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Wednesday, October 20, 2021
Halifax

2021 Conference Series



Telaina Kelly
VP, Legal
& Corporate Secretary
Clearwater Seafoods LP



Dr. Alice B. Aiken
VP, Research
and Innovation
Dalhousie University



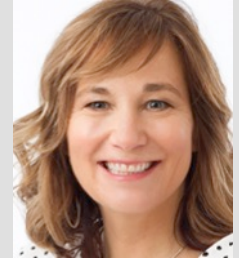
Angela E. Simmonds
Exec. Dir., Office of Equity
and Anti-Racism
Gov. of Nova Scotia



Jillian Murray
Partner
Grant Thornton LLP



Wendy Luther
President & CEO
Halifax Partnership



Catherine J. Woodman
Associate
KBRS

18th edition

Women in Leadership

Succeeding in today's environment



Anita Swamy
VP Operations
Medavie Blue Cross



C. Pringle-Carver
VP, Univ. Advancement
Mount Allison University



Nancy MacLelland
Deputy Minister
NS Dept. of Seniors



Paul Empey
President/CEO
Precision BioLogic Inc



Kelli MacDonald
Director, Communications
Tourism Nova Scotia



Dennita Fitzpatrick
VP, Prevention
& Return to Work
WCB Nova Scotia

"Energized and inspired environment."
– AMBER HUMES, Emergency Medical Care Inc.

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

- Understand the role of authenticity in leadership
- Explore what women can do to assist each other in moving the needle on the areas of needed improvement
- Find out what type of leadership is needed to be able to drive unique results
- Know the anatomy of taking smart risks
- Get tips on how to negotiate effectively
- Hear how to achieve work-life effectiveness

WHAT ATTENDEES ACROSS CANADA ARE SAYING

"Incredibly informative and motivating."

– KARA DORT, VP, Accounting and Financial Reporting, Crombie REIT

"It's very rare we get to hit the "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, Saskatchewan & British Columbia, David Aplin Group

"Great to hear such diversity of thought."

– KATHRYN LAURIN, former CEO, Victoria Symphony

"This conference was a day full of inspiring messages from women leaders that had me critically thinking about my leadership landscape and a new strategic pathway to best leverage my strengths."

– ADRIENNE POWER, Olympian

"Stimulating topics. Networking opportunities."

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

"Inspirational. Good messages to bring back to work and apply to my work relationships."

– JENNIFER WILLIAMS, President & CEO, Newfoundland and Labrador Hydro

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.

18th edition

Women in Leadership

Succeeding in today's environment

8:15 Registration and networking breakfast

KELLI MacDONALD, Tourism Nova Scotia

8:45 Opening remarks of Chair

8:50 – 9:25 Are you an authentic leader?

JILLIAN MURRAY, Partner, Grant Thornton LLP

Being authentic simply means being genuine, whether at work or at home. As Michael Jordan said: "Authenticity is being true to who you are." Authentic leadership is therefore built on one's character. An authentic leader gains people's trust. In this session, Jillian Murray will discuss:

- The characteristics of an authentic leader
- The role of authenticity in leadership
- Why authenticity leads to success

9:25 – 10:00 Equity, diversity and inclusion in the workplace

ANGELA E. SIMMONDS, Executive Director, Office of Equity and Anti-Racism, Government of Nova Scotia

Conversations about the complexity of diversity and the lived experiences of people are continuously being explored by stories and issues related to diversity, equity, inclusion, and cultural competency. Creating an equitable workplace means evaluating your policies, processes and practices for barriers and putting systems in place to ensure that all employees have the same advantages. For a more diverse and inclusive workplace, equity and cultural competency are important and critical components that companies must consider. We must create opportunities to advance an understanding of equity, diversity, and inclusion in the workplace.

- The principles of cultural competency
- Cultural competence as a foundation for doing EDI work
- The living legacy of racism: racial trauma & privilege
- The language of equity, diversity & inclusion; and tools to communicate in intercultural settings

Reserve now: registration@fci-cwi.com

10:00 – 10:35 Women on boards

NANCY MacLELLAN, Deputy Minister, Nova Scotia Department of Seniors

Current StatsCan data indicates that women occupy less than 20% director positions on corporate boards. Current research and publications, including the Harvard Business Review, indicate that more women on boards provides a stronger candidate pool and broadens deliberation and perspectives when making decisions. We need to take action to inspire greater representation.

- Why is representation by women important in Board composition?
- What are the current trends in Board composition and ensuring women (and diverse candidates) are represented?
- What is our call to action?

10:35 – 10:50 Networking break

10:50 – 11:25 Courageous leadership in times of transformational change and uncertainty

DENNITA FITZPATRICK, Vice President, Prevention & Return to Work, WCB Nova Scotia

WCB Nova Scotia's modernization journey was a major transformational change bringing 30-year old legacy systems, processes and thinking into the modern age. It was fraught with risk, challenge, opportunity and uncertainty. Dennita Fitzpatrick will provide her insights on:

- Inspiring the troops
- Courage in action
- Leading through ambiguity

11:25 – 12:00 Building your team of engaged leaders

PAUL EMPEY, President/CEO, Precision BioLogic Inc

"The only way to do great work is to love what you do." -- Steve Jobs. Developing a team of engaged leaders starts with you. Knowing what engages you enables you to engage your leaders, who influence their employees' performance. Organizations with engaged leaders generally outperform those with disengaged leaders. In this presentation, Paul Empey will address the following questions:

- Are you committed to the success of your team?
- Are you willing to put the success of your team and organization ahead of your personal success?
- How do you define success?

12:00 – 1:00 Networking lunch

Reserve now: registration@fci-cwi.com

**Afternoon Chair:
Dr. ALICE B. AIKEN, Dalhousie University**

1:00 – 1:35 Women supporting women

**Keynote Speaker:
WENDY LUTHER
President & Chief Executive Officer
Halifax Partnership**

Women have made great strides over past decades in reaching their career aspirations and attaining positions of leadership in the work place. Despite this progress, there is still much work to be done on areas such as pay equity and female representation in elected office, C-suite roles, and Board positions. In this presentation, Wendy Luther will address:

- What we can do as women to assist each other in moving the needle on these areas of needed improvement
- Whether existing leadership research provides insights into what we can do as women leaders to actively support women to reach their personal and career leadership aspirations

Wendy Luther is an internationally recognized leader in export development, with vast experience promoting Nova Scotia and its assets globally. The Halifax Partnership is Halifax's economic development organization – We settle for nothing less than a vibrant, prosperous Halifax. Before joining Halifax Partnership as CEO, she was President & CEO of EduNova, a co-operative association of public and private-sector education providers committed to promoting Nova Scotia's knowledge economy internationally, with a focus on attracting and retaining international students. Under her leadership in 2017, EduNova was honoured with the prestigious international PIONEER Association of the Year Award. Prior to that, Wendy led export development initiatives with the Atlantic Canada World Trade Centre and Nova Scotia Business Inc. (NSBI) where she led trade missions to over twenty countries and has mentored and advised over 300 Nova Scotian exporters on how to be competitive in international markets. At NSBI, through her role as Nova Scotia's first Private Sector Liaison Officer (PSLO), she was appointed by the World Bank and Inter-American Development Bank to connect entrepreneurs and institutions to opportunities funded by International Financial Institutions. Wendy has served on and led numerous boards and committees including advisory boards for two private sector companies, Co-chair of the Education and Training/Formation Atlantic Sector Advisory Group, and member of the Board of Directors for the Royal Nova Scotia Yacht Squadron (RNSYS). Currently, Wendy serves on the Long Range Planning Committee for the RNSYS, the Halifax Tourism Master Plan Advisory Committee and NSCC's Sensing, Engineering & Analytics Technology Access Centre (SEA-TAC) Advisory Board. Born in Vancouver, Wendy graduated with a Bachelor of Arts in Psychology from the University of British Columbia, and a Masters in Business Administration from Saint Mary's University. She holds a Certified International Trade Professional designation (CITP) and is an alumna of the Caribbean Canada Emerging Leaders Dialogue.

1:35 – 2:10 Innovative leadership

ANITA SWAMY, VP Operations, Medavie Blue Cross

Jeff Bezos, Travis Kalanick & Garrett Camp, Mark Zuckerberg are all leaders in an innovative time. They have led organizations into places that we would never have thought were possible 10 years ago. It takes a different type of leadership to be able to drive unique results – and as women in leadership, we may have the upper hand!

- Embedding creativity and communication back into the business
- Enhancing our culture to reach new heights for our customers
- Reshaping the boundaries of popular thinking

Reserve now: registration@fci-cwi.com

2:10 – 2:45 Taking smart risks

COURTNEY PRINGLE-CARVER, Vice-President, University Advancement, Mount Allison University

When making difficult decisions, our greatest degree of power comes through effectively assessing and managing risks. In this discussion, Courtney Pringle-Carver will talk about her path from business to politics to being appointed as a senior executive of a \$1.2 billion corporation. She will share insights from her experiences speaking truth to power, seizing unlikely opportunities, and knowing when it's time to change course. Through the use of personal anecdotes, she will illustrate that effective risk-taking is a three-part process that includes:

- Recognizing the difference between risk and uncertainty
- Remembering execution matters as much as the decision
- Separating outcome from emotion

2:45 – 3:00 Networking break

3:00 – 3:35 The art of negotiating

CATHERINE J. WOODMAN, Associate, KBR

As women we are innate negotiators but too often we lack the confidence, skills and sense of timing to self-advocate in our professional milieu. We can be short-sighted and selfless leaving our own best interests aside. We'll address this reality and work on the skills and awareness to elevating our influence. Together we will:

- Unpack concepts of power and political acumen
- Explore how to speak with a point of view that is heard
- Discuss setting boundaries and saying no

3:35 – 4:10 Work-life effectiveness

TELAINA KELLY, Vice President, Legal & Corporate Secretary, Clearwater Seafoods L.P.

Juggling the demands at work and at home is an ongoing challenge. In today's world, never has work-life effectiveness been so important. But is achieving success at work and at home possible at all? In this session, Telaina Kelly will talk about:

- Why work-life effectiveness is essential
- What organizations can do
- Tools to achieve work-life effectiveness

4:10 Closing remarks of Chair and end of conference

Reserve now: registration@fci-cwi.com

WOMEN IN LEADERSHIP CONFERENCE

Wednesday, October 20, 2021
Halifax Marriott Harbourfront Hotel, 1919 Upper Water Street, Halifax

REGISTRATION FORM

Please print clearly.

FIRST NAME _____ LAST NAME _____

COMPANY _____ TITLE _____

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

Cancellation policy:

Send an e-mail to registration@fci-cwi.com Cancellations received by September 20, 2021 will be subject to a cancellation fee of \$250 + HST. No refunds will be issued for cancellations received after September 20, 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.

Reserve now: registration@fci-cwi.com