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**Thursday, November 21, 2019**  
**Toronto**

**2019 Conference Series**



**Gordana Terkalas**  
SVP Human Resources  
Aecon Group Inc.



**Katherine Cooligan**  
Regional Managing  
Partner – Ottawa  
BLG LLP



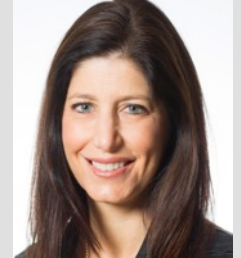
**Karen Thomson**  
VP, Corporate Svcs  
George Brown College



**Charles Brown**  
President & CEO  
LifeLabs



**Jo-anne Marr**  
President & CEO  
Markham Stouffville  
Hospital



**Natalie Benitah**  
Sr. Director, Partner  
Strategy & Go-To-Market  
Microsoft Canada

9<sup>th</sup> edition

# Women in Leadership

Leading the way

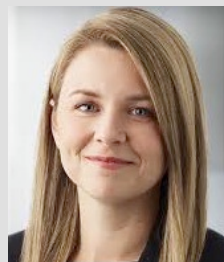
**Co-Chairs:**



**Brian Gallant**  
Special Advisor  
Innov., Cybersec., & Law  
Ryerson University  
Former Premier of NB



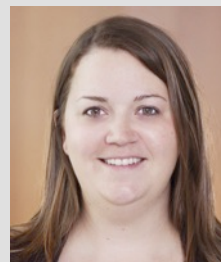
**Vittoria Varalli**  
VP Sustainability  
& Chief of Staff  
Sobeys Inc.



**Kathleen Chevalier**  
Partner  
Stikeman Elliott LLP



**Sepanta Dorri**  
VP, Corporate Dev.  
Teck Resources



**Terri Mann**  
VP, Financing  
BDC



**Donna Pascal**  
VP, HR  
& Talent Mgmt  
Dynacare

*"Excellent nuggets from each presenter."* – Major **PAULINE GRUER-CAULFIELD**, The Salvation Army

[www.fci-cwi.com](http://www.fci-cwi.com)

## WHO SHOULD ATTEND

C-Level Executives, Presidents, Vice Presidents, Directors, Managers, Team Leaders, Entrepreneurs, 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

- Get tips on how best to set and achieve your goals
- Know the anatomy of taking smart risks
- Understand the workplace impacts of cannabis legislation
- Take a look at what is required to embed innovative thinking within an organization
- Hear how to clear roadblocks to senior leadership
- Get tactics on how to overcome the Imposter Syndrome

## WHAT ATTENDEES ACROSS CANADA ARE SAYING

*"Very informative. Great concepts to incorporate in my own day to day leadership."*

– JANE BUTTON, Regional VP, Small Business, Conexus Credit Union

*"Such a privilege to engage with a room filled with strong, inspiring women who are committed to being, supporting and championing women in leadership."*

– KATHERINE COOLIGAN, Regional Managing Partner – Ottawa, Borden Ladner Gervais LLP

*"Incredibly informative and motivating."*

– KARA DORT, VP Finance & Strategy, Nova Scotia Gaming Corporation

*"It's very rare we get to hit 'Pause' button for the day and make genuine connections with fellow senior female leaders in the city. This conference allowed me to do just that."*

– JACQUELINE GALLAGHER, VP/Managing Partner, SK & BC, David Aplin Group

*"Great to hear such diversity of thought."*

– KATHRYN LAURIN, CEO, Victoria Symphony

*"Stimulating topics. Networking opportunities."*

– SUSAN SENEAL, President & CEO, A&W Food Services of Canada Inc

## PARTIAL LIST OF ATTENDING ORGANIZATIONS FROM PAST CONFERENCES

Access Credit Union • Alberta Pensions Services Corporation • BCLC • BDC • BHP Billiton • BMO • Best Buy Canada • Birchwood Automotive Group • CATSA • CIBC • CNA • Capital One • Capital Power • City of Toronto • Coast Capital Savings • Concentra • Conexus Credit Union • Dalhousie University • Deloitte • Dentons • Dynacare • EPCOR • EY • Enbridge • Farm Credit Canada • Finning • First West Credit Union • Fundserv • Government of Nova Scotia • Grant Thornton • Greater Victoria Public Library • HIROC • HP Canada • Halifax Regional Municipality • Husky Energy • ISC • Intact • Johnston Group Inc. • KPMG • LTSA • LifeLabs • MNP • McMaster University • Medavie • Memorial University • Morneau Shepell • NL Hydro • NSLC • Nova Scotia Power • Office of the Auditor General of BC • Ontario Power Generation • PwC • Pacific Blue Cross • Port of Vancouver • RBC • Research Manitoba • Stewart McKelvey • Tourism Nova Scotia

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

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

9<sup>th</sup> edition

# Women in Leadership

## Leading the way

### 8:15 Registration and networking breakfast

**Morning Chair:**  
**TERRI MANN, BDC**

### 8:45 Opening remarks of Chair

### 8:50 – 9:25 Creating enthusiasm at work

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**NATALIE BENITAH, Sr. Director, Partner Strategy and Go-To-Market, Microsoft Canada**

High performing teams deliver better results for organizations. There's an old saying, "Nothing is so contagious as enthusiasm." This is also true in the context of business. Enthusiasm. Excitement. Energy. Once it's in the air, everybody seems to feed off it.

- What does enthusiasm in the workplace look like?
- How do you harness that enthusiasm to help deliver business results?

### 9:25 – 10:00 Be a leader that strives for excellence

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**KAREN THOMSON, Vice-President, Corporate Services, George Brown College**

To strive is to thrive. An organization is either regressing, static in a changing world, or leading. In today's world of constant change, creativity, innovation and disruption, one cannot truly 'lead' without 'being' excellent. That simply means being better than expected.

- Better than your competitors
- Seeing and tapping the potential in the team around you – even when they can't see it themselves
- Be the first at being the best and never let them catch you

This theme can apply to any discipline in any organization. The rewards are innumerable.

**Reserve now: [registration@fci-cwi.com](mailto:registration@fci-cwi.com)**

## 10:00 – 10:35 Setting and achieving goals

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**BRIAN GALLANT, Special Advisor on Innovation, Cybersecurity and Law, Office of the President, Ryerson University; Former Premier of New Brunswick**

To achieve your goals, you must begin by properly reflecting on who you are as a person and what impact you want to have on this world. By understanding your purpose, by deciding what you want out of life, and by being as productive as possible, you will be able to lay out and deliver a detailed plan to achieving your personal definition of success. During this session, we will discuss how best to:

- Set your goals through reflection
- Achieve your goals through productivity
- Evaluate your success through your perspective on life and the world

## 10:35 – 10:50 Networking break

## 10:50 – 11:25 Strategic risk taking

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**GORDANA TERKALAS, Senior Vice President, Human Resources, Aecon Group Inc.**

Taking professional risk can be a daunting endeavor, especially for anyone struggling with developing critical thinking capability, confidence, and political astuteness. But strategic risk taking is a critical competency for any leader. Knowing how to navigate and make difficult decisions is one of the most important ways for women to evolve and enhance their careers. This talk will aim to explore practical ways to:

- Understand and evaluate risk
- Leverage critical and creative thinking
- Building the confidence required to take strategic risk

## 11:25– 12:00 Dealing with cannabis in the workplace

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**KATHLEEN CHEVALIER, Partner, Stikeman Elliott LLP**

The legalization of cannabis raises challenges for Canadian employers as they face various cannabis-related issues with respect to accommodation, policy intersection and health and safety. In this session, lawyer Kathleen Chevalier will address:

- The potential workplace impacts of cannabis legislation
- What employers anticipated and what has occurred since cannabis legalization
- The need for employers to amend existing policies to address cannabis in the workplace

## 12:00 – 1:00 Networking lunch

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**Afternoon Chair:  
DONNA PASCAL, Dynacare**

**1:00 – 1:35 Taking smart risks**

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**Keynote Speaker:  
JO-ANNE MARR  
President & CEO  
Markham Stouffville Hospital**

Hospitals are complex organizations – 24 hours a day, 365 days a year, caring for patients in life and death situations. The professionals caring for these patients are a diverse group, comprised of multiple unionized workers, health care professional staff, volunteers and physicians, who are not employees of the hospital. The ability to move a complex organization forward requires a thoughtful approach to risk. In Jo-anne Marr's leadership experience, these smart risks can be categorized in three ways:

- When to take a risk, be courageous and go it alone
- When to encourage others first, then take smart risk
- When not to take the risk at all

This is the anatomy of taking smart risks.

*Throughout her career, Jo-anne Marr's focus has been on driving transformational initiatives that have a positive impact on the overall patient experience and patient care redesign. Prior to joining MSH in 2015, Jo-anne was the CEO of the Central Community Care Access Centre. Previous to that, she held leadership positions at Mackenzie Health including interim CEO, Executive Vice President and Chief Operating Officer. Jo-anne has extensive experience working in the healthcare sector in both administrative and clinical (nursing) leadership positions, as well as healthcare consulting roles. Her experience spans public and private sectors, academic and community hospitals. Jo-anne holds a Master of Science in Nursing, a Master of Business Administration and she is a Certified Health Executive.*

**1:35 – 2:10 Empowering teams**

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**VITTORIA VARALLI, VP Sustainability and Chief of Staff, Sobeys Inc.**

It's impossible to make progress in Sustainability without working cross-functionally and building integrated strategies, goals and plans. Empowering your cross-functional teams and partners is just as important as ensuring your team understands your strategy. In this presentation, Vittoria Varalli will talk about:

- Strategy should always define structure
- Setting goals that your cross-functional partners can stand behind
- The relationship between trust and performance
- Fostering innovation through empowerment

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## **2:10 – 2:45 Innovative leadership**

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### **CHARLES BROWN, President & CEO, LifeLabs**

Creating a climate of innovation to stay competitive and relevant has never been more important in business today, as we are operating in unpredictable environments. After driving innovation across a range of rapidly-changing industries, Charles has built a career of being an agent of change. What is the secret sauce? Charles will speak to his perspective on the ingredients required to embed innovation (and innovative thinking) within an organization, including:

- Taking a customer-centred approach, and building a disciplined focus around it
- Focusing on culture, because as they say, “culture eats strategy for breakfast”
- Fostering diversity of thought at the decision-making table, both personally and professionally

## **2:45 – 3:00 Networking break**

## **3:00 – 3:35 Clearing roadblocks to senior leadership**

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### **KATHERINE COOLIGAN, Regional Managing Partner - Ottawa, Borden Ladner Gervais LLP**

Women can unleash their full potential even in the face of seemingly insurmountable roadblocks. Perspective, turning challenges into opportunities, and finding resources can make all the difference. Hear one story about paving way into senior leadership, persevering in the face of obstacles, including gender-related biases and traumatic life events, by:

- Making bolder moves
- Seeking out and saying yes to intimidating opportunities
- Forging ahead and reaping the personal and professional rewards

## **3:35 – 4:10 Overcoming the Imposter Syndrome**

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### **SEPANTA DORRI, Vice President, Corporate Development, Teck Resources**

On occasion, each one of us has felt like an imposter in our own workplace. This is particularly true when we start a new job, progress to a more senior position, or lead a new team or project. Sepanta Dorri would like to share her own experiences with the imposter syndrome, and share tactics that have helped her overcome it.

- Come prepared
- Believe in what you say
- Act first, feel second

## **4:10 Closing remarks of Chair and end of conference**

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## WOMEN IN LEADERSHIP CONFERENCE

Thursday, November 21, 2019  
RCMI, 426 University Avenue, 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 October 4**

Early-bird rate: Register and pay by October 4, 2019

☐ \$799 + HST \$103.87 = \$902.87

Regular rate: Register and pay by November 1, 2019

☐ \$999 + HST \$129.87 = \$1,128.87

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#### **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 4<sup>th</sup> person.

Payment must be made in one cheque.

Submit your registration form to: [registration@fci-cwi.com](mailto:registration@fci-cwi.com)

Please make your cheque payable to FCI-CWI and mail it to:

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925, de Maisonneuve West #312  
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To pay by credit card: <https://www.fci-cwi.com/register-for-event/?id=4229>

In case of cancellation:

To cancel your registration, send an e-mail to [registration@fci-cwi.com](mailto:registration@fci-cwi.com). Cancellations received by October 21, 2019 will incur a cancellation fee of \$250 + HST. The registration fee + HST will be forfeited for cancellations received after October 21, 2019; 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 now: [registration@fci-cwi.com](mailto:registration@fci-cwi.com)**