

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



Wednesday, March 26, 2025
Regina

2025 Conference Series



Ashlee Langlois
CEO / Registrar
CPHR Saskatchewan



Kyla Hillmer
VP, Crown Services
Crown Investments
Corporation (CIC)



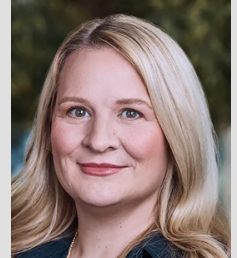
Barb Gottselig
VP, Branch Ops. & People
Harvard Western Insurance



Arindam Chakraborty
VP – Infrastructures
& Operations
ISM Canada



Gwen Renwick
Chief Wealth Officer
Innovation Federal
Credit Union



Sonia Eggerman
Partner
MLT Aikins LLP

22nd edition

Women in Leadership

Committing to excellence



Supt. Sarah Knelsen
North District Commander
"F" Division
RCMP



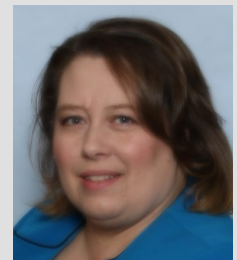
Jenna Khoury
CFO
Regina Airport Authority



Jennifer Leflar
VP, Experience,
Mktg & Communications
SGI



Raquel Boyko
Director, People Strategy
& Programs
SaskPower



Robyn Edwards-Bentz
CEO
United Way Regina

"Thanks to FCI-CWI for hosting such a wonderful event and to The Mosaic Company for providing the development and networking opportunity."
– RACHEL NORDQUIST, Change Management Lead, Potash, The Mosaic Company

Pre-approved for CPD hours



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 stepping out of your comfort zone and embracing growth opportunities
- Hear from a lawyer on effective negotiation strategies and techniques
- Learn how to integrate the concept of "paying it forward" into our lives
- Find out how to practice reflection in leadership
- Understand how diversity in leadership can create a transformative experience
- Learn how to lead change like a pro

WHAT ATTENDEES ACROSS CANADA ARE SAYING

"Mind blown by the depth of experience and talent in the room."

– Dr. CHRISTY BUSSEY, Central Zone Medical Executive Director, Nova Scotia Health

"Very well-organized event."

– TARA CLEMETT, Provincial Auditor of Saskatchewan

"What an inspiring day with so many women leaders from many walks and career paths."

– Inspector VERONICA FOX, Coquitlam RCMP Detachment

"It was a great Halloween day! The energy of coming together with so many wonderful women at the FCI-CWI Women in Leadership Conference in Winnipeg filled my treat bucket!"

– BRENDA GIBSON, President & CEO, Red River Mutual

"I'm thrilled to share that I recently attended the FCI-CWI Women in Leadership Conference in Toronto, and what an inspiring event it was!"

– EMMA JONES, Executive Search Professional, KBR

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

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

PARTIAL LIST OF ATTENDING ORGANIZATIONS FROM PAST CONFERENCES

AGLC • AGT • Atlantic Lottery • BCLC • BDC • BLG • CATSA • CIBC • Capital Power • City of Toronto • City of Victoria • Concentra • Conexus Credit Union • Crosbie • Dalhousie University • Deloitte • EPCOR • EY • Edmonton Global • eHealth Saskatchewan • Enbridge • Farm Credit Canada • Fortis • Fountain Tire • Fundserv • Government of Saskatchewan • Greater Victoria Public Library • Humber College • Husky Energy • IGM • ISC • ISM • Intact • KPMG • MNP • Memorial University • Moneris • NS Health • NSLC • Newfoundland Power • OBS Global • OMVIC • Office of the Auditor General of BC • Ontario Power Generation • PAL Aerospace • PwC • Pacific Blue Cross • Port of Halifax • RBC • Red River College • Research Manitoba • Royal BC Museum • SAMA • SaskEnergy • Scotiabank • Shell • SkipTheDishes • Sunrise Foods • Supreme Court & Court of Appeal of NL • TD • Telus • The Mosaic Company • Tourism Nova Scotia • University of Alberta • WCLC • Wawanese

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.

22nd edition

Women in Leadership

Committing to excellence

8:30 Registration and networking breakfast

Morning Chair:

BARB GOTTSELIG, VP, Branch Operations & People, Harvard Western Insurance

8:55 Opening remarks by Chair

9:00 – 9:40 Getting out of your comfort zone

KYLA HILLMER, Vice President, Crown Services, Crown Investments Corporation (CIC)

Leadership often begins where comfort ends. Whether you're pursuing advancement in your career, looking to break barriers as a woman in leadership, or striving to unite diverse teams, true growth comes from taking risks and standing out. Leaders are not born in the safety of routine but rather forged in moments of discomfort and challenge. This session will explore how stepping out of your comfort zone is essential to unlocking your leadership potential. We'll focus on strategies to help you embrace risk, amplify your voice, and inspire others, all while navigating the unique challenges of leadership.

- **Fostering Collaboration:** Building strong, effective teams by embracing diversity and fostering trust in a high-pressure environment.
- **Standing Out:** Strategies for taking calculated risks, developing a bold leadership style, and making your mark in competitive spaces.
- **Balancing Vulnerability with Confidence:** How to connect with your team authentically while inspiring trust and stability.

Reserve early and save!

9:40 – 10:20 Negotiating effectively

SONIA EGGERMAN, Partner, MLT Aikins LLP

Negotiating effectively is a crucial skill for any leader. It involves understanding both your own goals and the needs of the other party, finding common ground, and fostering win-win solutions. In this session, Sonia Eggerman will discuss:

- Preparation
- Building rapport
- Finding common ground

10:20 – 10:40 Networking break

10:40 – 11:20 Pay it forward: Fostering a culture of giving back

ASHLEE LANGLOIS, CEO / Registrar, CPHR Saskatchewan

The concept of “paying it forward” plays a pivotal role in creating a culture of giving back. Through real-life examples and actionable steps, we will explore how supporting each other through mentorship, sharing resources, and celebrating achievements can create an inclusive and empowering environment. By committing to these values, we not only enrich our own lives but also contribute to a movement that elevates others and strengthens communities, both today and for generations to come.

- Recognize the impact of supporting others and lifting them up.
- Learn how to integrate the concept of “paying it forward” into our personal and professional lives to create lasting positive change.
- Gain practical strategies to build a culture of mentorship, collaboration, and empowerment.

11:20 – 12:00 Practicing reflection in leadership

RAQUEL BOYKO, Director, People Strategy & Programs, SaskPower

Practicing reflection in leadership is an essential strategy for overall effectiveness as a leader. Reflection helps leaders to continuously improve their leadership style. By regularly reflecting on experiences, leaders can become intentional in their approach by making conscious decisions that align with their goals and the needs of their organizations.

- Why practice reflection in leadership
- Strategies for reflecting on your leadership practice
- Integrating reflection into your routine

12:00 – 1:00 Networking lunch

Reserve early and save!

Afternoon Chair:
Supt. SARAH KNELSEN, North District Commander, “F” Division, RCMP

1:00 – 1:40 Leading across generations

Keynote Speaker:

JENNA KHOURY
Chief Financial Officer
Regina Airport Authority

A multigenerational workplace includes employees from several generations including Baby Boomers, Generation X, Millennials, and increasingly, Generation Z. Each group brings distinct values, communication styles, and work habits. In the workplace, leveraging these differences is crucial for fostering innovation, enhancing productivity, and maintaining competitive advantage.

- Communication styles and preferences
- Technology adaptations and usage
- Work-life balance expectations

Jenna Khoury is the Chief Financial Officer at the Regina Airport Authority, where she has broken the glass ceiling as the first woman in a senior management position. She is a Chartered Professional Accountant (CPA) with a business degree from the University of Regina and an accounting fellowship award recipient. Jenna is a former ambassador for CPA Canada Women’s Leadership Council and a 2019 Women of Distinction Award nominee. Recently, Jenna was chosen as one of Airport Business magazine’s Top 40 Under 40. When not serving as a member of the Regina airport team, Jenna enjoys spending time with her family.

1:40 – 2:20 Diversity in leadership

ARINDAM CHAKRABORTY, Vice President – Infrastructures & Operations, ISM Canada

Inclusive environments have proven to lead to higher performance, increased employee engagement, innovation & creativity. A diverse and inclusive leadership does have a significant impact on culture. However, it has its challenges. Nevertheless, it is evident that diversity in leadership can be a transformative experience, pushing leaders to think critically, solve complex problems, and lead with integrity.

- Inclusive Leadership: Importance of creating inclusive work environments
- Challenges and Opportunities: Discussing the challenges and opportunities that come with leading diverse teams
- Transformative Experience: Highlighting how diversity in leadership can be a transformative experience

Reserve early and save!

2:20 – 3:00 Leading with authenticity

GWEN RENWICK, Chief Wealth Officer, Innovation Federal Credit Union

Authentic leadership has a profound impact on team dynamics. When leaders are transparent, self-aware, and effective communicators, they create an environment of trust and openness.

- **Transparency:** Authentic leaders are open and honest about their values, experiences, and plans. This openness fosters trust within the team, as members feel they are being treated with respect and honesty.
- **Self-Awareness:** Leaders who are self-aware can recognize their own feelings, thoughts, and actions. They are open to feedback and use it to grow continuously. This self-awareness encourages team members to also be reflective and open to personal development.
- **Communication:** Authentic leaders not only speak with their own voice but also provide space for others to be heard. This inclusive communication style ensures that all team members feel valued and understood, which enhances collaboration and innovation.

Overall, authentic leadership leads to stronger, more cohesive teams where members feel empowered and engaged. When our teams are empowered and engaged, our businesses achieve greater strength and success.

3:00 – 3:10 Networking break

3:10 – 3:50 Boss moves: Leading change like a pro

JENNIFER LEFLAR, Vice President, Experience, Marketing & Communications, SGI

This session equips leaders with the skills needed to effectively manage and embrace change by focusing on both organizational strategies and personal development. Participants will learn how self-reflection can enhance their change management capabilities. They will also explore how to identify resistance to change and create environments that foster open and honest communication.

- **Preparing to Lead Change:** Engage in self-reflection to ensure you are mentally ready to advocate for change.
- **Processing Change:** Understand and normalize the varied reactions of colleagues to change.
- **Tools to Inspire Change:** Utilize not only the standard communication channels but also active listening and face-to-face interactions to motivate and guide your team.

3:50 – 4:30 Making your ripples matter

ROBYN EDWARDS-BENTZ, Chief Executive Officer, United Way Regina

Making your ripples matter is about acting with intention and being mindful of the legacy you want to leave behind. Every small action, when made with intention and purpose, can create lasting impacts. Leaders who act with purpose can make a difference in the world.

- Challenge the status quo
- Recognize the power of your actions
- Focus your ripples

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

Reserve early and save!



WOMEN IN LEADERSHIP CONFERENCE

Wednesday, March 26, 2025

Delta Regina, 1919 Saskatchewan Drive, Regina

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:

Register today!

Early-bird rate: Until February 28, 2025

\$899 + Taxes per person

Regular rate: Starting March 1, 2025

\$1,099 + Taxes per person

SPECIAL GROUP RATE!

5 people for the price of 4

Register 4 people at applicable rate at the same time, and get a FREE registration for a 5th 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 CAREER WOMEN INTERACTION 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/register-for-event/?id=6554>

Cancellation policy:

Send an e-mail to registration@fci-cwi.com Cancellations received by February 26, 2025, will be subject to a cancellation fee of \$250 + Taxes. No refunds will be issued for cancellations received after February 26, 2025. 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.

Register early and save!