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**Wednesday, November 17, 2021**  
**Toronto**

**2021 Conference Series**



**Britta Baron**  
Vice-Provost and  
Assoc. VP (International)  
Western University



**Kathleen Chevalier**  
Partner  
Stikeman Elliott LLP



**Ellie Choi**  
VP & General Counsel  
Chandos Construction



**Aida Cipolla**  
EVP & CFO  
Toronto Hydro



**Bonnie Cochrane**  
Managing Director, Huron  
GM, Studer Group Canada



**Michelle Gronning**  
Partner  
PwC

11<sup>th</sup> edition

# Women in Leadership

Facing the challenges



**Carmen Klein**  
VP Org. Effectiveness  
& Systems  
Cadillac Fairview



**Vanessa McDonald**  
President  
Courage Creator Inc.



**Hazelle Palmer**  
President & CEO  
Sherbourne Health



**Karen Thomson**  
Thomson Consulting



**Sharon Vogel**  
Partner  
Singleton Urquhart  
Reynolds Vogel LLP

*"Loved the conference: Networking with women leaders and deriving strategies to become more effective and powerful leaders."*

– **ROBIN COOPER, Managing Director, Strategic Partnerships, Maple**

## WHO SHOULD ATTEND

C-Suite 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

- Define your role as a leader
- Get tips on how to foster leadership at all levels
- Hear why reverse mentoring is so important
- Know how to handle difficult conversations
- Learn strategies to negotiate effectively
- Find out how to be a goal setter that gets results

## WHAT ATTENDEES ACROSS CANADA ARE SAYING

*"Got me thinking about key leadership issues. Refreshing to get outside of my everyday."*

– JOANN FITZGERALD, Chief Marketing Officer, Tourism Nova Scotia

*"Sharing stories and providing encouragement to women in an intimate setting is priceless. This conference provides all of this and more."*

– KAREN M. McCARTHY, Vice President, Communications and Corporate Affairs, Fortis Inc.

*"Lots of tips on many key topics that are so important to leadership and on how we can all become better, stronger and resilient leaders."*

– LEZA MUIR, Senior Vice-President & Chief Operating Officer, Pacific Blue Cross

*"Inspired!" The calibre of speakers and their "real life" stories were inspiring. I highly recommend this conference."*

– SHELLEY ORGAN, CEO, Supreme Court and Court of Appeal of Newfoundland and Labrador

*"This is a fabulous conference for sharing and providing support of leaders across all industries. Regardless of industry, there is relevance in the practical and immediately applicable information shared. I would highly recommend attending this event."*

– KERRI ROBERTSON, Chief Operating Officer, Entegra Credit Union

*"The choice of speakers and topics was timely, relevant and inspiring. My best day for a long time."*

– SHERI WRIGHT, VP Stakeholders Relations & Communications, Alberta Local Authorities Pension Plan Corp.

## 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.

11<sup>th</sup> edition

# Women in Leadership

## Facing the challenges

**8:30 Registration and networking breakfast**

**Morning Chair:  
KAREN THOMSON, Thomson Consulting**

**8:55 Opening remarks by Chair**

**9:00 – 9:40 Using organizational values to define your leadership style**

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**HAZELLE PALMER, President & Chief Executive Officer, Sherbourne Health**

Do your personal values align with those of your organization? Most people would say, yes, but leaders can contribute to designing organizational values that not only support mission objectives but uniquely define their management and leadership characteristics. In this session, Hazelle Palmer will share how she has used “organizational values”:

- The catalyst for transforming leadership style
- Solidifying leadership style

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

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## 9:40 – 10:20 Fostering leadership at all levels

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### **ELLIE CHOI, Vice-President and General Counsel, Chandos Construction**

Many companies look to and rely on one leader or visionary to provide guidance for the entire organization. But with leadership identified as the top talent issue facing organizations around the world, how will companies meet this challenge? Ellie Choi will explore what it means to be a leader and how leadership can and should exist at all levels of an organization. She will share her leadership journey and the culture of leadership at Chandos with its flat structure that gives employees at all levels a voice and a forum for sharing their ideas.

- Empowering employees to try new things without the fear of failure
- Continuous improvement
- Building better together

## 10:20 – 10:40 Networking break

## 10:40 – 11:20 Encouraging reverse mentoring

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### **MICHELLE GRONNING, Partner, Consulting & Deals, PwC**

The importance of technology in today's world cannot be denied. And, organizations are recognizing that senior leaders need to learn technology skills from their younger employees, thus giving rise to reverse mentoring. In this presentation, Michelle Gronning will discuss:

- Why reverse mentoring is so important
- How reverse mentoring can help us to tap into what really makes an organization tick
- The linkage of reverse mentoring with culture

## 11:20 – 12:00 Achieving organizational excellence

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### **BONNIE COCHRANE, Managing Director, Huron & General Manager, Studer Group Canada**

What determines whether an organization is high performing? What do high performing organizations have in common? In this presentation, Bonnie Cochrane will share a systematic approach to leadership called Evidence-Based Leadership that aligns:

- Goals
- Behaviours
- Processes

## 12:00 – 1:00 Networking lunch

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

## **Afternoon Chair: KATHLEEN CHEVALIER, Stikeman Elliott LLP**

### **1:00 – 1:40 Difficult conversations: Navigating those tough talks**

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#### **CARMEN KLEIN, Vice President Organizational Effectiveness & Systems, Cadillac Fairview**

Difficult conversations are an inevitable part of the workplace. They are also crucial in building a culture of feedback, inclusion and innovation to ultimately drive great results. This session will explore how to navigate these conversations with respect, objectivity and candor. This includes:

- The ROI of these conversations for you and your organization
- The essentials of an impactful conversation
- What can get in the way and how to overcome it

### **1:40 – 2:20 The art of negotiating effectively**

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#### **SHARON VOGEL, Partner, Singleton Urquhart Reynolds Vogel LLP**

“Let us never negotiate out of fear. But let us never fear to negotiate.” -- John F. Kennedy. The ability to negotiate well is vital to one’s professional and personal success. Yet, it is one of the most ignored skills. Since negotiating takes many forms, it is essential to develop strategies.

- Your negotiating style
- Developing a negotiating strategy
- Getting a deal

### **2:20 – 3:00 Courageous leadership in times of uncertainty**

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#### **BRITTA BARON, Vice-Provost & Associate Vice-President (International), Western University**

The Covid-19 pandemic has shown us how quickly “normal” life can go out the window. In many ways, organizations have had to reinvent themselves, including the very products they were used to delivering. Adjustments of such scale require leadership with regard to:

- Expanding/rethinking our comfort zones, creating new ones
- Motivating staff to test unknown approaches
- Communicating beyond normal routines

### **3:00 – 3:10 Networking break**

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## 3:10 – 3:50 Embracing change

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**VANESSA McDONALD, President, Courage Creator Inc.**

Change is a harbinger of all progress and yet, many of us are predisposed to react to its arrival with resistance. While embracing change can be a daunting endeavor, it is often an organization and it's people's ability to pivot that can best determine future growth or regression. As leaders, knowing how to navigate and encourage change, plan for it and respond with resilience is one of the most important skills we can practice to enhance our own careers, those of our team members and the wider organization. This talk will explore the solutions available to:

- Understand and evaluate the opportunity for change
- Leverage the power of curiosity to implement change both personally and professionally
- Apply practical tools to embody confidence and resilience to create impactful change

## 3:50 – 4:30 Being a goal setter that gets results

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**Keynote Speaker:**  
**AIDA CIPOLLA**  
**Executive Vice-President and Chief Financial Officer**  
**Toronto Hydro Corporation**

Goal setting is paramount to achieving both personal and career success. It provides direction, focus, and allows you to prioritize your time and efforts more efficiently. What differentiates leaders is their ability to identify and set appropriate goals, determine the steps required to meet them, and achieve the desired results. During this session, Aida Cipolla will discuss:

- Setting goals that motivate you
- Developing your plan of action
- Staying accountable by reviewing progress and ensuring you are on the path to success

*Aida Cipolla is the Executive Vice-President and Chief Financial Officer at Toronto Hydro Corporation. As a member of the executive management team, she is responsible for providing strategic leadership and guidance for strategy and business planning, accounting and financial reporting, treasury, taxation, internal audit, and compliance functions for Toronto Hydro Corporation and its subsidiaries. Prior to this appointment, she was Controller at Toronto Hydro and has held various senior leadership roles within the organization since joining in 2008. Having acquired more than 16 years of financial and senior leadership experience within the energy, manufacturing, retail, and financial services industries, Aida brings hands-on and tactical knowledge critical to motivating business growth and development. Prior to joining Toronto Hydro, Aida worked for KPMG LLP in Toronto and Dublin, Ireland, leading audit and advisory engagements. Aida is the first female Chair of the Canadian Electricity Association's CFO Committee and previously served as Chair of the Canadian Electricity Association's Accounting and Finance Committee. Aida was also named one of Canada's Top 40 Under 40<sup>®</sup> for 2019. The award is an annual recognition of the exceptional achievements of 40 outstanding Canadians under the age of 40. A Chartered Professional Accountant (CPA, CA) with the Chartered Professional Accountants of Ontario, Aida has completed the Executive CFO Program: Visionary Leader and Performance Transformation, from the Chartered Professional Accountants of Ontario. Academic achievements also include an Honours Bachelor of Commerce Diploma with a minor in Economics from McMaster University, Michael G. DeGroot School of Business.*

## 4:30 Closing remarks of Chair and end of conference

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# WOMEN IN LEADERSHIP CONFERENCE

Wednesday, November 17, 2021  
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 \_\_\_\_\_

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#### 5 people for the price of 4

Register 4 people at applicable rate at the same time,  
and get a FREE registration for a 5<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:

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

To pay by credit card: <https://www.fci-cwi.com/project/toronto-2021-fall/>

Cancellation policy:

Send an e-mail to [registration@fci-cwi.com](mailto:registration@fci-cwi.com) Cancellations received by October 17, 2021 will be subject to a cancellation fee of \$250 + HST. No refunds will be issued for cancellations received after October 17, 2021. A substitute attendee is permitted. Refunds will not be given for no-shows.

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.

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