



Community Futures Cowichan  
E-Newsletter



### Human Resources Speaker Series for Small Business

**Community Futures Cowichan** is offering a Human Resources for Small Business speaker series on the topics of **Engaging Employees, Advertising for New Employees and Competency Based Interviewing.**

- These are no-cost sessions but pre registration is required.
- Seating is limited, call **250-746-1004** to register.
- Coffee and tea will be provided.

This is a three session series in our board room via video conferencing.

#### **Engaging Employees: Interactions That Are Effective (Wed. Feb. 11/09, 7:30-9am)**

Protect your investment and increase employee retention, productivity and effectiveness by learning innovative and practical processes to engage your staff and leadership to create a culture of sharing and growth. *Hosted by John Singleton...[more](#).*

#### **Innovative Advertising: Targeting Employees (Thurs. Feb. 26/09, 7:30 - 9am)**

### Did You Know?

February is **Scams Awareness month** and Cowichan Community Policing and Crime Prevention Team have plenty of good advice for people wanting to avoid being conned.

Community policing warns that bogus letters, faxes and emails are becoming more and more convincing and look professionally produced, often asking for financial details or personal information and can appear to come from well known companies or even financial institutions and banks.

Community Policing Manager Carol-Ann Rolls said: "There are lots of scams circulating at any one time and they are getting more and more sophisticated.

"They may offer the chance to invest in an exciting new money-making investment scheme, an unexpected win on a prize draw or lottery, or ask for

Learn how to make a critical mind-shift: understand that employees are the new customer. Throw away the "Help Wanted" signs and learn how to use inexpensive and creative ways to find the staff that you want and need. *Hosted by Pamela Clausen...[more](#)*.

### **Competency-Based Interviewing (Thurs. Mar. 12/09, 7:30 - 9am)**

Gain an understanding of the concept of competency-based selection of employees using behavioural interviewing techniques, and learn how to craft behavioural interview questions and conduct a behavioural interview. *Hosted by Susan Alley...[more](#)*

your bank account details and can be aimed at businesses as well as consumers."

"Scams Awareness month is an ideal time to focus peoples' attention on this growing problem and provide them with effective and easy ways to avoid falling victim to a scam."

#### Quick Links

Community Futures website  
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