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Five Good Ideas®

Season 24



How to manage the modern workforce

Thursday, September 24, 2026 | 1-2 p.m.

We can all agree that the world has changed in the last few years – and so have workplaces. Today, managers are facing a workforce shaped by changing demographics, shifting expectations, and growing pressures outside the workplace.

In this Five Good Ideas session, Dave McKechnie, Toronto Office Managing Partner of McMillan LLP and an expert in all areas of employment and labour relations law, will offer practical strategies for managers who want to lead effectively in this new environment.

Dave J. G. McKechnie

Toronto Office Managing Partner
McMillan LLP



Dave is the Toronto Office Managing Partner of McMillan LLP. He is an experienced lawyer with expertise in all areas of employment and labour relations law and business immigration.

Acting for employers on a wide range of disputes, Dave provides counsel on claims of harassment and discrimination, wrongful dismissal, departing employee issues, employment standards complaints, and other workplace disputes. Dave also provides guidance to employers on employment standards, disability management and benefits, employment contracts, employment policies, human rights in the workplace, as well as the negotiation and administration of collective agreements.

Five Good Ideas

1. **Introspection**. What are ***your*** strengths and blind spots as a manager? What are your strengths and blind spots as an organization?
2. **Intention**. Be deliberate in setting not just your goals or an employee's goals but the steps to get there.
3. **Improvise**. Be flexible as not all your employees are coming with the same experiences.
4. **Include**. Be hyper-conscious of your words, actions, and behaviours. Are there unconscious biases that you have that you need to address?
5. **Insulate**. Control what you can control. You need to be conscious of the outside world, but you cannot control it.

Resources

- Suzanne Wertheim, *The Inclusive Language Field Guide*, Berrett-Koehler Publishers, Inc., 2023
- Simon Sinek, *Start with Why*, Penguin, 2009
- Season 1, Episode 9 ("3:00 PM") of "The Pitt"
- Amy Poehler's podcast, "The Good Hang"
- Second City & Comedy Bar Corporate Improv Training Sessions (or equivalent outside of Toronto)

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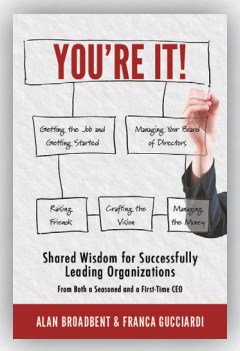
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