

Victoria • Vancouver • Calgary • Edmonton • Saskatoon • Regina • Winnipeg • Toronto • Ottawa • Montreal • Moncton • Halifax • St. John's



Thursday, May 14, 2015
Toronto

2015 Conference Series



Natalie Benitah
Vice President
HP (Canada) Co.



Lori Cammerota
Divisional VP
HBC Lord & Taylor



Carla Carmichael
Vice President
OPG



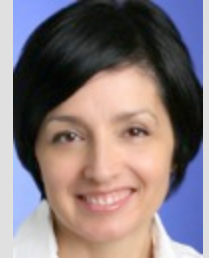
Victoria Carrier
Senior Legal Counsel
OSC



Sarah Coombs
Partner
NATIONAL PR



Jennifer Elia
AVP
Sun Life Financial



Luzita Kennedy
Partner
KPMG

2nd edition

Women in Leadership

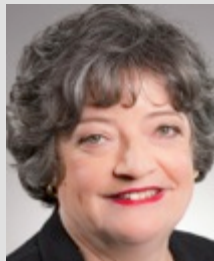
The success factors



Laurie LeBlanc
Deputy Minister
Gov. of Ontario



Dimple Mehta
Senior Advisor
Cresa Toronto



Janet E. Minor
Treasurer
The LSUC



Muneeza Sheikh
Partner
Levitt Grosman



Jacqueline Taggart
Associate Partner
Aon Hewitt



Joanna Wilson
Vice President
NATIONAL PR

"Content was relevant. A day to pause, reflect and listen. A spa day for the brain."
– **NORAH ALEXANDRE, Director Regional Operations, Intact Insurance**

This program has been accredited by The LSUC for 4.05 Professionalism Hours. This program is also eligible for up to 2.55 Substantive Hours.



WHO SHOULD ATTEND

Executives, department heads, directors, senior managers, lawyers, accountants, and other professionals who are looking for strategies to become more effective leaders.

JUST SOME OF THE REASONS WHY YOU SHOULD ATTEND

- Get tips on balancing your personal values with corporate and political direction
- Understand the role of emotions and ethics in decision-making
- Examine why brand clarity is one of the most powerful levers that strong leaders can actively use to bring sustainable results
- Find out how to go about setting up both informal and formal mentoring relationships
- Learn how to create environments where it's ok to talk about mental health, at home and at work
- Understand the impact of the confidence gap on achieving your goals

TESTIMONIALS FROM ATTENDEES OF PAST CONFERENCES

"Inspiration. Great networking. This conference is a must in a fast pace working world!"

– EDITH CLOUTIER, Vice President, Eastern Region Sales, Allstream

"It is an excellent opportunity to build new relationships and share personal experiences from a woman's perspective."

– RHONDA EKSTROM, Vice President, Business Development, Global Transportation Hub

"Met many women in leadership and took away many good ideas and tips to become a better leader."

– AILEEN MADDEN, General Auditor, Air Canada

"Inspired to move from a mindset of managing people to leading people and develop my own authentic leadership style."

– JENNIFER PEDE, Vice President, Consulting & Deals, PricewaterhouseCoopers

"Learned about interesting companies and leadership styles."

– NICOLE STEFANIUK, Controller, Winnipeg Airports Authority

"Important to take time out of our busy lives to reflect on these important topics."

– LAURA WIEBE, President & CEO, Saskatchewan Mutual Insurance Company

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 Canada • 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.

7:45 Registration and networking breakfast

SESSION 1

Chair: JOANNA WILSON, NATIONAL Public Relations

8:10 Opening remarks of Chair

8:15 – 8:50 Leadership and integrity

LAURIE LeBLANC, Deputy Minister of Municipal Affairs and Housing, Government of Ontario

Leadership happens at all levels within an organization. What does it take to be a successful and credible leader in the public sector? Laurie LeBlanc will discuss her experience leading with integrity, and why integrity matters. In her presentation, Laurie will discuss:

- Organizational values and the role they play in shaping leaders
- Personal values and their impact on how we lead
- Balancing your personal values with corporate and political direction
- Why integrity matters

8:50 – 9:25 Engaging a diverse workforce

MUNEEZA SHEIKH, Partner, Levitt Grosman

What do we mean when we talk about diversity in the workplace? This session will explore and examine the importance of promoting diversity beyond various identity groups, to also include diversity of thoughts and experiences, and why we need diversity to foster growth, success and innovation. The presentation will also cover:

- The impact of diversity on productivity, performance and culture
- Embracing diversity and the opportunities and challenges that may accompany it
- Diversity in leadership – a personal perspective

9:25 – 10:00 Encouraging creative thinking within the organization

JACQUELINE TAGGART, Associate Partner, Regional Practice Leader, Aon Hewitt

What is creative thinking and why do some organizations seem to do it effortlessly, while other organizations struggle? Do they have all the smart, imaginative people? Sometimes it can feel like that, but no – that's not the case. Creative thinking is about risk-taking and interacting in an environment of acceptance. This session will give you tactics to:

- Nurture your organizational creativity
- Recognize possibilities and sort them into now, next and later
- Act to bring them to life and create greater opportunities for your organization and your employees

Leave preconceptions and constraints outside in the hall and join us to talk about what could be!

Register today at: registration@fci-cwi.com

10:00 – 10:15 Networking break

10:15 – 10:50 Leading with emotional intelligence

VICTORIA CARRIER, Senior Legal Counsel, Ontario Securities Commission

"We should take care not to make the intellect our god. It has, of course, powerful muscles, but no personality. It cannot lead, it can only serve" – Einstein. Leaders have always played a primordial emotional role – in cultures everywhere, the leader is one whom others look to for direction, assurance and clarity when there is a job to be done. Emotional intelligence is not a single trait or ability, but a composite of distinct emotional reasoning abilities: perceiving, understanding and regulating emotions. In the modern organization, the ability to achieve peak performance depends in large part on how employees manage their relationships with others. Emotional intelligence helps an organization to commit to a basic strategy, build relationships inside and out, and promote risk taking and innovation. In this presentation, Victoria Carrier will discuss:

- What is emotional intelligence
- The connection between behavior, emotions and performance
- Developing emotional intelligence to achieve personal and business success

10:50 – 11:25 Strategic decision-making

DIMPLE MEHTA, Senior Advisor, Commercial Real Estate Services, Cresa Toronto

Decision-making is a fundamental skill for any successful executive, but decisions at a strategic level are hard to make. If you can learn how to make timely, well-considered decisions, then you can lead your team and organization to success.

- Decision framing
- Information and intelligence gathering
- Build adaptability into your decisions
- Understand the role of emotions and ethics in decision-making
- Create a strategic decision-making mindset
- Learn from experience

11:25 – 12:00 Identifying your leadership style

JANET E. MINOR, Treasurer, The Law Society of Upper Canada

Janet Minor was elected Treasurer (the highest elected official) of The Law Society of Upper Canada, the governing body for more than 47,000 lawyers and 6,100 licensed paralegals. Having graduated from Law School in the 1970s, her personal journey to leadership in a profession that was male dominated at that time has been full of challenges. Janet will speak about those challenges both personally and professionally and the primary factors that have led to her success and approach to leadership including:

- Leading by engagement and consensus building
- Networking and forging connections
- Positive framing to manage risks and challenges

12:00 – 1:00 Networking lunch

Register today at: registration@fci-cwi.com

SESSION 2
Chair: LUZITA KENNEDY, KPMG

1:00 – 1:35 Building and leading senior executive teams

Keynote:

LORI CAMMEROTA
Divisional Vice President
HBC Lord & Taylor

Leadership, in today's challenging economic and social conditions, is critical to delivering business results. How interested are you in creating high-energy teams who deliver superb, sustainable results? In this session, we will explore:

- How your personal 'why' motivation is a powerful tool to create and communicate your team brand and vision
- How clearly understanding how your key team members' core values influence team dynamics will enable you to align the right person in the right role
- Why brand clarity and role alignment are two of the most powerful levers that strong leaders can actively use to bring sustainable results – all the while increasing the happiness factor of her teams

Lori Cammerota believes that every person has passion, skills and energy they want to invest in fun and exciting ways in both their personal and corporate lives. As a professional coach, Lori loves to add value to people's lives through executive, team and one on one coaching. Helping people discover their inner values, what their inner motivation and how they show up to others enable her clients to prioritize what they want to focus their energy on to love their life. Leading people through processes to identify their personal and / or team brand strategies generates alignment so that their future path is fun, exciting and profitable. Lori has been fortunate to enjoy unique experiences in blue chip companies such as Hudson Bay Company, Loblaws, Sobeys, DHL Express Canada, Purolator Courier, Canadian Tire, CIBC and Deloitte. She has led operational teams as well as large scale projects in finance, strategic planning, logistics and store operations, HR, enterprise resource planning and marketing. As a Vice President, CFO and other senior roles, she's keenly aware of the importance of leading high-energy teams. Her practical nature and her passion for unlocking people's real energy is the 'secret sauce' to working together.

1:35– 2:10 The role of peer mentoring

NATALIE BENITAH, Vice President Print Category, Hewlett-Packard (Canada) Co.

Did you ever find yourself wondering, "How did she get that job, what did she give up?" Or maybe you think, "She has it together. I wish I could chat with her to understand how she manages the balancing act". Well, you may not get the answers to all these questions, but what you will get are:

- An appreciation on how to connect with mentors across your network and understand the benefit this can have on your professional and personal life
- An appreciation of the benefits of being mentored and mentoring others
- How to go about setting up both informal and formal mentoring relationships

Register today at: registration@fci-cwi.com

2:10 – 2:45 Making a difference through volunteerism

SARAH COOMBS, Partner, NATIONAL Public Relations

"No act of kindness, no matter how small, is ever wasted." – Aesop. As business leaders, we have a responsibility to give back to the communities where we live and work. Can you afford to take the time and resources necessary to support your communities in a very real way through volunteerism? How can volunteerism become an integral part of your organization?

- What's in it for your organization?
- How can you make a difference?
- How do you get started?

2:45 – 3:00 Networking break

3:00 – 3:35 Mental health and wellness in the workplace

JENNIFER ELIA, Assistant Vice President, Health & Wellness, Group Benefits, Sun Life Financial

At any given time, one in five Canadians is suffering from mental illness, which means that it's more important than ever for us to give priority to our mental health. And this is affecting our employees and our organizations; today, mental illness is the leading cause of disability in Canada. By sharing personal stories and workplace best practices, Jennifer Elia will show that, as leaders, we all have a role to play in breaking down barriers and opening up the mental health conversation. Together, we can:

- Communicate the importance and impact of good (or poor) mental health
- Create environments where it's ok to talk about mental health, at home and at work
- Provide access to information, tools, and support
- Lead by example by taking care of ourselves

3:35 – 4:10 The impact of the confidence gap on achieving your goals

CARLA CARMICHAEL, Vice President Nuclear Finance, Ontario Power Generation (OPG)

Studies have shown that companies with female leaders do better and that they actually rank higher than their male counterparts on almost all leadership aspects except one: CONFIDENCE. This gap is one of the key contributors to female leaders not reaching the C-suite. Carla Carmichael will share her experiences overcoming the Confidence Gap on the road to achieving her career goals.

- 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 feel like an imposter and that one day you will be "found out"?

4:10 Closing remarks of Chair and end of conference

Register today at: registration@fci-cwi.com

WOMEN IN LEADERSHIP CONFERENCE

Thursday, May 14, 2015
The Albany Club, 91 King Street East, Toronto

REGISTRATION FORM

Please print clearly.

FIRST NAME _____ LAST NAME _____

COMPANY _____ TITLE _____

MAILING ADDRESS _____

CITY _____ PROVINCE _____ POSTAL CODE _____

TELEPHONE _____ FAX _____ E-MAIL _____

SIGNATURE _____ REFERRED BY _____

Check applicable rate:

SAVE \$200 Register by March 23

Early-bird rate: Register and pay by March 23, 2015

\$799 + HST \$103.87 = 902.87

Regular rate: Register and pay by April 27, 2015

\$999 + HST \$129.87 = \$1,128.87

GST: 85486 8437 RT0001

SPECIAL RATE! 4 people for the price of 3

Register 3 people at applicable rate at the same time,
and get a FREE registration for a 4th person.

Payment must be made in one cheque.

Submit your registration form to: registration@fci-cwi.com

Full payment is required in advance of conference date.

Please make your cheque payable to CAREER WOMEN INTERACTION and mail it to:

FCI-CWI
925, de Maisonneuve West #312
Montreal (Quebec) H3A 0A5

In case of cancellation:

To cancel your registration, send an e-mail to registration@fci-cwi.com Cancellations received by April 14, 2015 will incur a cancellation fee of \$250 + HST. The registration fee + HST will be forfeited for cancellations received after April 14, 2015; 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.

Register today at: registration@fci-cwi.com