

## February 2020 LISTINGS

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#### Moving beyond Project Management towards Change Management

We need to think beyond numbers, goals and facts, and look at the human beings facilitating the technological changes. Do they get it? Do they buy into it? Have you invited their feedback, their opinions and suggestions into account? And have they embraced the change and committed to it? Because this ship will only sail if they are all on board. This focus on the people side of things is Change Management – not to be confused with the CM associated with change orders – and it is critical for any technological change to succeed. <https://www.icinfo.ca/the-people-behind-the-machines/>



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## Don't Get Caught In The Cold When It Comes to Outdoor Winter Maintenance

Canadian winters are some of the harshest around, with extreme cold, blizzard conditions and heavy snow and ice accumulation a common occurrence. As a property owner or lessee, our

association members have responsibilities when it comes to maintaining their property and protecting the safety of others this winter. Follow these links for winter maintenance advice.

<https://www.federated.ca/pdf/3584-066-Winter-Maintenance-En.pdf>

<https://www.federated.ca/pdf/3584-067-Winter-Property-Maintenance-En.pdf>



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Today's digitally connected world has created new and unanticipated risks for organizations of all industries, regions and sizes. With cyber-attacks being the #1 enterprise risk in North America<sup>(1)</sup>, the financial impact and reputational damage associated with cyber incidents have made it crucial for organizations to establish a data privacy and cyber-risk management strategy. [Learn more](#) about our cyber expertise. Not just cyber, be prepared many companies are attacked through Social Engineering.



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