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Thursday, April 7, 2016
St. John's

2016 Conference Series



Katherine Chubbs
Vice President and
Chief Nursing Officer
Eastern Health



Bonnie S. Cochrane
Director,
Partner Development
and Leadership Coach
Studer Group Canada



Heather L. Conway
VP Human Resources
Crosbie Group of Cos.



Amanda Dean
Vice-President, Atlantic
Insurance Bureau
of Canada



Beverley Evans
Partner
Knightsbridge
Robertson Surette



Leslie Galway
CEO
WorkplaceNL

9th edition

Women in Leadership

Successful leadership in today's business environment



Karen Gosse
Vice-President
Planning & Forecasting
Fortis Inc.



Lynn Healey
Partner
Ernst & Young LLP



Cheryl L. Mullett
City Solicitor
City of St. John's



Twila E. Reid
Partner
Stewart McKelvey



Michelle Yetman
Business Lead
Global Transaction
Banking (GTB)
Scotiabank



Jim Keating
VP, Oil & Gas
Chair, Diversity Council
Nalcor Energy
Special Guest

"Broadened my perspective and understanding of important leadership opportunities and challenges."
– DORIANN COOMBS, Director of Innovation, Government of Newfoundland and Labrador

WHO SHOULD ATTEND

Executives, department heads, directors, senior managers, lawyers, accountants, and other professionals who are looking for strategies to become more effective leaders in today's business environment.

JUST SOME OF THE REASONS WHY YOU SHOULD ATTEND

- Learn how to develop a business relationship with yourself
- Understand what sponsorship really means and what makes a good sponsor
- Hear why employee mental health matters and what we can do about it
- Learn the key components to transparent leadership
- Hear a leader's experiences in developing strategies to encourage creative thinking
- Explore the opportunities to gain confidence

TESTIMONIALS FROM ATTENDEES OF PAST CONFERENCES

"The calibre of the speakers was very impressive."

– ANN BROWNE, Associate Vice President Facilities, Memorial University

"Inspirational women, empowering topics. I am a young woman who, after attending this conference, feel inspired to keep following my passions and reaching for my goals."

– GIOIA MONTEVECCHI, formerly with Aboriginal Affairs, Government of Newfoundland and Labrador

"The topics certainly make you think about your own experiences and how you conduct yourself in the workplace."

– JOCELYN PERRY, CFO, Newfoundland Power Inc.

"I found great value in the exposure to women leaders of diverse backgrounds."

– REBECCA PHILLIPPS, Legal Counsel, Workplace Health, Safety and Compensation Commission

"I learned a lot. I was inspired. I expanded my network."

– ANN MARIE VAUGHAN, President & CEO, College of the North Atlantic

"I enjoyed all topics. Was introduced to strong women from my community."

– GLORIA YOUNG, CFO, Cox & Palmer

PARTIAL LIST OF ATTENDEES FROM PAST CONFERENCES

Air Canada • Allstream • Astra Zeneca • BC Housing • BCLC • BDC • BHP Billiton • BMO • Bank of America • Bell • Bombardier • CATSA • CGI • CIBC • CMHC • *Cirque du Soleil* • City of Victoria • Cogeco • Concentra Financial • Conexus Credit Union • Dalhousie University • Davies • Deloitte • EDC • eHealth SK • Enbridge • Ericsson • Ernst & Young • Farm Credit Canada • Fraser River Port Authority • Government of NL • Greater Victoria Public Library • ICAA • Iron Ore • KPMG • Laurentian Bank • MNP • MPI • McMillan • Medisys • Memorial University • Molson • NSLC • National Bank of Canada • Ontario Power Generation • *Ordre des ingénieurs du Québec* • Osler, Hoskin & Harcourt • Pfizer • Port of Halifax • Pratt & Whitney • PwC • RBC • Radio Canada • Red River College • Royal BC Museum • SaskEnergy • Scotiabank • Shell • Sobey School of Business • Standard Life • Sun Life • TD • Ted Rogers School of Management • TELUS

FEMMES DE CARRIÈRE EN INTERACTION - CAREER WOMEN INTERACTION (FCI-CWI)

FCI-CWI is a leading provider of leadership conferences for women executives and professionals across Canada. With high calibre speakers from a cross-section of industries, the conferences provide attendees with strategies to become more effective leaders.

9th edition

Women in Leadership

Successful leadership in today's business environment

8:15 Registration and networking breakfast

SESSION 1

Chair: HEATHER L. CONWAY, Crosbie Group of Companies

8:45 Opening remarks by Chair

8:50 – 9:25 Choosing your attitude

KATHERINE CHUBBS, Vice President and Chief Nursing Officer, Eastern Health

Negative attitudes often damage and destroy workplaces. Our attitudes influence how much we enjoy and succeed in our own work and how enjoyable and successful those around us can be in theirs. Under the LEADS leadership framework for healthcare, one of the key competencies in a leader is the ability to lead self. A big component of how you lead yourself is choosing your attitude. This presentation will highlight how through using the LEADS framework, and following practices within the FISH philosophy, employees can:

- Choose the attitude
- Make work much more enjoyable

9:25 – 10:00 The most important relationship to manage – Yourself!

KAREN GOSSE, Vice-President Planning & Forecasting, Fortis Inc.

"You've got to find yourself first. Everything else'll follow." – Charles De Lint, Canadian author. The most important relationship in your life is the relationship you have with yourself. Your "self-relationship" is the foundation of everything, setting the stage for personal success, happiness and relationships with others. In this session, Karen Gosse will explore and share ideas on:

- Identifying the nature of your "self-relationship"
- How to develop a business relationship with yourself
- The benefits of a healthy relationship

Reserve your spot today.

10:00 – 10:15 Networking break

10:15 – 10:50 Networking: A leadership fundamental

MICHELLE YETMAN, Business Lead, Global Transaction Banking (GTB), Scotiabank

Networking is about making connections and building enduring, mutually beneficial relationships. Increasingly, leadership is defined not just by the amount of hours in front of a computer but your ability to connect with others. To succeed in business means continually connecting with new people, cultivating relationships and leveraging best practices. Networking takes time and it matters. High performers have strong ties to:

- People who provide new information, ideas and expertise
- People who provide mentoring, support and resources
- People who give developmental feedback, challenge and push them to be better

Networking provides the venue to engage support in all of these areas. If success is achieved in building a supportive network, new opportunities will be the result.

10:50 – 11:25 Having a sponsor: The key to achieving your career goals

LYNN HEALEY, Partner, Ernst & Young LLP

The business case for women's advancement is clear. Time and time again, studies show that women deliver positive, quantifiable results in leadership positions. But women continue to face an uphill battle when they pursue professional advancement. Why? Without active sponsorship from senior leaders — the majority of whom are male — women will not have the empowerment, exposure and experience they need for career growth. Sponsors put proverbial "skin in the game" to bridge gaps and make connections for those they're sponsoring. Unlike mentoring, which may often be limited to occasional meetings and coaching sessions, sponsorship is a long-term, hands-on commitment to encouraging, fighting for and creating advancement opportunities for high-potential individuals. In this discussion, we'll answer some key questions about how to build successful sponsorship relationships that can make a real difference on the road to gender parity:

- What does sponsorship really mean, and what makes a good sponsor?
- Why sponsor someone, or why seek out a sponsor?
- How can we put sponsorship into practice in real life?

11:25 – 12:00 The importance of having women in senior leadership roles within an organization

JIM KEATING, Vice President, Oil & Gas, Nalcor Energy; Chair, Diversity Council, Nalcor Energy

Jim Keating will speak from his personal experience in leading Nalcor Energy's Diversity Council and how opportunities are created for women to advance in the organization. He will also explore how to remove barriers to help women succeed.

- Great organizations will have a healthy diversity at all levels, especially gender diversity
- Ways in which Nalcor Energy had shaped opportunities to advance women
- Removing barriers to help women succeed

12:00 – 1:00 Networking lunch

Reserve your spot today.

SESSION 2

Chair: BONNIE S. COCHRANE, Studer Group Canada

1:00 Remarks by Chair

1:05 – 1:40 Employee mental health: Why does it matter & what do we do about it

Keynote:

LESLIE GALWAY
CEO
WorkplaceNL

One in five Newfoundlanders and Labradorians will experience mental illness or addiction this year. Our workplace plays a large part in our daily life and the lives of those we work with, and is an important factor in our psychological well-being. Working conditions, how decisions are communicated and the way in which people interact with each other on a daily basis all impact our mental health. Knowing how to positively influence employee mental health can lead to staff that are healthier and more engaged. There are great tools and standards available to help us.

- Recognizing the whole person in the workplace
- Positive influences on employee mental health
- One organization's journey to date

Leslie Galway was appointed to the role of Chief Executive Officer for the Workplace Health, Safety and Compensation Commission (WorkplaceNL) on January 2, 2008. Prior to her appointment, she was Deputy Minister of Business, Government of Newfoundland and Labrador. Ms. Galway also served as the President and CEO of Newfoundland Ocean Industries Association (NOIA). Ms. Galway currently serves on several councils and committees, including the Association of Worker's Compensation Boards of Canada (AWCBC), Canadian Council on Occupational Health and Safety (CCOHS) and the Minister's Advisory Committee on Occupational Health and Safety.

1:40– 2:15 Demonstrating transparent leadership

CHERYL L. MULLETT, City Solicitor, City of St. John's

Every organization will face challenges and without open communication about those challenges, organizations will struggle to overcome them. It is fundamental that you cultivate relationships with your employees that are built on respect, trust and reliability. Leaders who do not value feedback and are unapproachable cannot effectively lead. The key components to transparent leadership are:

- Open and honest communications
- Sharing of information about the organization
- Leading by example
- Positive reinforcement
- Constructive and respectful feedback

Reserve your spot today.

2:15 – 2:50 Encouraging creative thinking

TWILA E. REID, Partner, Stewart McKelvey

Innovation is today's buzz word. Creative thinking drives innovation and fuels success. In this session, Twila Reid will share her experience as a lawyer and columnist in developing strategies to encourage creative thinking, including:

- Changing problems to goals
- Channeling critical thinking into creative thinking
- Diversifying your experience portfolio

2:50 – 3:05 Networking break

3:05 – 3:40 Overcoming the confidence gap

BEVERLEY EVANS, Partner, Knightsbridge Robertson Surette

Studies suggest that on average, women surpass their male counterparts on the majority of competencies attributed to effective leadership, with one very important exception: Confidence. This gap in confidence is believed to be a key factor attributing to the under representation of women in leadership.

- Have you foregone a promotion or not applied for a job just to see someone less qualified get the role?
- Are you afraid to switch industries, functions or companies because you don't think you can be successful?
- Do you ever feel like an imposter and that one day you will be "found out"?

How can we effectively promote ourselves, our points of view, and our accomplishments in a manner in which we are comfortable? And, is it really necessary to do so? ABSOLUTELY! Together we will explore opportunities to gain confidence and bridge the gap.

3:40– 4:15 Influence: The measure of leadership

AMANDA DEAN, Vice-President, Atlantic, Insurance Bureau of Canada

Effective influence is one way that goals are accomplished; but it's not just about always winning the negotiation. External to your organization, understanding the other side of the position you take creates real meaning. Within your organization, it's about creating conditions for inspiration within the team as difficult jobs often have a bigger purpose in providing people with a sense of belonging. This discussion will further explore:

- Self-awareness: just the beginning
- Values are personal, objectives are business: the two need to work together
- Exercising influence internally and externally to your organization

4:15 Closing remarks of Chair and end of conference

Reserve your spot today.

WOMEN IN LEADERSHIP CONFERENCE

Thursday, April 7, 2016

Murray's Pond Country Club, 1464 Portugal Cove Road, Portugal Cove-St. Phillip's, NL

REGISTRATION FORM

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To pay by credit card: <http://www.fci-cwi.com/project/st-johns-2/>

In case of cancellation:

To cancel your registration, send an e-mail to registration@fci-cwi.com. Cancellations received by March 15, 2016 will incur a cancellation fee of \$250 + HST. The registration fee + HST will be forfeited for cancellations received after March 15, 2016; if you have not paid the registration fee, you will be invoiced for the full amount of the registration fee + HST. A substitute attendee is welcome.

FCI-CWI may cancel the event if deemed necessary and will provide a full refund. No liability is assumed by FCI-CWI for changes in program date, content or venue.

Reserve your spot today.