

## Calendar of Events

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June 19, 2025  
- June 19, 2025

### **2025 OAEM Annual Meeting of Members (Virtual ZOOM Forum)**

#### **ZOOM**

09:30 AM - 11:00 AM EST

*Registration required.*

*Each year, a report is presented at the Annual Meeting. The report contains a summary of the year's events and highlights, financial statement summary and Board reports. Members will receive an Annual Meeting Information Package, agenda and ZOOM meeting link.*

*We look forward to seeing all of our members at this year's Annual Meeting!*

June 23, 2025

## **Consequence Leadership**

**Fire and Emergency Services Training Institute (FESTI) Mississauga**

**2025 Courtney Park Drive East**

**Mississauga , On L5T1J3**

08:30 AM - 04:30 PM EST

*CPD offering hosted by OAEM and the Fire and Emergency Services Training Institute (FESTI) Mississauga*

### *About:*

*CL is a positive, practical and proven set of tools and way of thinking to improve leadership within the organization to create an environment where your team chooses the actions aligned with expected processes and procedures. CL is especially effective to align proper behaviours and actions to improve safety.*

### *Course Overview:*

*Leaders determine behaviour by the standards they set, communicate, measure, coach and consequences they deliver. While our session will undoubtedly improve leadership behaviours for the participants, we will demonstrate the critical link between CL and Safety. We will review the Safety Pyramid and the Bradley Curve, and how we can impact safety through the application of the models we learn in the session. With over 20 years of research and development behind it, this course is a requirement for all company officers at Canadian Pacific Kansas City (CPKC) and has been successfully delivered at the executive level to other transportation companies. The 24/7 dynamic operations of railways are very similar to that of emergency management with significant volumes of critical incidents involving advanced decision making and leadership.*

*Be prepared for something different. This is not a training course where each attendee gets a binder and they say they are trained. This is a journey, for each individual and for the organization.*

*Duration: 1 day (7 student contact hours):*

*8:30 a.m. to 4:30 p.m.*

### *Location:*

*This course will be delivered on-site at FESTI, OAEM's new training headquarters located at 2025 Courtney Park Drive East in Mississauga, Ontario.*

### *Course objectives:*

- 1. To understand key leadership models such as*
  - ABCs. Antecedents Behaviors Consequences*
  - DCOM. Direction Competency Opportunity Motivation*
  - Q4 Leadership The 4 quadrants of Leadership*
  - PICNIC. Feedback model, Positive Immediate Certain, Negative Immediate Certain.*
  - What's What, So What, Now What*
- 2. To enhance individual and team behaviour through coaching and communication; and*
- 3. To explore the critical link between Consequence Leadership and safety.*

### *Expected outcomes:*

*By the end of the course participants will*

- 1. Be equipped with practical leadership tools and techniques to influence behaviour and outcomes;*
- 2. Be able to set clear objectives for their teams and effectively track and assess progress;*
- 3. Foster active collaboration and ensure safety is a key value;*

*4. Influence organizational culture to deliver world class performance through discretionary effort.*

*Catering:*

*Includes on-site deluxe catering: breakfast, lunch and afternoon break*

*Instructor*

*Tony Marquis, Tomarq*

*About Tony:*

*My transformation from a young aggressive technically adept manager to a leader developing people began when I learned the ABCs. I will share my stories of my own personal journey. I have a Master's in Business from the Ivey School of Business. I began my career in the rail industry as a track maintenance employee, transferring to a conductor position, then locomotive engineer. I have served as President and CEO of Fenoco Rail, a heavy haul railroad in Colombia, South America. I retired from CP Rail a few years ago where I held the position of Senior Vice President of Operations. I am a qualified site-commander and have extensive experience dealing with incidents and accidents. I will demonstrate how those experiences link to Consequence Leadership and their applicability in the Emergency Management sector.*

September 11, 2025

**EOC Scribe Training Workshop - September 11, 2025**

09:00 AM - 04:00 PM EST

*OAEM Continuing Professional Development Program: Scribe Training for the Emergency Operations Centre: Decision Making and Documentation with Training Facilitator Monique Rollin.*

*This high demand workshop will provide participants with training on the importance of the EOC Scribe function and introduce methods and best practices to develop note keeping skills. The virtual workshop will take place on September 11, 2025 from 9:00 a.m. to 4:00 p.m. (with a one hour break from 12:00 noon to 1:00 p.m.) via ZOOM.*

*Description:*

*understand the need to record and maintain current records to assist in the effective command and control of an emergency*

*understand the roles and responsibilities of a Scribe as a member of the Command Staff within the EOC*

*recognize and record pertinent information using a standardized process (Scribe Log provided)*

*assist in the development of an Incident Action Plan (IAP)*

*learn what to expect during an investigation, inquiry, inquest or discovery and be able to complete efficient and standardized notes in a professional manner*

*organize EOC documentation and assist the Incident Commander during Operational Planning Cycle meetings*

*learn how to prepare an emergency preparedness and EOC Scribe Kit for deployment in an emergency*

*All workshop participants will receive an Emergency Management Scribe Manual.*

*Course Fee:*

*Workshop cost is \$145.00 for OAEM Members and \$195.00 for non-OAEM Members.*

*About Monique Rollin:*

*Training Facilitator Monique Rollin is a professional consultant and trainer, highly experienced senior police leader with over 31 years of service experience and demonstrated abilities to develop, train and lead diverse teams to high levels of success.*

*OAEM Continuing Professional Development (CPD) Program*