replace the legal requirements from employers to provide training specific to workplace excavators. LUNCH NOT INCLUDED

LE004

Battlefield Equipment, 27 Finely Drive, Brampton
For directions call 905-457-7977

Two Dates: A) Wednesday November 17 2010
B) Monday March 14 2011

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

Instructor: Battlefield Equipment

Maximum: 10 participants per seminar

LO Member: \$110 (HST included)

Potential Member: \$165 (HST included)

Building your Prosperity Seminar



This introductory seminar will get you started on the road to success. The program is intended to help green industry members clarify what they excel at, and what components of their business need attention and improvement. A seminar workbook will be provided. **Note:** This seminar is also offered in other Chapters. See www.horttrades.com/prosperity for more details

PP001-(MILTON)

Five Dates: A) Thursday November 18 2010
B) Thursday December 16 2010
C) Thursday February 17 2011
D) Wednesday March 9 2011
E) Wednesday April 6 2011

Instructor: TBA

Maximum: 25 participants per seminar

NEW 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 rain garden on site. The design ideas will be then be discussed and shared with the group. Contractors and parks professionals will come away with a sustainable landscape solution. Participants should be prepared for hands-on participation; proper PPE equipment will be required. Participants should also bring a pad of graph paper, pencils, coloured markers or highlighters, pens and a scale ruler.

LC030 (MILTON)

Date: Thursday November 18 2010

Instructor: Alex Zalewski

Maximum: 12 participants

LO Member: \$145 (HST included)

Potential Member: \$220 (HST included)

NEW 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. Seminar is also offered in Ottawa see. www.horttrades.com/seminars for more details

LD024 (MILTON)

Date: Wednesday November 24 2010

Instructor: Eli Paddle

Maximum: 12 participants

Installation and Construction Week

CLT

This one-week, hands-on seminar will appeal to those in the installation business with limited industry experience. A design-build focus, it will cover plan reading, quantity take offs, site layout, basic estimating, installation of base and stone, grading and drainage, equipment operation, pre-cast wall and paving stone, basic carpentry and safety. Participants will also review plant design and planting of trees, shrubs, perennials and annuals, as well as lighting and irrigation systems. Participants will leave with first-hand experience, having prepared and finished a small in-house installation from start to finish.

LC022 (MILTON)

Dates: Monday-Friday, January 24-28, 2011

Instructors: Brian Clegg, Sean James,
Shawn Sandink CIC, CLIA

Maximum: 20 participants

LO Member: \$575 (HST included)

Potential Member: \$960 (HST included)

Landscape Design: An Introduction

CLD

This seminar is for those considering landscape design as a career. The design process is presented as a creative, logical and orderly approach to solving problems, from preliminary investigation to final design preparation. Included are client meetings, basic plan preparation and the application of basic design styles and themes. Participants will undertake a simple landscape problem. This seminar is for participants with no previous training in landscape design. Please bring an architect's scale, pencils, eraser, draft paper, calculator, etc.

LD001 (MILTON)

Date: Tuesday January 25 2011

Instructor: Don Chase, BLA, CLD

Maximum: 25 participants

Chiseled in Stone: An Introduction

This 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.

Participants are required to bring the following 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. You are asked to help clean up at the end of the day. Flagstone is touched on in this seminar, but covered at length in LC002.

LC023 (MILTON)

Dates: Wednesday-Friday, January 26-28, 2011

Instructor: Joachim Schwien

Maximum: 15 participants

LO Member: \$435 (HST included)

Potential Member: \$660 (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.

LC024 (MILTON)

Dates: Monday-Wednesday,
January 31- February 2, 2011

Instructor: Larry Moore

Maximum: 15 participants

LO Member: \$435 (HST included)

Potential Member: \$660 (HST included)

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 the problem out? 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 that field.

IL016 (MILTON)

Date: Monday, January 31, 2011

Instructor: Fred Prescod, CLT

Maximum: 15 participants

Keep your Engines Running!

This seminar is designed for the equipment operator or owner. Participants receive important advice on maintenance practices and techniques to extend the life of their equipment and small engines. They will leave with tips on seasonal storage, as well as spring and fall tune-ups. Participants should bring their own hand-held equipment to work on, along with the proper tool kits for the units to be serviced, for example, chain and stone saws, trimmers, backpack blower, etc. Participants are also required to bring PPE (personal protection equipment), gloves, eyewear, foot protection etc., as they may be required during this seminar.

LE002 (MILTON)

Date: Monday, January 31, 2011

Instructor: Bob Smith

Maximum: 15 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 31- February 1, 2011

Instructor: Sean James

Maximum: 25 participants

LO Member: \$230 (HST included)

Potential Member: \$384 (HST included)

Trees and Shrubs: Establishment and Maintenance from the Ground Up

CEU, CLT

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.

LA001 (MILTON)

Date: Wednesday, February 2, 2011

Instructor: Todd Irvine

Maximum: 25 participants

Getting Started in Concrete CLD

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 like 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 classroom and also hands-on seminar so participants should bring PPE and be prepared to do some work.

LC011 (MILTON)

Date: Thursday February 3 2011

Instructor: Al Trimbel

Maximum: 15 participants

LO Member: \$145 (HST included)

Potential Member: \$220 (HST included)

Introduction to Grading, Drainage and Other Practical Calculations CLT, CLD

The ability to accurately carry out applied calculations, particularly with grading and drainage, can go a long way to making today's landscape operation successful. Grading issues must be addressed in virtually every landscape project. Similarly, accurate quantity take-offs can greatly increase a company's profitability. This seminar presents a practical approach to typical calculations, including gradients. Both systems of measurement are highlighted. The impact of surface drainage requirements on design and construction decisions and the manipulation land forms are investigated, along with the presentation of typical grading standards. **Participants will be expected to carry out typical calculations. Please bring a scientific calculator and extra paper to this seminar.**

LC019 (MILTON)

Date: Thursday, February 3, 2011

Instructor: Don Chase BLA, CLD

Maximum: 25 participants

Retaining Walls from the Ground Up CLD

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 the following 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 4, 2011

Instructor: Brian Clegg

Maximum: 20 Participants

LO Member: \$145 (HST included)

Potential Member: \$220 (HST included)

NEW How to Use Dynascape CLD

Dynascape is an 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 course 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. Laptop computers and Dynascape program required. (A 30-day trial program available, be sure to come an hour early for set-up.) Course is intended for landscape designers or contractors of all experience levels wishing to learn Dynascape. No computer experience is necessary, but an understanding of the Windows operating system is helpful. **Note:** Similar seminar offered in Georgian Lakelands Chapter, see www.hortrades.com/seminars for more details.

LD025 (MILTON)

Date: Friday, February 4, 2011

Instructor: Beth Edney, CLD

Maximum: 20 participants

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 the following 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: Monday, February 7 2011

Instructor: Brian Clegg

Maximum: 15 participants

LO Member: \$145 (HST included)

Potential Member: \$220 (HST included)

ECO-logic: How to Use it Naturally in the Landscape

CLT

Work with nature and learn to enjoy the benefits of a chemical-free garden using Ontario's native plants. This seminar provides ecologically sound solutions for garden enthusiasts. Herbaceous plants, a mix of perennials and grasses for clay, sandy, well-drained soils, wet sites and shady gardens will be identified. Selecting appropriate indigenous plant materials will allow you to enjoy a private sanctuary as you create a home for butterflies and birds. Be a leader and incorporate native plants into the residential or urban landscape.

LP006 (MILTON)

Date: Wednesday, February 9, 2011

Instructor: Jeff Thompson, BES

Maximum: 25 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 have one member with first aid training to assist injured workers. Level A CPR training is included. Participants must bring a blanket. You will receive a St. John Ambulance certificate at a later date. Please note, some branches charge administration fees for reissuing lost or misplaced certificates.

Note: Seminar offered in other Chapters, see www.horttrades.com/seminar.

LS007 (MILTON)

Dates: Wednesday-Thursday, February 9-10, 2011

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

Instructor: St. John Ambulance

LO Member: \$200 (HST included)

Potential Member: \$340 (HST included)

Maximum: 18 participants

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 the following 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, since you will be laying flagstone.** Participants are asked to help clean up at the end of the day.

LC002 (MILTON)

Two Dates: A) Thursday, February 10, 2011

B) Monday, February 28, 2011

Instructors: A) Al Trimble B) Brian Clegg

Maximum: 15 participants per seminar

LO Member: \$145 (HST included)

Potential Member: \$220 (HST included)

Landscape Design — Above and Beyond

CLD

This seminar is for those with residential landscape design experience, who want to improve the quality of their designs or expand their scope of their work. **A thorough design background is a prerequisite.** Through a case study approach, participants will be required to prepare a quality landscape design solution for an upscale urban residential property with unique or challenging components. Attention to styles or themes and design detail will be stressed. Bring design materials, architect's scale, calculator and any other design equipment you use. This will be a very hands-on seminar.

LD003 (MILTON)

Date: Thursday, February 10, 2011

Instructor: Don Chase BLA, CLD

Maximum: 25 participants

Perennials = Sustainability **CLT, CLD**

Herbaceous perennials (including groundcovers) have always been an important part of the beauty of landscape designs. Now they are becoming the backbone of many Ontario gardens, as we move to more sustainable gardening practices. Communities are demanding reduced water usage, reduced power equipment usage, and of course, there is the Cosmetic Pesticide Ban. Plant choice can be the answer. Landscapers, design/build contractors, maintenance contractors and general interest gardeners will find this seminar worthwhile. You'll gain a thorough knowledge of herbaceous perennials that will allow you to make wise decisions in landscape design and maintenance, and also help you to help the environment!

LP002 (MILTON)

Date: Friday, February 11, 2011
Instructor: Belinda Gallagher
Maximum: 25 participants

Ready, Set, Go!

CLP, CHT

This seminar will discuss staffing issues related to garden centres, but applies to anyone in the industry. Content is focused on your largest asset, the people who work for you, and covers methods of recruitment, interviewing, hiring and training your staff. This day will be focused on getting the best people and making sure they stay with you. We will discuss the employment challenges today's managers face, including how to train to get return on investment. Leave with a recruitment and hiring plan, as well as a plan for coaching and development.

RGC011 (MILTON)

Date: Friday February 11 2011
Instructor: Erica Lowartz-Cozzarini
Maximum: 25 participants

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: Monday, February 14, 2011
Instructor: Jeff W. Thompson, BES
Maximum: 25 participants

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 trade and your business through this three-day experience.

LC025 (MILTON)

Dates: Monday-Wednesday, February 14-16, 2011
Instructor: Larry Moore
Maximum: 15 participants
LO Member: \$435 (HST included)
Potential Member: \$660 (HST included)

Certified Irrigation Contractor and 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 can purchase the 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 14 -15, 2011
Instructor: IA Instructor
Maximum: 25 participants
LO Member: \$230 (HST included)
Potential Member: \$384 (HST included)

Fact or Fiction?

FICTION:

MapQuesting? Did you know LO is NOT in Milton, but falls within the boundaries of Halton Hills?

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 February 16 2011

Instructor: Don Chase, BLA, CLD

Maximum: 25 participants

Landscape Plants: Where, What, Why and Uses?

CLT, CLD

This seminar will make you more sensitive about 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.

LP008 (MILTON)

Date: Thursday, February 17, 2011

Instructor: Sean James

Maximum: 25 Participants

NEW Workplace and Vehicle Safety Seminar

CEU

This seminar is a must for everyone in the landscape industry. A Workplace Safety and Prevention Services (formerly Farm Safety) 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, proper load registration and Ministry requirements for travel documents. WHMIS must be renewed annually.

LS002 (MILTON)

Date: Friday, February 18, 2011

Instructors: WSPS/MTO

Maximum: 40 participants

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. PPE should be brought, as participants will be building so be prepared to get dirty, and maybe a little wet.

LC005 (MILTON)

Dates: Tuesday-Thursday, February 22- 24, 2011

Instructor: Jean-Pierre Lauzon

Maximum: 20 participants

LO Member: \$435 (HST included)

Potential Member: \$660 (HST included)

To Prune or Not to Prune? Shades of Green!

CLT

Interior plantscape participants or horticulturalists looking to expand their interior plantscape knowledge will get answers to these questions, and many more. The instructor will supply anecdotes and maintenance tips garnered from the past 22 years. Discuss how, when and where to prune trees, bush and vine forms of common interior plants, as well as safety considerations when using tools. You will also view a Power-Point presentation of foliage and flowering plants from old standards to the new varieties being introduced.

IL015 (MILTON)

Date: Tuesday, February 22, 2011

Instructor: Phil Van Alstyne, CLT

Maximum: 15 participants

LO Member: \$145 (HST included)

Potential Member: \$220 (HST included)

Fact or Fiction?

FACT:

New passwords can be created each year when you register online

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 and one-year membership in GRHC, including discounts, listing and publication benefits. This course provides 7.5 continuing education credits for AIA, ASLA and RCI.

EN004 (MILTON)

Date: Tuesday, February 22, 2011

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

Instructor: TBA

Maximum: 25 participants

LO Member: \$399 (HST included)

Potential Member: \$449 (HST included)

NEW Green Roof Infrastructure: Design and Installation 201

Green Roof Implementation 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, sub contracting, building a qualified project team, post construction maintenance and more – Green Roof Implementation 201 has it all! Participants will receive a manual and course completion certificate.

EN005 (MILTON)

Date: Wednesday February 23 2011

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

Instructor: TBA

Maximum: 25 participants

LO Member: \$399 (HST included)

Potential Member: \$449 (HST included)

WHMIS Train-the-Trainer**

This half-day seminar will review the Workplace Hazardous Materials Information System as it relates to the supplier, labels, Material Safety Data Sheets, hazardous products and symbols and employer/

employee duties. You will learn the material to facilitate an in-house WHMIS seminar for your staff. The Train-the-Trainer package has been developed for employers, not outside consultants. **Note:** Participants must purchase the WHMIS Train the Trainer package from WSPS (formerly Farm Safety) at least two weeks prior to the seminar. Please call 1-800-361-8855 to purchase the package, and bring it along in order to participate. **Please note firms must have WSIB coverage to attend this seminar. LUNCH NOT INCLUDED

LS008 (MILTON)

Date: Thursday, February 24, 2011

Time: 9 a.m. - 12 noon

Instructor: Alysa Pottage (WSPS, formerly Farm Safety)

Maximum: 25 participants

LO Member: \$60 (HST included)

Potential Member: \$96 (HST included)

Post-ban Commercial and Residential Turf

Ontario has gone through its second season under the province-wide pesticide ban. An ideal seminar for grounds maintenance, lawn care and parks personnel, the instructor will discuss how the season went, what's new, what worked, and what failed. New products continue to emerge — how do you know which are a good fit? During this half-day seminar you'll find out the right questions to ask to help you decide. LUNCH NOT INCLUDED

TM008 (MILTON)

Date: Thursday, February 24, 2011

Time: 9 a.m. - 12 noon

Instructor: Ken Pavely

Maximum: 25 participants

LO Member: \$60 (HST included)

Potential Member: \$96 (HST included)



Individuals holding CNLA certifications must recertify

every two years. In order to renew your certification, you must show that you have kept current in the industry by earning 24 continuing education units (CEUs). These credits are tracked by the individual and CNLA, and can be obtained by attending seminars or workshops, volunteering for industry events, and judging during certification tests. A total of 24 CEUs are required every two years. For more details call CNLA at 1-888-446-3499

Sustainable Turf Health Care on Treed Properties

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 high-vigour, 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 a variety of 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 any individuals required to develop and/or implement turf management operations on sites with light to significant tree coverage.

TM010 (MILTON)

Date: Friday, February 25, 2011

Instructor: Steve Mann

Maximum: 25 participants

NEW Intermediate Google Sketchup for Landscape Design

CLD

A follow-up to the introductory Sketchup seminar, or for users who can competently model and present a simple landscape design. This seminar 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.

LD026 (MILTON)

Date: Monday February 28 2011

Instructor: Eli Paddle

Maximum: 12 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 with limited industry experience, 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, safety, equipment use, plant ID, pruning and edging, annuals and perennials, pest management, grasses, customer service, seeding and sodding, planting of flowers and shrubs, soils, pH and fertilizers. 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.

LM201 (MILTON)

Dates: Monday-Friday, February 28- March 4, 2011

Instructors: Bob Smith, Jeff Lowartz CLT,

Theresa Forte, Bruce Peart

Maximum: 20 participants

LO Member: \$575 (HST included)

Potential Member: \$960 (HST included)

CLT Prep Seminar: Soft and Hardscape Installation

CLT

For all those interested in pursuing CLT accreditation, this intense half-day seminar will help. CLT instructors 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: Monday, March 7, 2011

Time: 9 a.m.-12 noon

Instructor: Carl DeBoer, CLT

Maximum: 10 participants

LO Member: \$60 (HST included)

Potential Member: \$96 (HST included)

CLT Prep Seminar: Turf and Ornamental Maintenance

CLT

For all those interested in pursuing CLT accreditation, this intense half-day seminar will help. CLT instructors 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: Monday, March 7, 2011

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

Instructor: Carl DeBoer CLT

Maximum: 10 participants

LO Member: \$60 (HST included)

Potential Member: \$96 (HST included)

Going Greener in the Landscape Industry

CLT, CLD

Just how can we make our green industry greener? Aren't we there already? The real answer is maybe. The Cosmetic Pesticide Ban has come into effect, municipal restrictions on water use have increased, and Landscape Ontario is asking members to go Green for Life. Just what are you to do in your day-to-day operations? This seminar addresses issues topic by topic, and encourages members to share stories in an open forum. Participants will learn the definitions of organic gardening and organic products, sustainable landscape gardening practices, how to encourage clients to buy-in to near perfection, the importance of biodiversity, the controversy surrounding native plants, the importance of appropriate plant selection and more. Participants will get a better understanding of the changing face of the horticulture industry and how to modify your operations to take advantage of Green for Life marketing.

EN002 (MILTON)

Date: Tuesday March 8, 2011
Instructor: Belinda Gallagher
Maximum: 25 participants

IPM: The Good, the Bad and the Ugly

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 — in order 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 10, 2011
Instructor: Jennifer Llewellyn
Maximum: 25 participants

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 better things. Explore the details and advanced techniques needed

to deliver excellent landscape maintenance in today's changing world

LM002 (MILTON)

Date: Friday, March 11, 2011
Instructor: Jeff McMann NDP, ISA, CLT
Maximum: 50 participants

Introduction to Pruning

CEU, CLT

By combining both aesthetics and science, pruning can be among the most effective methods for landscape professionals to significantly 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, and to answer 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 pruners**, as outdoor practical instruction is included.

LA003 (MILTON),

Two dates: A) Monday, March 21, 2011
B) Friday, March 25, 2011
Instructors: A) Trish Leier,
B) Phil van Wassenaeer, BSc., MFC
Maximum: 20 participants per seminar

Essential Practices for Healthy Soil and Trees

CLT

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.

LA005 (MILTON)

Date: Tuesday, March 22, 2011
Instructor: Todd Irvine
Maximum: 25 participants

Fact or Fiction?

FACT:

Attending a Prosperity Partner seminar will help you learn smarter work strategies.

Chainsaw Training

CLT

The Ministry of Labour requires that all landscapers using chainsaws on the job be trained on 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, safety glasses, 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. LUNCH NOT INCLUDED ON SECOND DAY

LS004 (MILTON)

Three dates: A) March 23-24, 2011
B) March 28-29, 2011
C) March 30-31, 2011

Instructors: A/C) Darran Malcolm B) Christian Dube
Maximum: 10 participants per seminar
LO Member: \$230 (HST included)
Potential Member: \$384 (HST included)

Levels and Grading

CLT, CLD

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 to 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: Thursday, March 24, 2011
Instructor: Gary Ross, CLD
Maximum: 15 participants

Stuck on Annuals?

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: Friday, March 25, 2011
Instructor: Charlie Dobbin
Maximum: 25 participants

Residential Irrigation Design

Discover what is involved with designing a professional irrigation system, by creating your own residential design from start to finish. Learn about hydraulics, sprinkler selection, head layout techniques, piping systems, water efficient products, scheduling and more. You will need an engineer's scale ruler, mechanical pencil and calculator for this seminar. After attending this seminar you'll be able to confidently design water efficient irrigation systems for yourself or your residential clients.

Recommended prerequisite: LI003, LI015 or a good irrigation background.

LI022 (MILTON)

Date: Monday, April 11, 2011
Instructor: Lorne Haveruk, CWCM, CID, CIC, CLIA, WCP
Maximum: 25 participants

Low Volume Irrigation Design and Installation

Learn what is involved with 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 install knowledge.

Recommended prerequisites: LI003, LI015, LI009 or a good irrigation background

LI023 (MILTON)

Date: Tuesday, April 12, 2011
Instructor: Lorne Haveruk, CWCM, CID, CIC, CLIA, WCP
Maximum: 25 participants

Electrical Troubleshooting for Irrigation Systems

If you have ever been called to a client's site to investigate why the irrigation system is not starting up, you will appreciate learning the information and equipment covered during this hands-on seminar. 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.

Recommended prerequisites: LI003, LI005, LI006, LI007 or a good irrigation background.

LI020 (MILTON)

Date: Wednesday, April 13, 2011

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.

Recommended prerequisites: LI003, LI015, LI005, LI009 or a good irrigation background

LI011 (MILTON)

Date: Thursday April 14, 2011

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

Maximum: 25 participants

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 can purchase the CLIA seminar workbook from www.irrigation.org or from LO at an additional cost. Please read the entire book before coming to the seminar. 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 April 18-19, 2011

Instructor: IA Instructor

Maximum: 25 participants

LO Member: \$230 (HST included)

Potential Member: \$384 (HST included)

Fact or Fiction?

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.

FACT:

Attending a Prosperity Partner seminar will help you gain a simpler, more effective way of looking at your business



Chapter Seminars



Chapter Seminars At-A-Glance

DURHAM

For more information, see www.horttrades.com/durham

- Building your Prosperity Seminar, page 35
- Skid Steer Certification Training, March 3, page 35
- Chainsaw Training, March 21, page 35
- Standard First Aid with Level A CPR, March 24, page 35

GEORGIAN LAKELANDS

For more information, see www.horttrades.com/georgianlakelands

- Building your Prosperity Seminar, page 35
- Skid Steer Certification Training, February 14, page 36
- Utilizing Dynascape, February 17, page 36
- Standard First Aid with Level A CPR, February 22, page 36
- Forklift Operator Certification, March 8, page 36
- Chainsaw Training, March 28, page 36

GOLDEN HORSESHOE

For more information, see www.horttrades.com/goldenhorseshoe

- Building your Prosperity Seminar, page 37

KITCHENER/WATERLOO

For more information, see www.horttrades.com/waterloo

- Building your Prosperity Seminar, page 37
- Chainsaw Training, Nov 8, page 37

LONDON

For more information, see www.horttrades.com/london

- Building your Prosperity Seminar page 37
- CLP Strategic Planning (SP) module, February 22, page 37
- CLP Risk, Contracts and Legal Requirements (RC) module, Marketing and Sales Management (MS) module, February 25, page 38

- Safety Seminar, March 30, page 38

- Skid Steer Certification Training, March 31, page 38

- Chainsaw Training, April 2, page 38

OTTAWA

For more information, see www.horttrades.com/ottawa

- Building your Prosperity Seminar page 38
- CLP Strategic Planning (SP) module, February 1, page 39
- CLP Human Resource Management (HR) module, Leadership and Corporate Citizenship (LC) module, February 2, page 39
- Portfolio Preparations: Grading and Drainage and Construction Details, February 14, page 39
- Standard First Aid with Level A CPR, February 22, page 39
- How to Run Profitable Projects! February 24, page 40
- Year Round Container Gardening: Excitement and Appeal in the Garden and For Your Business Too, February 28, page 40
- Introductory Sketchup Seminar, March 3, page 40
- Ornamental Grasses in the Northern Garden, March 8, page 40
- Introduction to Pruning, March 10, page 40
- Workplace Hazardous Materials Information System (WHMIS), March 31, page 41

UPPER CANADA

For more information, see www.horttrades.com/uppercanada

- Building your Prosperity Seminar, page 41

WINDSOR

For more information, see www.horttrades.com/windsor

- Building your Prosperity Seminar, page 41

Durham Chapter

Building your Prosperity Seminar



This introductory seminar will get you started on the road to success. The program is intended to help green industry members clarify what they excel at, and what components of their business need attention and improvement. A seminar workbook will be provided. **Note:** Seminar locations see www.horttrades.com/seminars for more details.

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 characteristics in accordance with applicable OSHA regulations and equipment manufacturers' guidance. Each participant will receive classroom evaluation in a simulated jobsite environment. **Note:** Seminar offered in other Chapters see www.horttrades.com/seminars for more details. LUNCH NOT INCLUDED

LS003-DU (DURHAM)

Hertz Equipment Rental, 411 Bloor West, Oshawa
For Directions call 905-404-8411

Date: Thursday, March 3, 2011

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 who use chainsaws on the job be trained on 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 pants, CSA class D hardhat in good condition, hearing protectors, eye or face protection, safety gloves or mitts, safety glasses, 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. **Note:** Seminar 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 21 and 22, 2011

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 have a member with first aid training to assist injured workers. Level A CPR training is included. Participants must bring a blanket. You will receive a St. John Ambulance certificate at a later date. Please note, some branches charge administration fees for reissuing lost or misplaced certificates. **Note:** Seminar offered in other Chapters see www.horttrades.com/seminars for more details. LUNCH NOT INCLUDED

LS007-DU (DURHAM)

St. John Ambulance, 64 Colborne St. E., Oshawa
For Directions call 905-434-7800

Date: Thursday and Friday, March 24 and 25, 2011

Instructor: St. John Ambulance

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

Maximum: 18 participants

LO Member: \$150 (HST included)

Potential Member: \$220 (HST included)

Georgian Lakelands Chapter

Building your Prosperity Seminar



This introductory seminar will get you started on the road to success. The program is intended to help green industry members clarify what they excel at, and what components of their business need attention and improvement. A seminar workbook will be provided. **Note:** Seminar locations see www.horttrades.com/seminars for more details.

Prosperity Online Survey

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

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 characteristics in accordance with applicable OSHA regulations and equipment manufacturers' guidance. Each participant will receive classroom evaluation in a simulated jobsite environment. **Note:** Seminar offered in other Chapters see www.horttrades.com/seminars for more details. LUNCH NOT INCLUDED

LS003-GL (GEORGIAN LAKELANDS)

Hertz Equipment Rental, 614 Dunlop St. West, Barrie
For Directions call 705-726-2228
Date: Monday February 14 2011
Time: 9 a.m. – 2 p.m. (approx)
Instructor: Bruce Hannah
Maximum: 10 participants
LO Member: \$110 (HST included)
Potential Member: \$170 (HST included)

Utilizing Dynascope **CLD**

This DynaSCAPE seminar is exclusive to the LO Georgian Lakelands Chapter. DS| Design Solutions product manager Len Hordyk will walk you through a hands-on, interactive demonstration of DynaSCAPE Design and Color. All registered attendees are able to receive an exclusive, free 30-day trial version of the DS| Design software to install on their laptops, for use during and after the event. LUNCH NOT INCLUDED

LD025-GL (GEORGIAN LAKELANDS)

Leslie L. Solty and Sons, Hwy. 27 South, Cookstown
For Directions Call 705-458-9111
Date: Thursday, February 17, 2011
Instructor: Len Hordyk
Maximum: 18 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 have a member with first aid training to assist injured workers. Level A CPR training is included. Participants must bring a blanket. You will receive a St. John Ambulance certificate at a later date. Please note, some branches charge administration fees for reissuing lost or misplaced certificates. **Note:** Seminar offered in other Chapters see www.horttrades.com/seminars for more details. LUNCH NOT INCLUDED

LS007-GL (GEORGIAN LAKELANDS)

Leslie L. Solty and Sons, Hwy. 27 South, Cookstown
For Directions Call 705-458-9111
Date: Tuesday and Wednesday, February 22 and 23, 2011
Instructor: St. John Ambulance
Time: 8:30 a.m. - 4:30 p.m.
Maximum: 18 participants
LO Member: \$150 (HST included)
Potential Member: 220 (HST included)

Forklift Operator Certification

Using combinations of DVD presentations, pictorial PowerPoint presentations and practical examples, this course is designed to provide written, oral and practical instruction on the safe use of classes I, III, IV, V, and VII of forklifts, as outlined in the Occupational Health and Safety Act of Ontario, Regulations 213/91 (Construction) and 851 (Industrial). Types of forklifts covered include electric, LPG, gasoline and diesel three- and four- wheeled counter-balanced forklifts, all tire types, rough terrain forklifts and telescoping forklifts (telehandlers). **Note:** This seminar does not replace the legal requirements from employers to provide training specific to workplace forklifts. LUNCH NOT INCLUDED

LE005-GL (GEORGIAN LAKELANDS)

Hertz Equipment Rental, 614 Dunlop St. West, Barrie
For Directions call 705-726-2228
Date: Tuesday, March 8, 2011
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 who use chainsaws on the job be trained on 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 pants, CSA class D hardhat in good condition, hearing protectors, eye or face protection, safety gloves or mitts, safety glasses, 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. **Note:** Seminar 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 28 and 29, 2011
Instructor: Bob Smith
Maximum: 10 participants
LO Member: \$230 (HST included)
Potential Member: \$384 (HST included)

Golden Horseshoe Chapter

Building your Prosperity Seminar



This introductory seminar will get you started on the road to success. The program is intended to help green industry members clarify what they excel at, and what components of their business need attention and improvement. A seminar workbook will be provided. **Note:** Seminar locations see www.hortrades.com/seminars for more details.

Kitchener/Waterloo Chapter

Building your Prosperity Seminar



This introductory seminar will get you started on the road to success. The program is intended to help green industry members clarify what they excel at, and what components of their business need attention and improvement. A seminar workbook will be provided. **Note:** Seminar locations see www.hortrades.com/seminars for more details.

Chainsaw Training



The Ministry of Labour requires that all landscapers who use chainsaws on the job be trained on 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 pants, CSA class D hardhat in good condition, hearing protectors, eye or face protection, safety gloves or mitts, safety glasses, 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. **Note:** Seminar offered in other Chapters see www.hortrades.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 8-9, 2010
Instructor: Mike Hayes
Maximum: 10 participants
LO Member: \$230 (HST included)
Potential Member: \$384 (HST included)

London Chapter

Building your Prosperity Seminar



This introductory seminar will get you started on the road to success. The program is intended to help green industry members clarify what they excel at, and what components of their business need attention and improvement. A seminar workbook will be provided. **Note:** Seminar locations see www.hortrades.com/seminars for more details.

CLP Strategic Planning (SP) module



The CLP Strategic Planning module will review the basic 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 fee. To write the exam or purchase manuals visit www.clp.canadanursery.com or call 1-888-446-3499 for more details regarding cost and exam registration. **Note:** 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. Seminar offered in other Chapters see www.hortrades.com/seminars. LUNCH NOT INCLUDED

CLPSP-LN (LONDON)

TLC Professional Landscaping,
2026 Oxford St. E., London
For directions call 519-661-6895
Date: Tuesday, February 22, 2011
Instructor: Peter Vanderley, CLP
Maximum: 15 participants

Prosperity Online Survey

Take a free survey, posted at www.hortrades.com/prosperity, to measure your businesses strengths and weaknesses in the six pillars of the Prosperity Partners program.

CLP Risk, Contracts and Legal Requirements (RC) module, CLP Marketing and Sales Management (MS) module

The CLP Risk, Contracts and Legal Requirements module covers risk management, contract law and business structures. Smart business owners must 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 fee. To write the exam or purchase 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. Seminar offered in other Chapters see www.horttrades.com/seminars. LUNCH NOT INCLUDED

CLPMS-LN (LONDON)

TLC Professional Landscaping,
2026 Oxford St. E., London
For directions call 519-661-6895
Date: Friday, February 25, 2011
Instructor: Peter Vanderley, CLP
Maximum: 15 participants

Safety Seminar

CEU

This seminar is a must for everyone in the landscape industry. A Workplace Safety and Prevention Services (formerly Farm Safety) 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. LUNCH INCLUDED

LS002-LN (LONDON)

First United Church, 7 Curtis St., St. Thomas
For Directions Call 519-488-0818
Date: Wednesday, March 30, 2011
Instructors: WSPS/MTO
LO Member: \$30 (HST included)
Potential Members: \$40 (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 characteristics in accordance with applicable OSHA regulations and equipment manufacturers' guidance. Each participant will receive classroom evaluation in a simulated jobsite environment. **Note:** Seminar offered in other Chapters see www.horttrades.com/seminars for more details. LUNCH NOT INCLUDED

LS003-LN (LONDON)

Huron Tractor, 37 Elgin Rd, Thamesford
For Directions call 519-285-3845
Date: Thursday, March 31, 2011
Time: 9 a.m. – 2 p.m. (approx.)
Instructor: Martin's Lift Truck Service/
Battlefield Equipment
Maximum: 10 participants
LO Member: \$110 (HST included)
Potential Member: \$170 (HST included)

Chainsaw Training

CLT

The Ministry of Labour requires that all landscapers who use chainsaws on the job be trained on 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 pants, CSA class D hardhat in good condition, hearing protectors, eye or face protection, safety gloves or mitts, safety glasses, 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. NOTE: Seminar 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, April 2 and 3, 2011
Instructor: Rick Mackinnon
Maximum: 10 participants
LO Member: \$230 (HST included)
Potential Member: \$384 (HST included)

Ottawa Chapter

Building your Prosperity Seminar

CLP 

This introductory seminar will get you started on the road to success. The program is intended to help green industry members clarify what they excel at, and what components of their business need atten-

tion and improvement. A seminar workbook will be provided. **Note:** Seminar locations see www.horttrades.com/seminars for more details.

CLP Strategic Planning (SP) module

CLP

The CLP Strategic Planning module will review the basic 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 fee. To write the exam or purchase manuals visit www.clp.canadanursery.com or call 1-888-446-3499 for more details regarding cost and exam registration. **Note:** 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. Seminar offered in other Chapters see www.horttrades.com/seminars. LUNCH NOT INCLUDED

CLPSP-OT (OTTAWA)

Ottawa District Hockey Association, 1247 Kilborn Place, Suite D 300, Ottawa
Date: Tuesday, February 1, 2011
Instructor: Bruce Morton CIT, CIC, CLP
Maximum: 25 participants

CLP Human Resource Management (HR) module, CLP Leadership and Corporate Citizenship (LC) module

CLP

The CLP module Human Resource Management module addresses one of the industry's greatest challenges. Learn how to apply theory and principles to better develop and retain your human assets. Seminar will cover recruitment, hiring, compensation, training and safety. The Leadership and Corporate Citizenship portion will review organizational culture, business structure and conflict resolution along with change and change management, within both your business and the community. This is a must for owners and managers in today's business climate. **Note:** Extra fee. To write the exam or purchase manuals visit www.clp.canadanursery.com or call 1-888-446-3499 for more details regarding cost and exam registration fee. 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. Seminar is also offered in other Chapters see www.horttrades.com/seminars for more details. LUNCH NOT INCLUDED

CLPHR-OT (OTTAWA)

Ottawa District Hockey Association, 1247 Kilborn Place, Suite D 300, Ottawa
Date: Wednesday, February 2, 2011
Instructor: Bruce Morton CIT, CIC, CLP
Maximum: 25 participants

Portfolio Preparations: Grading, Drainage and Construction Details

CLT, CLD

Technical drawings such as construction details and grading and drainage plans have been stumbling blocks for many CLD portfolio applicants. This one-day workshop will demystify the process and help candidates have a better understanding on how to prepare these drawings and the information needed to create them. What to bring: imperial architectural scale, graph paper, technical pencil, set squares or laptop with CAD program. Who should attend: CLD candidates who need to improve their portfolios, landscape designers who want to communicate how to build their projects in a professional style. LUNCH NOT INCLUDED

LD027-OT (OTTAWA)

Monterey Inn Resort and Conference Centre, 2259 Prince of Wales Dr., Ottawa
For directions call 613-288-3500
Date: Monday, February 14, 2011
Instructor: Beth Edney, CLD
Maximum: 20 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 have a member with first aid training to assist injured workers. Level A CPR training is included. Participants must bring a blanket. You will receive a St. John Ambulance certificate at a later date. Please note, some branches charge administration fees for reissuing lost or misplaced certificates. **NOTE:** Seminar offered in other Chapters see www.horttrades.com/seminars for more details. LUNCH NOT INCLUDED

LS007-OT (OTTAWA)

St. John Ambulance, 5 Corvus Court, Ottawa
For Directions Call 613-722-2002
Date: Tuesday and Wednesday, February 22 and 23, 2011
Instructor: St. John Ambulance
Time: 8:30 a.m. - 4:30 p.m.
Maximum: 18 participants
LO Member: \$150 (HST included)
Potential Member: 220 (HST included)

Prosperity Online Survey

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

How to Run Profitable Projects! **CLP**

Promote efficiency on the job: business owners and managers will benefit from this seminar. An industry expert will demonstrate the true costs of business, while identifying areas that companies can improve on within their operations, both administratively as well as on-the-job. This seminar is a day well spent in learning to save time and money for your firm by being better organized. LUNCH NOT INCLUDED

LBM011-OT (OTTAWA)

The Monterey Inn Resort and Conference Centre, 2259 Prince of Wales Dr. Ottawa
For directions call 613-288-3500
Date: Thursday, February 24, 2011
Instructor: George Urvari, BA
Maximum: 25 participants

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

Join Paul Zammit as he shares his passion for plants and pots to explore how the use of containers can provide colour and interest in the garden throughout the seasons. He will also discuss the potential of how this current interest can help to build your business. LUNCH NOT INCLUDED

RGC013-OT (OTTAWA)

Monterey Inn Resort and Conference Centre, 2259 Prince of Wales Dr., Ottawa
For directions call 613-288-3500
Date: Monday February 28 2011
Instructor: Paul Zammit
Maximum: 12 participants

Intro-Sketchup Seminar **CLD**

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 directed to 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 will need to bring their laptops. LUNCH NOT INCLUDED

LD024-OT (OTTAWA)

Monterey Inn Resort and Conference Centre, 2259 Prince of Wales Dr., Ottawa
For directions call 613-288-3500
Date: Thursday, March 3, 2011
Instructor: Eli Paddle
Maximum: 12 participants

Ornamental Grasses in the Northern Garden **CLT, CLD**

This half-day seminar is aimed at landscape contractors, landscape designers, garden maintenance contractors, garden centre plant buyers and anyone with an interest in horticulture. Participants will learn how they can save on plant costs, particularly when comparing giant grasses to trees, while producing extraordinary and stunning landscapes using ornamental grasses of all sizes. LUNCH NOT INCLUDED

LP023-OT (OTTAWA)

Ottawa District Hockey Association, 1247 Kilborn Place, Suite D 300, Ottawa
For directions call 613-224-7686
Date: Tuesday, March 8, 2011
Time: 9 a.m. - 12 noon
Instructor: Sue Dyer
Maximum: 25 participants
LO Member: \$60 (HST included)
Potential Member: \$96 (HST included)

Introduction to Pruning **CEU, CLT**

By combining aesthetics and science, pruning can be among the most effective methods for landscape professionals to significantly 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, and to answer 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 pruners**, as outdoor practical instruction is included. LUNCH NOT INCLUDED

LA003-OT (OTTAWA)

Ottawa District Hockey Association 1247 Kilborn Place, Suite D 300, Ottawa
For directions call 613-224-7686
Two Dates: A) Thursday, March 10, 2011
B) Thursday, March 24, 2011
Instructor: Bill Bitz
Maximum: 10 participants per seminar

Fact or Fiction?

FACT:

There are nine LO Chapters ... do you know which one you are in?

Workplace Hazardous Materials Information System (WHMIS) **CEU**

Employers are required to provide annual WHMIS training for their workers. This course outlines the legislated requirements of this law. Enroll your staff in this training, as they have the right to know about hazardous products they are working with. Sorry, no on-site registrations. For more details, contact Sheila James at 613-253-7028 or email sjames@farmsafety.ca. Please note, firms must have WSIB coverage to attend this seminar. LUNCH NOT INCLUDED

LS090-OT (OTTAWA)

Ottawa District Hockey Association,
1247 Kilborn Place, Suite D 300, Ottawa
Three dates: A) Thursday, March 31, 2011
B) Thursday, April 28, 2011
C) Thursday, May 26, 2011

Time: 9 a.m. - 11 a.m.

Instructor: Sheila James

(WSPS, formerly Farm Safety)

Maximum: 40 participants per seminar

LO Member: \$16 (HST included)

Potential Member: \$30 (HST included)

Upper Canada Chapter

Building your Prosperity Seminar



This introductory seminar will get you started on the road to success. The program is intended to help green industry members clarify what they excel at, and what components of their business need attention and improvement. A seminar workbook will be provided. **Note:** Seminar locations see www.hortrades.com/seminars for more details.

Windsor Chapter

Building your Prosperity Seminar



This introductory seminar will get you started on the road to success. The program is intended to help green industry members clarify what they excel at, and what components of their business need attention and improvement. A seminar workbook will be provided. **Note:** Seminar locations see www.hortrades.com/seminars for more details.

Prosperity Online Survey

Take a free survey, posted at www.hortrades.com/prosperity, to measure your businesses strengths and weaknesses in the six pillars of the Prosperity Partners program.



Ontario Parks Association OPA Education and Training Academy

Landscape Equipment Safety Operations

Working safely in a municipal environment requires a comprehensive understanding of the tasks at hand and the equipment available to effectively and efficiently perform the work. Participants will be introduced to industry best practices and skills required for safe operation of small to large equipment. Topics include:

- Equipment Training and Safety
- Occupational Health and Safety Act
- Municipal Contract Compliance and more

Landscape-Oriented Chainsaw Safety Awareness

The Department of Labour required that all professionals who use chainsaws on the job be trained in their safe operation. This two-day program helps satisfy these requirements. Topics include:

- Safety Regulations and PPE
- Starting and Stopping Techniques
- Bucking and Limbing
- A Competency Test and more

Basic Chipper Operations & Handling also available

Trails Specialist Workshop

The first of its kind in Ontario, the trails specialist workshop has been designed by professionals for all levels of trail builders and enthusiasts. Topics include:

- Overview of Professional Trail Building
- Art & Science of Trail Design & Building
- Liability Issues
- Handwork, Trail Construction and more

Playground Introductory Compliance and Hazard Analysis

Do you work with playgrounds in the province of Ontario? You should be asking:

- Which regulations apply to playgrounds in Ontario?
- How does CAN/CSA-Z614 help and what does it take to comply?

This one day OPA workshop will answer all of these questions and more.

Visit the OPA website for more courses and information www.ontarioparksassociation.ca

Certification

Qualified, trusted, recognized

An Industry Certification designation provides a means of demonstrating a high degree of proficiency through commitment to education. The following certification programs are available through Landscape Ontario:



Landscape Industry Certified Manager

The Manager designation is recognized across North America. 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 seminar information visit www.horttrades.com/clp

Call Julia at 1-888-446-3499, ext. 8615



Landscape Industry Certified Technician

The Technician designation is recognized across North America. 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, Interior Landscaping. For more information visit www.horttrades.com/clt



Landscape Industry Certified Retail Horticulturist

The Retail Horticulturist designation is recognized across Canada. It is the industry-developed program that sets and maintains standards for knowledge, skills and safety through written and practical exams. For more information visit www.horttrades.com/cht



Landscape Industry Certified Designer

The Designer designation is recognized across Canada. This designation establishes a high standard of excellence. It provides a valid way to communicate your skills and expertise to your clients. The program focuses on communication, practices, plant material, design, construction, grading and drainage. Candidates must complete a written test and portfolio evaluation. For seminar information visit www.horttrades.com/cld

Call Julia at 1-888-446-3499, ext. 8615



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.

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

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 is designed to promote health and safety in the workplace. This is accomplished through mentoring, pooling of

resources and sharing of best practices between member firms, their sponsor and the Workplace Safety and Insurance Board (WSIB). Member firms can receive, along with improved safety records, a positive safety culture, financial benefits, in the form of rebates from the WSIB. At the start of the year, member firms select five safety elements they will initiate or improve upon, from a list provided by the WSIB.

Firms attend 3 meetings, share ideas and pool resources; learning from each other how to put these initiatives into place.

At the end of the year, the safety group can receive a rebate, based on the entire group's performance in the program. For example, if the average firm implements 60 per cent of its changes, then the group will receive 60 per cent of the potential rebate.

2011 Dates (at LO's Milton office):

- Jan. 21
- Feb. 25
- Mar. 24
- Aug. 25
- Oct. 27
- Nov. 24

For more information and to register go to: www.horttrades.com/safety

Conferences, symposiums and events



In addition to seminars, Landscape Ontario leads the way with a wealth of green industry learning opportunities. Partnerships with other industry organizations give even greater value. Plan to take advantage of these opportunities today!

Canada Blooms

THE FLOWER AND GARDEN FESTIVAL

Canada Blooms

March 16 - 20, 2011, Direct Energy Centre, Halls A,B & Heritage Court Toronto

Canada Blooms features four dynamic stages of gardening, horticultural demonstrations and talks showcasing the *Who's Who* in North America's gardening world. Discover a wealth of knowledge and experience through over 100 educational seminars and interactive demonstrations on every garden-related topic, presented by the industry's best horticultural and landscape specialists.

www.canadablooms.com



Communities in Bloom Ontario

Landscape Ontario is a proud sponsor of Communities in Bloom Ontario. Many members work at the local level in community beautification and serving as judges. An exciting new partnership has been formed with CIB Ontario & Expo (formerly Garden & Floral Expo) for 2011: The Ontario CIB Awards Celebration will be held at this trade show which brings together 3,000 garden centre owners, florist, growers, landscape designers & contractors, nurseries, and well-known retailers. A special feature for the 2011 CIB Awards will include the announcement of the new Green for Life Community Awards of Excellence recipients. For further information contact: Lee Rozon, Executive Director – cibontario@mountaincable.net and Denis Flanagan, Chair CIB Ontario, dflanagan@landscapeontario.com
www.cibontario.ca



Congress Conferences

January 11 – 13, 2011 in conjunction with Congress 2011 trade show

Landscape Ontario has developed a comprehensive education program based on the Prosperity Partnership's six pillars of success: Sales Success, Financial Health, Developing Customers for Life, Professional Operations, Leadership Excellence and Technical Education. Thirty-two sessions will be offered in January 2011 featuring dynamic industry speakers sharing expertise and insights in each area of business success.

Back by popular demand are Jeffery Scott and Charles Vander Kooi. A new panel format featuring successful LO entrepreneurs which will be chaired by Wolfgang Bonham promises to be a program highlight.

Look for the Conference Guide in the Nov./Dec.

Landscape Trades.

www.locongress.com

Garden Centre Symposium

Held each October in conjunction with Expo, formerly Garden & Floral Expo

Enjoy a full-day seminar featuring top-flight speakers, attracting participants from across Canada. The Awards of Excellence ceremony for garden centres and growers is a lunchtime highlight.

www.loexpo.ca

Conferences, symposiums and events

GreenTrade Expo

GreenTrade Expo 2011

Wednesday, February 16, 2011, Ottawa Civic Centre

This is THE sales and networking event for Eastern Ontario's horticulture industry. See over 100 exhibitors featuring thousands of products and services to make your business more profitable. Education sessions will run throughout the day, and a keynote luncheon will feature a powerhouse speaker. Visit www.greentrade.ca for more details. For exhibiting and sponsorship opportunities, contact Landscape Ontario's Ottawa office at 1-800-268-5656 ext 2368.

www.greentrade.ca

Growers Short Course

February 9, 2011, Royal Botanical Garden, Burlington

Full-day seminar designed to keep management and staff up-to-date on the latest developments in the growing industry.

www.horttrades.com

Interiorscape Breakfast

Held each October in conjunction with Expo, formerly Garden & Floral Expo

Interior plantscaper and others interested in learning how to transform ordinary residential, commercial or industrial indoor spaces into ones that enhance productivity, tenant occupancy and improve the professionalism of environment will find likeminded professionals at this two hour learning and networking event. Participants leave with great ideas of how to make their businesses more eco-friendly.

www.loexpo.ca



IPM Symposium 2011

Monday, January 10, 2011 – New format, new energy, more value, one location only

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. The 2011 event will only take place in Toronto in conjunction with Congress, Canada's leading green industry trade show.

Don't miss out on the latest plant health care info at the 2011 IPM Symposium. Take in the developments

in biodiversity in turf care, learn what's new in the Ministry of the Environment's Cosmetic Pesticide Ban – Compliance and Enforcement and how to respond to the pesticide ban with natural alternatives.

Learn techniques on how to survive and thrive at both lawn care companies and the municipalities. The 46th IPM Symposium will help you get ready for a successful season in 2011 with its emphasis on how to produce healthier and greener lawns, business tips, advice about the municipal scene, and what you need in your toolbox for 2011.

www.horttrades.com/ipm2011

Irrigation Symposium

January 10, 2011, in conjunction with Congress

Get smart about irrigation and stay on top of developments in the fast-moving irrigation industry with this full-day symposium. Irrigation has been identified as having a significant impact on municipal water resources. With rising water rates, a growing population and an increased burden on drinking water infrastructure, now is the time for irrigation professionals to talk to their clients about water conservation techniques and to concentrate their efforts on irrigating efficiently. Taking a proactive approach will ideally position you to play a leadership role in water stewardship.

www.locongress.com

Lighting Symposium

February, 2011

See web site for details.

www.horttrades.com/lighting



Certified Landscape Professional Seminar

January 10, 2011, in conjunction with Congress

Corporate financial management module that includes an opportunity to take the examination and earn a certificate.

www.locongress.com

Landscape Designer Conference

January 10, 2011, in conjunction with Congress

Don't miss this unique full-day seminar. Topics cover the impact we as an industry have had and will have on landscapes, best practices, business plans, time management and creative solutions in plant selection with a focus on small spaces for every season.

www.locongress.com

Conferences, symposiums and events continued



Ontario Parks Association's Annual Educational Forum

January 12, 2011, in conjunction with Congress

All parks professionals, from directors to elected officials can benefit from participating in the 55th Annual Educational Forum. How parks are funded, how to transform green spaces to meet the changing demographics of park users and reinforcing the importance of parks to the community will be the focus the day's presentations.

www.ontarioparksassociation.ca

Green Connections: Green Communities, Parks and Partnerships

January 11, 2011, in conjunction with Ontario Parks Association Annual Educational Forum and Congress

Come celebrate our treasured parks, green spaces and the healthy lifestyle benefits that open spaces provide. The Ontario Parks Association, Communities in Bloom and Landscape Ontario, with over 150 years of collective green space and community leadership, have partnered once again to attract over 200 municipal leaders, parks staff and community stakeholders to develop strategies encouraging people of all ages and abilities to get out and enjoy our private and public green spaces.

www.locongress.com

Profit Builders Event

GreenTrade Expo, Wednesday, February 16, 2011, Ottawa Civic Centre

Just Announced! Jim Paluch of JP Horizons brings a cutting-edge, never-before seen in North America afternoon to GreenTrade Expo. This explosive afternoon

is about green sustainability – how can we all capitalize on 'green' – in our business, in our profitability and in the environment. During this powerhouse presentation and optional expanded workshop, Jim Paluch will help you establish a path to accomplish goals in three essential focus areas – The People, The Profits and The Planet – that will lead to the success and sustainability of YOUR company and YOUR industry. Together we will all be inspired to take action and drive the movement that provides entrepreneurial rewards along with an active commitment to a sustainable and better future. Why? Because we are the green industry. This must-participate event is called "A Better Way", and it's about sustainability. For all of us.

www.greentrade.ca

Snow and Ice Symposium

Held each September

This day-long educational event for the snow sector also features an on-site equipment display. Learn about operations and management for this challenging industry.

www.horttrades.com

Ottawa Snow and Ice Symposium 2011

September 12 - 13, 2011

Rideau Carleton Entertainment Centre, 4837 Albion Road, Ottawa, Ont.

Ottawa's premiere snow and ice event featuring exhibits and seminars related to all aspects of snow and ice management and contracting, as well as related products and demonstrations. For further information contact Martha Walsh, mwalsh@landscapeontario.com, 1-800-265-5656 ext. 2368.

Chapter events

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

November Chapter Events

Date	Chapter	Description
Tuesday, November 2nd, 2010	Durham	Landscape Ontario Night: Durham welcomes leadership and staff from home office to the Oshawa Holiday Inn at 7:00 p.m. to share the exciting offerings from LO.
Wednesday, November 3rd, 2010	Waterloo	Join the Waterloo Chapter from 7:00 - 9:00 p.m. at the Knights of Columbus, Waterloo as Tim Pawlowski discusses snow insurance. Thank you to our sponsors Kissner Salt and Lackner McLennan Insurance.
Thursday, November 4th, 2010	Toronto	The Toronto Chapter encourages you to come out to the Toronto Botanical Garden at 6:30 p.m. as Stewart Knight presents "The Art of Powerful Conversation."
Tuesday, November 9th, 2010	London	Join the London Chapter at the Lamplighter Inn, Royal Palm Room at 7:00 p.m. to find out the latest trends in Hardscapes and permeable pavers. Member profile will be Stone In Style. Social hour is 6:00-7:00 p.m. No charge for this meeting. Thank you to our meeting sponsor Unilock Ltd.
Wednesday, November 10th, 2010	Upper Canada	Join the Upper Canada Chapter from 6:00-9:00 p.m. at the Strathcona Paper Centre in Napanee. Meeting topic will be posted on www.horttrades.com in the events section.
Friday, November 19th, 2010	Waterloo	Fall Freeze Up at the Waterloo Inn. Tickets cost \$120 per couple, buffet dinner included. Call Cheryl at 519-746-2288 or email Cheryl@tsbenefits.net to order tickets. Order tickets early and be entered in a draw for a complimentary night's stay at the Waterloo Inn the night of Fall Freeze Up. Draw will take place November 3rd at the General Meeting.
Tuesday, November 16th, 2010	Ottawa	Join the Ottawa Chapter at the RA centre, time and topic will be posted on www.horttrades.com in the events section.
Thursday, November 18th, 2010	Georgian Lakelands	Georgian Lakelands welcomes Mr. Bob to the Duntroon Community Centre at 7:00 p.m. to discuss advertising and promotions.
Thursday, November 18th, 2010	Windsor	The Windsor chapter welcomes you from 7:00 - 9:00 p.m., location and topic will be posted on www.horttrades.com in the events section.
Thursday, November 18th, 2010	Golden Horseshoe	The Golden Horseshoe chapter will be holding an informative presentation about Succession Planning from 10:00 a.m.-2:00 p.m. In addition to Succession Planning, Pat Evangelisto of CSS will discuss Safety Policies. The cost is \$10 per person, please register by November 11, 2010. Lunch is included.

December Chapter Events

Date	Chapter	Description
Wednesday, December 1st, 2010	Waterloo	Join the Waterloo Chapter from 7:00-9:00 p.m. at Knights of Columbus, Waterloo. Topic will be determined shortly and posted on www.horttrades.com in the events section.
Friday, December 3rd, 2010	Georgian Lakelands	Ring in the season at the GL Chapter Christmas Party and Casino Night at Fendley's Banquet Hall on Bryne Drive in Barrie. Cost is \$55 per person, or \$100 per couple. Social hour begins at 6:00 p.m. with dinner at 7:00 p.m. and silent auction to follow.

January Chapter Events

Date	Chapter	Description
Wednesday, January, 5th 2011	Waterloo	Join the Waterloo Chapter from 7:00-9:00 p.m. at Knights of Columbus, Waterloo. Topic will be determined shortly and posted on www.horttrades.com in the events section.
January 11th - 13th, 2011	All	Congress 2011: Landscape Ontario's Congress is Canada's largest green industry event for landscape professional. For more information go to www.locongress.com .
Tuesday, January 18th, 2011	Ottawa	The Ottawa Chapter welcomes you to the RA centre, time and topic will be posted on www.horttrades.com in the events section.
Wednesday, January 19th, 2011	Upper Canada	Join the Upper Canada Chapter from 12:00-3:00 p.m. at the Strathcona Paper Centre in Napanee. The topic will be determined shortly and posted on www.horttrades.com in the events section.
Wednesday, January 26th, 2011	Golden Horseshoe	Join the Golden Horseshoe chapter from 9:00 a.m.-3:00 p.m. for the January chapter meeting. Location and topic will be determined shortly and posted on www.horttrades.com in coming events.
Thursday, January 27th, 2011	Windsor	The Windsor chapter welcomes you from Noon - 3:00 p.m., location and topic will be posted on www.horttrades.com in the events section.

February Chapter Events

Date	Chapter	Description
Tuesday, February 1st, 2011	Durham	The Durham chapter encourages you to come hear the Landscape Management Network discuss business and getting started with spring rate cards. The meeting will be held at the Oshawa Holiday Inn at 10:00 a.m.
Wednesday, February 2nd, 2011	Waterloo	The Waterloo Chapter welcomes you from 7:00-9:00 p.m. at Knights of Columbus, Waterloo. Topic will be determined shortly and posted on www.horttrades.com
Thursday, February 3rd, 2011	Toronto	Join the Toronto Chapter for this exciting all-day meeting at the Toronto Botanical Garden as we learn about Elements of a Successful Maintenance Business.
Tuesday, February 8th, 2011	London	Join the London Chapter at the Lamplighter Inn, Royal Palm Room at 12:00 p.m. for a buffet lunch followed by a seminar on Website Development and Taking Perfect Pictures to Showcase Your Business. Cost is \$25 per person, lunch included. Pre-registration is required, form to be sent in prior to the date. Thank you to our meeting sponsor Landscape Safety.
Wednesday, February 9th, 2011	Upper Canada	Join the Upper Canada Chapter from Noon-3:00 p.m. at the Strathcona Paper Centre in Napanee. The topic will be determined shortly and posted on www.horttrades.com in the events section.
Friday, February 11th, 2011	Georgian Lakelands and Toronto	Enjoy a day on the slopes at the Georgian Lakelands and Toronto annual Ski Day at the Alpine Ski Club. Registration and breakfast begin at 8:00 a.m., lunch is included.
Thursday, February 17th, 2011	Georgian Lakelands	Join the Georgian Lakelands Chapter from 1:00-3:00 p.m. at Innisbrook in Barrie for a locate presentation by the Ontario Regional Common Ground Alliance (ORCGA). The meeting will also discuss apprenticeship opportunities and your business
Thursday, February 17th, 2011	Ottawa	GreenTrade Expo at Landsdowne Park in Ottawa. Don't miss the Ottawa Chapter's annual trade show and seminars for the green industry. Sponsorship opportunities are available. Watch www.greentrade.ca , for more information.

Thursday, February 24th, 2011	Windsor	The Windsor chapter welcomes you from 12:00 - 3:00 p.m., location and topic will be posted on www.horttrades.com in the events section.
Thursday, February 24th, 2011	Golden Horseshoe	Join the Golden Horseshoe chapter in conjunction with the Growers Commodity group from 10:00 a.m.-2:00 p.m. for a growers meeting. Location is to be determined and will be posted on www.horttrades.com when available.

March Chapter Events

Date	Chapter	Description
Tuesday, March 1st, 2011	Durham	The Durham Chapter invites you to the Oshawa Holiday Inn at 8:30 a.m. for the highly anticipated MTO meeting.
Wednesday, March 2nd, 2011	Waterloo	Join the Waterloo Chapter from 7:00 - 9:00 p.m. at the Knights of Columbus, Waterloo for an informative presentation about locates by Ontario Regional Common Ground Alliance (ORCGA). The Waterloo Chapter will also be holding its elections for the following year.
Friday, March 4th, 2011	Toronto	The Toronto Chapter is pleased to present a panel discussion on What to Charge for Design and Build – Breaking out Your Pricing. The meeting will take place at the Toronto Botanical Garden at 6:30 p.m.
Tuesday, March 8th, 2011	London	Please join the London Chapter at the Lamplighter Inn, Royal Palm Room at 7:00 p.m. with social hour between 6:00 - 7:00 p.m. Topic is to be determined.
March 15th- 20th, 2011	All	Canada Blooms: The Flower and Garden Festival, taking place at the Direct Energy Centre, will be celebrating its 15th Anniversary.
Wednesday, March 23, 2011	Georgian Lakelands	Join the Georgian Lakelands Chapter for its spring MTO meeting at Innisbrook from 1:00 - 3:00 p.m.
Thursday, March 24th, 2011	Windsor	The Windsor chapter welcomes you from 5:00 - 8:00 p.m., location and topic will be posted on www.horttrades.com in the events section.
Wednesday, March 9th, 2011	Upper Canada	The Upper Canada Chapter encourages you to attend its March meeting from Noon-3:00 p.m. at the Strathcona Paper Centre in Napanee. Topic will be determined shortly and posted on www.horttrades.com in the events section.
Thursday, March 24th, 2011	Golden Horseshoe	Join the Golden Horseshoe chapter for the annual MTO Road Safety meeting from 8:00 a.m.-3:00 p.m. Additional topics and location will be posted as they become available.

April Chapter Events

Date	Chapter	Description
Wednesday, April 6th, 2011	Waterloo	The Waterloo Chapter welcomes you to the last chapter meeting of the season. Location and topic will be determined shortly.
Thursday, April 7th, 2011	Toronto	Join the Toronto Chapter at 6:30 p.m. at the Toronto Botanical Gardens for its Suppliers' Event - New Product Showcase. Meeting will include dinner and elections for the upcoming year. The Toronto Chapter would like to encourage all owners and managers to invite their employees to this exciting event

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

Seminar Registration Form



Professional Development Seminars 2010-2011

THIS FORM MAY BE COPIED. PLEASE PRINT CLEARLY.

Seminar Fee Details

LO/OPA Members

\$115*

(Includes HST)

Potential

Members \$192*

(Includes HST)

*UNLESS NOTED OTHERWISE IN SEMINAR DESCRIPTION.

Register online at
www.horttrades.com/seminars

Q: Will I receive a confirmation notice by phone, fax or e-mail?

A: Only online registrations will receive an automatically generated confirmation/receipt. Others can safely assume they are registered if you have paid in full. Confirmations will not be sent out. You will be notified if a seminar is changed, cancelled or full.

Register by Jan. 1/11 for seminars held Jan-April, and automatically receive a 10% discount!

Mail or fax with payment to:
Landscape Ontario Winter Seminars
7856 Fifth Line S, RR 4,
Milton ON L9T 2X8
Fax: (905) 875-3942

CLP Study Manuals must be ordered separately. Visit www.clp.canadanursery.com or call 1-888-446-3499.

COMPANY NAME (IF APPLICABLE) _____

ADDRESS _____

CITY _____ PROV _____ POSTAL CODE _____

PHONE _____ FAX _____

E-MAIL _____

IS YOUR BUSINESS A LANDSCAPE ONTARIO MEMBER? ____ YES ____ NO MEMBER OF OPA? ____ YES ____ NO

STUDENT ID # _____ SCHOOL NAME _____

ATTENDEE NAME	COURSE CODE	DATE	FEE

TOTAL PAYABLE \$ _____

PAYMENT: Registration forms must be accompanied with payment.

DO NOT SEND CASH. **Sorry, NO refunds.** If an unfortunate event occurs that prevents you from attending, please send a replacement.

☐ VISA

☐ MasterCard

☐ Cheque
(Payable to
Landscape Ontario)

Card Number

Expiry Date Name on Card

Cardholder Signature

Preferred coaches and consultants

The professional training options below can help you continue your prosperity journey toward new levels of success.



Clarity for the Boss

Jacki Hart, Prosperity Partners program designer, has created Clarity for the Boss, an educational program targeted to solve the people problems in business, and provide solutions to frazzled entrepreneurs. It leverages cutting-edge research to identify the invisible drivers of entrepreneurial business and provides clever tools to demystify achieving better results and growing effective people. The program offers a full toolbox for busy business owners to map a new road toward the new economy, next-generation thinking and sustained success. www.clarityfortheboss.com



JPL Consulting

J. Paul Lamarche of JPL Consulting has worked in the horticultural industry for over 25 years in almost every capacity from design, working on site and supervising major projects to providing consultation services and offering estimating workshops on strategies to improve profitability. His company, JPL Consulting has been advising the horticultural trades across North America since 1984. In 1986 he developed a job-costing system to serve as a management tool for his customers. In 2005 his system was nominated by Landscape Ontario as the one most suitable for its membership. www.jplbiz.ca



The Leader's Edge

Jeffrey Scott, through his company The Leader's Edge, addresses burning issues, shares best practices, and identifies new ways to transform and profitably grow your business. Scott consults with contractors to develop and implement growth plans to take their business to the next level. He has run every aspect of a design-build-maintenance firm, and grew his own business from \$5- to \$10-million. www.GetTheLeadersEdge.com



McLauchlin & Associates

Robert Kennaley of the law firm McLauchlin & Associates practices construction law in Toronto. He speaks and writes regularly on construction law issues, producing a column each month in *Horticulture Review*. McLauchlin & Associates is a highly respected construction law firm, named the 2009 ACQ Financial Canadian Construction Law Firm of the Year and recognized by *Canadian Lawyer Magazine* as one of Canada's leading construction law boutique firms. www.mclauchlin.ca



Sandler Training

Andrew Wall of Sandler Training has successfully worked with landscaping companies, and is familiar with the challenges and opportunities within the horticultural industry. Sandler Training is the global company in management, leadership, sales and customer service development with over 230 locations world-wide. The training centre works with entrepreneurs and small to medium-size businesses that allows owners and presidents to profitably grow their businesses. www.wall.sandler.com



SB Partners

With 20 years experience working at the partner level with owner-managed businesses, Roy Sieben of SB Partners communicates in terms readily understood, without technical jargon. Roy uses his business experience and management expertise to support members of Landscape Ontario in achieving excellence in the five pillars of business success. Sieben works with business owners to identify issues critical to success, and to develop a plan to keep clients focused on achieving those objectives. www.sbparkers.ca

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.
- 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, 2011** for seminars held from **January to April 2011** **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 50) 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)

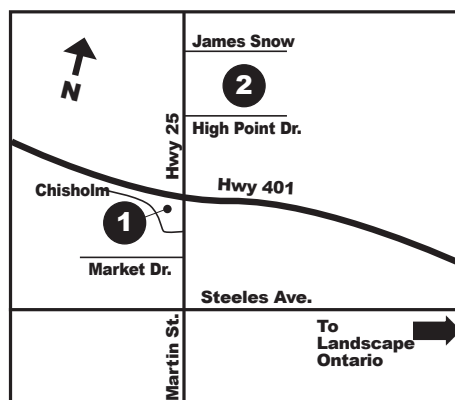
Fax: 905-875-3942

**Online registration available at
www.horttrades.com/seminars starting October 18, 2010.**

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

