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Thursday, May 22, 2014
Winnipeg

2014 Conference Series

5th edition

Women in Leadership

Succeeding in today's complex environment

WITH THE PARTICIPATION OF:

AILEEN MADDEN, General Auditor, Air Canada

LAURA SAWARD, Chief Scientific Officer, Cangene Corporation

KRISTA L. BORYSKAVICH, Deputy City Solicitor, City of Winnipeg

MARINA JAMES, President & CEO, Economic Development Winnipeg Inc.

Hon. FLOR MARCELINO, Minister of Multiculturalism and Literacy, Government of Manitoba

BETH BELL, Partner, IBM

BRENDA LaROSE, Managing Partner, Leaders & Co.

MARYANN KEMPE, Vice President, Manitoba Public Insurance

NICOLE MATIATION, Executive Director, On Screen Manitoba

VIVIAN E. RACHLIS, Partner, Thompson Dorfman Sweatman LLP

JENNIFER MOORE RATTRAY, Associate Vice-President, University of Winnipeg

Keynote:

MICHELLE AITKENHEAD

Regional Vice President – Agassiz Market, RBC Royal Bank

"Inspiration. Great Networking. This conference is a must in a fast pace working world."
– ÉDITH CLOUTIER, Vice President, Eastern Region Sales, Allstream

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

- Hear a leader's experience with transforming a bureaucratic and individualized organization to one with strong leaders
- Learn how to manage conflict from a lawyer who has been in the conflict business
- Review examples of ethical dilemmas in the workplace and explore strategies that will help you lead with ethics
- Explore the building blocks of authentic leadership
- Understand how 'being social' can help you develop your personal brand
- Examine the personal skills required to be a credible leader

TESTIMONIALS FROM ATTENDEES OF PAST CONFERENCES

"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

"I walked away with many new perspectives which will continue to challenge my own point of view."

– MEGAN KRIEGLER, CA, Deloitte

"Opportunity to hear perspectives of women leaderships from a variety of types of organizations."

– LORI LAMONT, Vice President and Chief Nursing Officer, Winnipeg Regional Health Authority

"I really enjoyed the conversations and experiences shared."

– PATRICIA LANE, Managing Partner, Taylor McCaffrey LLP

"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

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 • Enbridge • Ericsson • Ernst & Young • FCC • Fraser River Port Authority • Government of MB • Greater Victoria Public Library • ICAA • Iron Ore • KPMG • Laurentian Bank • MLT • MNP • McMillan • Medisys • Memorial University • Molson • NSLC • National Bank of Canada • Norton Rose • Ontario Power Generation • *Ordre des ingénieurs du Québec* • Osler, Hoskin & Harcourt • PwC • Pfizer • Port of Halifax • Pratt & Whitney • RBC • Radio Canada • Red River College • Royal BC Museum • Scotiabank • SaskEnergy • Shell • Sobey School of Business • Standard Life • Sun Life • TD • TELUS • Terasen • University of Victoria

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.

5th edition

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8:15 Registration and networking breakfast

SESSION 1

Chair: MARINA JAMES, Economic Development Winnipeg Inc.

8:45 Opening remarks of Chair

8:50– 9:25 Implementing an effective strategy for cultural change

LAURA SAWARD, Chief Scientific Officer, Cangene Corporation

Building a healthy culture in the workplace is a constant challenge for leaders, especially following periods of rapid growth or, conversely, layoffs. Laura Saward recently had the opportunity to learn from a visionary CEO who specializes in refocusing companies and has the unique ability to remove roadblocks and re-energize the culture. In this presentation, Laura will share her recent experience with transforming a reactive, bureaucratic and individualized organization to one with strong leaders at all levels of the organization and a focused, accountable and motivated workforce.

- Giving your organization a cultural check-up
- Overview of successful Leading Change Initiatives
- Building a better company through its people

9:25 – 10:00 Team and Leader Development at Manitoba Public Insurance (MPI)

MARYANN KEMPE, Vice President Community and Corporate Relations, Manitoba Public Insurance

Manitoba Public Insurance continues to experience significant and continuous business and people transformation. Leadership excellence and high performing teams are critical factors in achieving business results during times of change. These drivers demanded that MPI properly support their leadership teams through the implementation of, and their participation in, a meaningful and accelerated team building and team effectiveness learning strategy. As part of an Integrated Human Resources Strategy, the Team and Leader Development program - a comprehensive program designed to improve the effectiveness of teams and their leaders and in turn build a culture of high performance, was implemented in 2009 and continues to be cascaded throughout leadership teams.

- Concepts, tools, language and practices of the Team and Leader Development Program
- Greater appreciation for the diversity and strengths that exist within MPI's team

Register today at: registration@fci-cwi.com

10:00 – 10:35 Engaging an indigenous workforce

JENNIFER MOORE RATTRAY, Associate Vice-President, Indigenous, Government and Community Affairs, President's Office, University of Winnipeg

First Nations, Metis and Inuit peoples comprise the fastest growing demographic in Canada, particularly in the West, and the urban Aboriginal population in Winnipeg now numbers more than 70,000, making Winnipeg the city with more First Nations and Metis people than any other city in Canada. Winnipeg and the West are changing, and leadership is about proactively preparing and responding to change.

- Diversity provides different perspectives, which can lead to new solutions
- Breaking down barriers: basic understanding of First Nations and Metis peoples, cultures and historical context
- Building more inclusive workplaces and a more inclusive Canada

10:35 – 10:50 Networking break

10:50 – 11:25 Managing conflict

VIVIAN E. RACHLIS, Partner, Thompson Dorfman Sweatman LLP

Most of us would rather live and work without conflict, yet no environment is conflict-free. The life cycle of effective conflict management involves planning for conflict, not going into denial when it rears its head, resorting to dispute resolution mechanisms if necessary, and moving on. Long perceived as being in the “conflict business,” lawyers and tribunals have had to become more aware of the human and economic cost of unresolved conflict. Practical, preventive and alternative dispute resolution solutions can help keep conflict at bay, assist in resolving conflict when it becomes inevitable, and bring the parties back to the beginning of the conflict management life cycle. This presentation will provide perspectives from a lawyer who has been in the conflict business and will deal with:

- Conflict prevention: Planning for the inevitable
- Conflict presentation: Not ignoring the elephant in the room
- Conflict resolution: What are the options? What is the best fit for my conflict?
- The conflict behind us: Working together constructively again

11:25 – 12:00 Leading with ethics

AILEEN MADDEN, General Auditor, Air Canada

There have been some high profile ethical cases in the media in recent years. Who can forget about Enron and Worldcom? These were huge cases, involving hundreds of people and complex business decisions. However, we are all faced with ethical decisions every day. Perhaps they will not cause the multi-million dollar failure of a company, but as a Leader, you set the “tone at the top” that can eventually lead to larger breaches. This session will:

- Discuss why ethics can be so difficult to define
- Review examples of ethical dilemmas in the workplace
- Explore some strategies that will help you lead with ethics

12:00 – 1:00 Networking lunch

Register today at: registration@fci-cwi.com

SESSION 2
Chair: BRENDA LaROSE, Leaders & Co.

1:00 – 1:35 Authentic leadership: Looking inward to achieve outward success

Keynote:

MICHELLE AITKENHEAD
Regional Vice President – Agassiz Market
RBC Royal Bank

From reflecting on and uncovering our higher purpose to leading with heart, this presentation will explore the building blocks of authentic leadership. By finding corporate and individual strength through authenticity, transparency, and humility, we create a valued following while stomping out our own path to success. In this presentation, Michelle Aitkenhead will:

- Share her own personal journey
- Profile her organization's commitment to encouraging authentic leadership at every level

Michelle Aitkenhead is responsible for the direct leadership of several retail branches located in Manitoba, including those in Northern Manitoba, Southeast and Southwest Manitoba. A proud Manitoban, Michelle is a graduate of the University of Winnipeg and has an MBA from Dalhousie University. She is involved in boards and committees, the Gimli Film Festival and Gold Medal plates. She is also involved in raising money for Olympic athletes. Michelle is married with 2 children.

1:35 – 2:10 Moving out of your comfort zone

Hon. FLOR MARCELINO, Minister of Multiculturalism and Literacy, Government of Manitoba

It is a perfectly natural, understandable human tendency for us to avoid pain/discomfort. Instead we move towards what is pleasurable/comfortable in order to find contentment. But when and how does this striving toward what is *only* comfortable blind us to fascinating opportunities to explore, grow and succeed?

- Discomfort: Growing pains or the wrong fit?
- The personal story of Flor Marcelino, the “accidental MLA”
- On the right track?

Register today at: registration@fci-cwi.com

2:10 – 2:45 The multitasking challenge

NICOLE MATIATION, Executive Director, On Screen Manitoba

Everything due today? Managing the horizontal "to do" list? Do you feel that your to do list is one long line of urgent issues that require your attention? Striking a balance and setting priorities...sometimes that "to do" list seems impossible to manage. This presentation will address:

- Managing multiple demands in a fast-paced work environment
- When you have family and community requirements to meet

2:45 – 3:00 Networking break

3:00 – 3:35 Social media in the workplace

BETH BELL, Partner, Application Management Services – Canadian Sales Leader, IBM

Social business represents a significant transformational opportunity for organizations. Many companies, after initial forays into external social media, are now realizing the value of applying social approaches, internally as well as externally. Social business can create valued customer experiences, increase workforce productivity and effectiveness and accelerate innovation. But many companies still wrestle with the organizational and cultural challenges posed by these new ways of work. This presentation will cover the following topics:

- Understanding how IBM made the transformation to a social business globally and the benefits for the organization and its employees
- Understanding the benefits of an organization becoming a 'social business'
- Understand how 'being social' can help you develop your personal brand

3:35 – 4:10 Credibility matters!

KRISTA L. BORYSKAVICH, Deputy City Solicitor, Legal Services Department, City of Winnipeg

Credibility matters in building business relationships and successfully positioning your organization as a trusted frontrunner in your field. A successful leader demonstrates credibility through a strong commitment to quality, consistency and ethics. In this presentation, Krista Boryskavich will examine the following key points:

- What does credibility mean?
- How do you and your organization build credibility?
- What are the personal skills required to be a credible leader?

4:10 Closing remarks of Chair and end of conference

Register today at: registration@fci-cwi.com

WOMEN IN LEADERSHIP CONFERENCE

Thursday, May 22, 2014
Manitoba Club, 194 Broadway, Winnipeg

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:

Early-bird rate: Register and pay before March 31, 2014

\$799 + GST \$39.95 = \$838.95

Regular rate: Register and pay before May 3, 2014

\$999 + GST \$49.95 = \$1,048.95

GST: 85486 8437 RT0001

SPECIAL RATE – 4 people for the price of 3

Register 3 people at applicable rate at the same time,
and you're entitled to register a 4th person at no charge.
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:

A refund (less an administration fee of \$250 + GST) will be made if notice of cancellation is received by e-mail at registration@fci-cwi.com six weeks before the conference; please note that if you have not paid the registration fee, you will be invoiced for the administration fee of \$250 + GST. We regret that no refund will be given after this period; if you have not paid the registration fee, you will be invoiced for the registration fee + GST. 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