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Wednesday, October 16, 2013
Saskatoon

2013 Conference Series

5th edition

Women in Leadership

Leading with confidence

WITH THE PARTICIPATION OF:

HOLLY HETHERINGTON, National Vice-President, Aplin Executive
KATHERINE BANKOWSKI, Associate Partner, Ernst & Young LLP
JENNIFER FUNK, Associate Partner, Ernst & Young LLP
ROSALIE PAYNE, Vice President Wealth and Subsidiaries, Innovation Credit Union
JENNIFER PEREIRA, Partner, Robertson Stromberg LLP
LAURA WIEBE, President & CEO, Saskatchewan Mutual Insurance Company
SUSAN GORGES, former CEO, SpringBoard West Innovations
BARBARA DAIGLE, Vice-President, Human Resources, University of Saskatchewan

KEYNOTE:

JOANNE HARDY
President, WBM Office Systems

SPECIAL GUEST:

TIM LeCLAIR
President & CEO, Saskatoon Regional Economic Development Authority

"It is incredibly refreshing and beneficial to take a day from our work-a-day world and hear different perspectives from different women in different industries."

– MERYL WHITTAKER, President & CEO, Local Authorities Pension Plan

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

- Find out how personas affect leadership
- Learn how to make mentorship fun and engaging
- Find out what is more important than ever to retain a competitive edge
- Examine why leadership development should be at the top of your priority list
- Explore how to measure leadership
- Hear how to earn leadership credibility

TESTIMONIALS FROM ATTENDEES OF PAST CONFERENCES

“Good useful information that applied will enable me to be the best I can in a leadership role.”

– **MARIE ALEXANDER, Vice President, Business Development & Corporate Services, SaskWater**

“The Edmonton event was a tremendous learning and sharing event. I appreciated learning from the diversity of perspectives on leadership. I left with a few thoughts that have changed me, and a few more thoughts that I’m still mulling over. Thanks to FCI-CWI for organizing this great day dedicated to women supporting women.”

– **MONICA NORMINTON, QC, former Chief Financial Officer / VP Finance & Technology, Edmonton International Airport**

“The leadership conference was truly a moving event.”

– **GWEN QUIGLEY, CA, Ernst & Young LLP**

“Of all the great things that success in leadership can bring, none was so powerful as the feelings that I, as a presenter, experienced at the Women in Leadership conference in Regina – such an electrifying spark that flowed from the dozens and dozens of women in the room. Women supporting women – wow – what an inspiring and motivating day that was for me.”

– **DEB THORN, Founding President, Temple Gardens Mineral Spa Inc., Moose Jaw**

PARTIAL LIST OF ATTENDEES FROM PAST EVENTS

ACOA • Air Canada • Allstream • Astra Zeneca • BDC • BMO • Bank of America • Bell • Bombardier • CATSA • CGI • CIBC • CMHC • Cirque du Soleil • Cogeco • Concentra Financial • Conexus Credit Union • Dalhousie University • Davies • Deloitte • EDC • Ericsson • Ernst & Young • FCC • Fraser River Port Authority • Government of SK • Harvard Developments • 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 • Phenomenome Discoveries • Port of Halifax • Pratt & Whitney • RBC • Radio Canada • Red River College • Royal BC Museum • SNC-Lavalin • Scotiabank • SaskEnergy • Shell • Sobey School of Business • Standard Life • Sun Life • TD • TELUS • Terasen • UNB • Vancouver Community College • WCB • XEROX

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

FCI-CWI provides opportunities for career-minded women to network and learn from one another. With an interactive format that appeals to speakers and participants, FCI-CWI conferences present high-calibre speakers from cities across Canada.

5th edition

Women in Leadership

Leading with confidence

8:30 Registration and networking breakfast

SESSION 1
Chair: ROSALIE PAYNE, Innovation Credit Union

9:00 Opening remarks of Chair

9:05 – 9:45 Authentic leadership

BARBARA DAIGLE, Associate Vice-President, Human Resources, University of Saskatchewan

Barb is part of the senior leadership team at the University of Saskatchewan. Over the course of her career, she has had the opportunity to work with many leaders, some incredibly effective and some not. She believes the authentic leader is more likely to be successful regardless of the challenges of the day. She also believes that authentic leaders are more likely to leave a legacy. Barb hopes to stimulate thinking and discussion of fundamental concepts related to authentic leadership. Some questions she will lead with include:

- What is an authentic leader?
- Does a leader have a genuine self versus a public self?
- How do personas affect leadership?
- Why is an authentic leader more effective?

Register today at: registration@fci-cwi.com

9:45 – 10:25 The power of mentoring

KATHRYN BANLOWSKI, Associate Partner, Ernst & Young LLP

JENNIFER FUNK, Associate Partner, Ernst & Young LLP

Professional women are busier than ever as they manage career, family and other commitments. Having a good mentor to provide guidance along the way can make all the difference in achieving success by embracing and empowering women in their journey. Mentorship builds valuable relationships and networks that can open the doors for opportunities that might not have existed otherwise.

- The importance of women mentorship in the workplace
- How to make mentorship fun and engaging
- Finding the right mentor for you

10:25 – 10:40 Networking break

10:40 – 11:20 Optimizing team effectiveness

ROSALIE PAYNE, Vice President Wealth and Subsidiaries, Innovation Credit Union

With the amount of rapid change taking place in the world today, it is more important than ever to build effective teams to retain a competitive edge. Building effective teams begins with providing leadership that can create a clear, meaningful vision. It carries on with assembling the right group of individuals, and creating an interactive environment that has open lines of communication. To be truly effective, teams need:

- To have a clear and cohesive goals
- To have a foundation of trust
- To be adaptive

11:20 – 12:00 Leadership at all levels in organizations

HOLLY HETHERINGTON, National Vice-President, Aplin Executive

A strong organization is made up of leaders at every level. Leaders don't always require a title; developing your leadership potential is an excellent way to position yourself for the title you want. In this presentation, Holly Hetherington will talk about:

- Exploring leadership opportunities within your organization
- Exploring leadership opportunities outside your organization
- Planning and progressing throughout your career

12:00 – 1:00 Networking lunch

Register today at: registration@fci-cwi.com

SESSION 2

Chair: SUSAN GORGES, formerly with SpringBoard West Innovations

1:00 – 1:40 Developing leaders

Keynote:

JOEANNE HARDY
President
WBM Office Systems

In business, we know that results are not equal to time. The same is true for leadership development within our companies. It doesn't happen over time – it's a practice. That practice is something that we should all take very seriously. The future of our organizations depends on it. In this presentation, Joe-Anne Hardy will discuss:

- What she has learned about leadership in the last 2 years
- How her company has put people in positions to succeed
- Why leadership development is at the top of her priority list (and why it should be at the top of yours too!)

Born and raised in Saskatchewan, JoeAnne Hardy joined the team at WBM in 1996. The years that followed brought a tremendous amount of change, growth, and most importantly... opportunity. In September 2006, JoeAnne became President of WBM Office Systems. Two years later, in October 2008, JoeAnne along with three business partners completed a management buyout of WBM. It was the perfect time to invest in an amazing team and a change to fulfill a lifelong dream to be an entrepreneur. Today, the organization employees over 140 team members across two provinces and revenues are in excess of \$40 million annually. WBM is a founding member in the Venture Tech Network, a North American association of over 450 top IT solution providers where JoeAnne has served in various leadership roles, most recently as North American President. JoeAnne is honored to have been recognized by CDN Magazine as one of the top 10 women in IT in Canada.

1:40 – 2:20 What makes a leader

SUSAN GORGES, former CEO, SpringBoard West Innovations

To quote Indra Nooyi, CEO of PepsiCo and one of the world's most powerful women according to Forbes magazine, "Leadership is hard to define and good leadership even harder." It is akin to looking at fine art in that "you will know it when you see it". Nonetheless we will attempt to dissect the complications of what makes a leader, bringing insight into an ecosystem – for leadership does not happen in a vacuum – and the dynamic labeled "leadership". We will explore how to obtain and maintain the delicate balance of leadership earned and granted; it is the follower who affirms the leader. The end of Ms. Nooyi's quotation is this "... But if you can get people to follow you to the ends of the earth, you are a great leader." So what does the leader have to do to earn the title of Great Leader? We will explore the following:

- Qualities of leadership found in women
- Building leadership qualities over a lifetime
- How to measure leadership

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2:20 – 3:00 Resolving conflicts

JENNIFER PEREIRA, Partner, Robertson Stromberg LLP

Conflict can be physically and emotionally draining, regardless of how directly you're involved. However, conflict is sometimes inevitable and can break down relationships or institutions if not properly managed. Litigator, Jennifer Pereira will provide advice on how to mediate disputes. During this session you will learn to:

- Address disagreements head on
- Follow a set process to deal with differences drawing on internal and external resources
- Minimize conflict by asking the right questions

3:00 – 3:10 Networking break

3:10 – 3:50 Leadership and credibility

LAURA WIEBE, President & CEO, Saskatchewan Mutual Insurance Company

Relatively new in her leadership position as President & CEO, the challenges were not where she expected to find them. Although previously known to the organization, a long absence made her an outsider where decisions were challenged and credibility had to be earned. In an environment where businesses must continue to evolve to be competitive, the leadership challenges don't stop ... and that's a good thing.

- Be ready for opportunities when they come along
- Credibility must be earned by demonstrating competency and building trust
- Decision making in a position of leadership will force you to learn who you are

3:50 – 4:30 A new paradigm of leadership

TIM LeCLAIR, President & CEO, Saskatoon Regional Economic Development Authority

As head of the SREDA, Tim LeClair works with all levels of leadership of government and private sector companies to develop strategic relationships designed to accommodate growth and investment into Saskatchewan. In this presentation, Tim will address:

- Empowering creativity – Management
- A different view of risk – Women entrepreneurs
- Issues management (the 360 view) – The Facilitator, the Peace Maker, the Deal Maker

4:30 Closing remarks of Chair and end of conference

Register today at: registration@fci-cwi.com

WOMEN IN LEADERSHIP
Wednesday, October 16, 2013
The Saskatoon Club, 21st Street East, Saskatoon

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 August 24, 2013

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

Early-bird rate: Register and pay before September 14, 2013

\$899 + GST \$44.95 = \$943.95

Regular rate: Register and pay before October 1, 2013

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

SPECIAL RATE – 4 people for the price of 3

Register 3 people at the same time and obtain a free registration for a 4th person.

Note: Payment must be made in one cheque.

GST: 85486 8437 RT0001

Submit your registration form to: registration@fci-cwi.com

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:

You can either send a substitute in your place, or confirm your cancellation by e-mail to registration@fci-cwi.com before October 1, 2013 to receive a refund less \$200 administration charge + GST; please note if you have not paid the registration fee, you will be invoiced for the administration charge of \$200 + GST. Cancellations are valid once acknowledged by FCI-CWI via return e-mail. We regret that no refund will be issued for cancellations received after September 30, 2013; if you have not paid the registration fee, you will be invoiced for the full amount + GST.

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