



**AFPA ANNUAL  
GENERAL  
MEETING**

May 31 Edmonton  
Register today  
www.afpa.com/abo/  
agm.shtml

**SPRUCE  
MEADOWS**

June 7-9 Come see  
the AFPA pavilion

**SUPPLY CHAIN  
PRODUCT  
RECALL  
WORKSHOP**

June 18 Edm.  
Call Jyoti

**LEADERSHIP  
DEVELOPMENT  
TRAINING  
PROGRAM**

Begins Sept. 2002  
Janet@afpa.com

**FEASTival of Fine  
Chefs**

Sept. 11, 2002  
AN EARLY SELL  
OUT!

**AFPA**



780-444-2272  
403-201-3657  
info@afpa.com



**MESSAGE FROM THE PRESIDENT**

The first 30 days have been hectic, demanding & above all very very exciting! It is obvious to us all that this is a time of immense change in all aspects of the food production industry starting with the primary producer & including every step along the value added chain. The influences of changing technologies, demographic impact on traditional markets, WTO & NAFTA agreements & the ever increasing demand for safety assurance in the wake of Sept 11<sup>th</sup> & the subsequent Anthrax scare will have a profound effect on the way we do business now & in the future. The business need to raise our standards on both the safety front & in the level of expertise of those employed in our industry has never been greater. Major forums such as the new Agriculture Policy Framework consultation & other provincial initiatives provide an excellent opportunity for the processing industry to make its united voice heard!

The choice is ours – will we be the leaders or the followers in this process? I am reminded of that old adage “the view only changes for the leader of the dog team” & in my opinion the needs of our industry will be best served as leaders rather than followers. Ask yourself if you would be content with the “2nd dog’s view.” The time to take the lead is now & the place to begin is AFPA’s AGM where members can make their voices heard. We encourage you to get involved & demonstrate your desire for AFPA to be the proactive voice for your industry through your attendance & your vote in Edmonton May 31<sup>st</sup>

**ARE YOUR LABELS UP-TO-DATE?**

A presentation on Health Canada’s proposed Nutritional Labelling regulations will be given at AFPA’s AGM. Hear how the regulations will affect your business. The new format, exemptions for small businesses, the new diet related health claims & the timeline for implementation will be discussed.

AFPA has partnered with an accredited lab to offer reduced pricing for ingredient breakdown & nutritional analysis. As a part of our complete service, we provide info on claims that you can make for your product & French/English translations. Contact Spring or Jyoti.

**GOT A PRODUCT RECALL?**

Food product recalls in Canada are a reality, all food companies must be prepared to quickly & efficiently remove products from the marketplace. By attending the Supply Chain Product Recall Workshop, you’ll learn how to implement an efficient recall strategy or enhance the strategy you already have. AFPA is partnering with FCPMC & CCGD to hold a workshop June 18 in Edm. for the low cost of \$75/participant.

The Supply Chain Food Product Recall Manual, regularly priced at \$275, will be provided at **no additional charge to all workshop attendees** to assist in customizing their own recall plans.  
[www.fcPMC.com/english/events/coming\\_events/index.htm](http://www.fcPMC.com/english/events/coming_events/index.htm)

**AFPA PATH TO LEADERSHIP**

Come hear program facilitators, Cormier Consulting Group (CCG) launch the Edm. program at the AGM. CCG will share their leadership development vision, highlights from the Calgary program & talk about why everyone can benefit from sharpening their leadership skills. Hear graduates from the Calgary program talk about the value. Program starting Sept. 10 is 15 days in length, spread over a 9 month period to ensure learners

have opportunities to test concepts within their businesses. [www.afpa.com/iwww/](http://www.afpa.com/iwww/) or [janet@afpa.com](mailto:janet@afpa.com) don’t delay there are only 20 spaces.

**MISSIONS – Contact Arnold**

GIC/Grocery Showcase – interested in exhibiting in the Canadian Section at Grocery Innovations Canada Oct. 27-29 in Toronto or Grocery Showcase West March 23-25 in Vancouver at preferred rates

SAIL Montreal 2003 – Attend an Edm. info session May 15, 8:30-10:30am. Lorrie 780-495-2119.

IFT (Institute of Food Technologists) Conference – June 15-19 in Anaheim, pre-meeting continuing education program June 14-15 [www.am-fe.ift.org/](http://www.am-fe.ift.org/). Cost sharing may be available.



Experience the elegance & charm of an exception hotel, where service is designed to create a perfect stay. The Blackfoot Inn is pleased to extend a promotional rate of \$99/night + taxes to AFPA members (available May – August 2002).

For reservations call 1-800-661-1151 or 403-252-2253  
Calgary, Alberta

Visit our website at [www.blackfootinn.com](http://www.blackfootinn.com)

**WELCOME NEW AFPA MEMBERS**

- ❖ **Gabriel Trading Co.** 780-476-7774 Distributes & trades foods & foods complementary products.
- ❖ **Leaseway Corporation** 403-290-0234 Transportation & storage of fresh, frozen goods.
- ❖ **M Pak Plastics Inc./Alberta Gift Packaging** Manufacturer of food grade poly bags, industrial packaging & specialty packaging products.
- ❖ **Natura Foods** 403-279-6267 Packaging & blending of organic ingredients.
- ❖ **Polar Ice Express** 780-486-7423 Packaged & bulk cube ice, block ice.
- ❖ **Rocky Mountain Wine & Food Festival** 403-228-0777 Consumer show in Calgary & Edm.



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## It's a Billion Dollar Business!

- ◆ **How effectively do the individuals in your work unit communicate with each other?** Do they understand and appreciate individual differences?
- ◆ **Does your group work well as a team?** Do individuals recognize each other's strengths and build on them?

**Is the communication in your organization** contributing to a healthy workplace **or are you contributing to the stress that causes absenteeism, low productivity and decreased profitability?** Recent statistics indicate \$300 billion or \$7,500 per employee, is spent annually in the U.S. on stress-related compensation claims, reduced productivity, absenteeism, health insurance costs, direct medical expenses and employee turnover.

**In the Workplace 2000: *Working Toward the Millennium Report (Canada)*, employees cite the greatest stressors in their jobs include:**

- ◆ **Conflicts with co-workers**
- ◆ Bureaucracy / too much management
- ◆ **Communication / lack of Feedback**

**Effective communication and collaboration** with others in the workplace is imperative to a healthy workplace and ultimately linked to productivity and our success. However, statistics continue to indicate workplace stress continues to grow. Conflicts with co-workers sometimes escalate to violence. We are trying to empower our employees and yet we manage minute details and tasks, when we should be leading. Developing effective leadership and problem solving skills can have a positive impact on productivity and your bottom line.

Taking the time to learn and understand differences and styles supports effective communication. It is our differences that give teams strength; but it is also our differences that sometimes create conflict. Those individuals that react impulsively and loudly can grate on the nerves of someone who is very intense and task oriented, who wants time to think things through. And while they are thinking it through, others have already made the decision and are on to the next problem. Take the time to determine how those on your team are working through issues and build on their strengths.

**Linda Maul is founder & President of Corporate Source Inc. providing effective solutions to address real business and organizational challenges. Also the Distributor of Wilson Learning Products in Western Canada.**

**Increasing the performance effectiveness of your employees!  
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