












# INFORMED HR EVENT HALIFAX, NS

Thursday May 8<sup>th</sup> 2025  
Marriott Harbourfront, Halifax Ballroom  
[#informedhr](#)





8.45 – 8.50	<p>Introduction from the Chair <b>Lydia Di Francesco</b>, CEO &amp; Workplace Wellness Specialist, <b>Fit + Healthy 365</b></p>	<b>Fit + Healthy 365</b>
8.50 – 9.30	<p><b>Opening Keynote Leadership Panel</b>  <b>Future-Proofing Leadership- Smart Moves to Grow and Keep Your Best People</b></p> <ul style="list-style-type: none"> <li>• Why does backing your top talent matter more than ever in today's fast-moving market?</li> <li>• What are today's leaders really looking for — and how can we make sure they are meeting them where they are?</li> <li>• What are some fresh, creative ways you've seen to support and grow top talent?</li> <li>• How do we make sure our leadership programs actually line up with where the business is headed?</li> </ul> <p><b>Steve Ashton</b>, Vice President – People &amp; Organization Development, <b>IWK</b>  <b>Terra Penrose</b>, CHRO, <b>Stelia Aerospace</b>  <b>Don MacLean</b>, Chief, <b>Halifax Regional Police</b>  <b>Robert Armstrong</b>, Regional Director – HR Atlantic Region, <b>Government of Canada</b>  Moderated by <b>Jody Bayers</b>, Director of HR Advisory, <b>Royer Thompson</b></p>	 Government of Canada / Gouvernement du Canada    
9.30 – 9.40	<p><b>Relax and Unwind</b>  In just ten minutes, you'll be guided through a calming mindfulness practice designed to help you recharge and refocus. This session will include gentle breathing exercises and a short</p>	<b>Fit + Healthy 365</b>

	meditation, allowing you to let go of stress and cultivate a sense of calm. Join Lydia Di Francesco to refresh your mind and enhance your conference experience!	
9.40 – 10.20	<p><b>Attracting and Retaining Foreign Workers in Atlantic Canada</b>            What impact is technology and demographics having on talent attraction and retention? Understanding the complexities of hiring foreign workers—the benefits, challenges, and best practices to ensure a smooth integration into your workforce  <b>Kristen Shaw</b>, HR Director, <b>OSCO</b>  <b>Daniel Ohaegbu</b>, Co-Founder, <b>WorkSource Alliance</b>  <b>Elizabeth Obeng Nkrumah</b>, Health Services Lead, <b>Dartmouth S. Primary Health Care</b>            Moderated by <b>Olive Ozoemena</b>, Director of Language and Labour Market Programs, <b>ISANS</b></p>	   
10.20 – 10.40	Stop. Pause. Start followed by Coffee and Refreshments Break	
10.40 – 11.20	<p><b>Wellbeing Panel Session</b>  <b>Implementing a Blueprint for a Holistic Approach to Employee Wellbeing</b></p> <ul style="list-style-type: none"> <li>• What is today's workforce looking for –benefits, flexible working and culture: what's 'top of mind' for the new generation of employees?</li> <li>• Connecting the dots between mental and emotional wellness &amp; social and financial support systems</li> <li>• Engaging the entire –generationally, culturally, racially, DIVERSE - organization in a culture that facilitates health and wellbeing for all</li> <li>• Adopting a wellness and benefits blueprint that is attractive to new recruits – beware, one size DOES NOT fit all!</li> <li>• Doing the math – quantifying the impact of your mental health strategy to gain buy-in from the boardroom</li> <li>• <i>15 minute reflection: get your heads together to discuss key learning and be prepared to nominate a spokesperson at your table to share with the group</i></li> </ul> <p><b>Ryan Embrett</b>, Senior Vice President – People and Culture, <b>NSLC</b>  <b>Anna Marenick</b>, VP – People and Culture and Belonging, <b>NS Health</b>  <b>Kelly Hiltz-Cameron</b>, Director of HR, <b>Shannex</b>  <b>Brittany Stein</b>, Regional Director, Wellbeing and Safety at Horizon, <b>Horizon Health</b>            Moderated by <b>Theresa Rose</b>, Business Development Manager, <b>GreenShield Canada</b></p>	    
11.20 – 12pm	<p><b>Rapid Fire Session: Addressing Key Workplace Challenges</b></p> <p><b>1. Championing Workplace Menopause</b></p> <ul style="list-style-type: none"> <li>○ <i>What is it?</i> Understanding the impact of menopause in the workplace</li> <li>○ <i>How to Spot It:</i> Identifying signs and challenges faced by employees</li> <li>○ <i>How to Combat It:</i> Effective strategies to support and empower individuals</li> </ul>	

	<p><b>Melanie Bower</b>, Founder, <b>FLOURISH</b></p> <p><b>2. Combating Burnout</b></p> <ul style="list-style-type: none"> <li>○ <i>What is it?</i> Recognizing the signs of burnout and its effects on productivity</li> <li>○ <i>How to Spot It:</i> Tools to identify burnout in yourself and your team</li> <li>○ <i>How to Combat It:</i> Practical solutions for fostering a healthier work environment</li> </ul> <p><b>Dr. Dayna Lee-Baggley</b>, Founder &amp; CEO, <b>DLBA</b></p> <p><b>3. Toxic Workplace Positivity</b></p> <ul style="list-style-type: none"> <li>○ <i>What is it?</i> Defining toxic positivity</li> <li>○ <i>How to Spot It:</i> Techniques for recognizing toxic positivity</li> <li>○ <i>How to Combat It:</i> Strategies to promote fairness and inclusivity in the workplace</li> </ul> <p><b>Gregory Anderson</b>, Owner, <b>Workplace Psychological Research</b></p>	 DR. LEE-BAGGLEY & ASSOCIATES  
12pm – 1pm	Networking Lunch Break	
1pm – 1.40pm	<p><b>Diversity and Inclusion Panel</b></p> <p><b>Embedding Accountability into Your DE&amp;I Outcomes</b></p> <ul style="list-style-type: none"> <li>• What measures exist to hold leadership accountable for DEI outcomes?</li> <li>• What impact does DEIB have on recruitment and retention? Is this quantifiable?</li> <li>• Unconscious bias – what is it and how does it fit into the puzzle?</li> <li>• Connecting the dots between diversity, inclusion and belonging – you can have diversity without equity and belonging!</li> <li>• What does a culture where everybody ‘belongs’ look like?</li> </ul> <p><b>Amanda Seaman</b>, Human Resources Leader - Tax, <b>BDO Canada</b>  <b>Tracey Jones-Grant</b>, Managing Director of D&amp;I, <b>Halifax Regional Municipality</b>  <b>Susan Malana</b>, Executive Director - HR Advisory, <b>Sterling Brokers</b>  Moderated by <b>April Howe</b>, CEO, <b>Crayon Strategies</b></p>	    
1.40pm – 2pm	<p><b>Keynote Address</b></p> <p><b>Recognizing and Overcoming Systemic Racism in the Workplace</b>  <b>Senator Wanda Thomas Bernard</b>, Senator, Seante of Canada</p>	 SENATE OF CANADA
2pm – 2.10pm	<p><b>Relax and Unwind</b></p> <p>In just ten minutes, you'll be guided through a calming mindfulness practice designed to help you recharge and refocus. This session will include gentle breathing exercises and a short meditation, allowing you to let go of stress and cultivate a sense of calm. Join Lydia Di Francesco to refresh your mind and enhance your conference experience!</p>	<p><b>Fit + Healthy 365</b></p>

2.10 – 2.30pm	<p><b>Gold Partner Session</b></p> <p><b>Humanizing Artificial Intelligence for a More Efficient and Innovative Workplace</b> How will AI and automation alleviate work overload by optimizing HR processes, allowing your team to focus on strategic initiatives?</p> <ul style="list-style-type: none"> <li>• The Pros and Cons of AI in Recruitment: Explore the advantages and challenges of leveraging AI in the recruitment process, and learn how to strike the right balance for your organization</li> <li>• AI's Role in Promoting Diversity, Equity, and Inclusion: Understand the impact of AI on DE&amp;I efforts and how to use technology to foster a more inclusive workplace</li> <li>• Simplifying the AI Playbook: Gain practical tips and one-sentence strategies for leveraging AI to transform your operations and drive meaningful change</li> </ul> <p><b>Stephanie Kelley</b>, Assistant Professor Scotiabank Professor in Innovations in Business Technology, <b>Saint Mary's University</b></p>	
2.30 – 2.50pm	Afternoon Refreshments Break	
2.50 – 3.35pm	<p><b>Employer Attendee Breakout Sessions*</b></p> <p><b>Join an intimate group of other HR professionals to take a deep-dive into that <u>ONE</u> HR issue that is keeping you awake at night and emerge with a toolbox to take back to the office and start to implement</b></p> <ul style="list-style-type: none"> <li>• <i>Building Resilience and Adaptability in Teams</i></li> <li>• <i>Building Future Leaders: Igniting Talent Attraction, Retention and Development</i></li> <li>• <i>Strategies for Supporting Employee Mental Health</i></li> <li>• <i>Engaging Leadership to Promote Employee Health &amp; Wellbeing</i></li> <li>• <i>Strategies for Building Lasting Inclusion - beyond 'box ticking</i></li> <li>• <i>Benefits, Perks and other Rewards During Times of Uncertainty</i></li> <li>• <i>Financial Wellbeing as a Foundational Piece of Organizational Performance and Culture</i></li> <li>• <i>AI and HR – Tools and Strategies for Increasing Operational Efficiency</i></li> </ul> <p><small>*Please note this session is available for human resources professionals from employers only</small></p>	
3.35 – 4.15pm	<p><b>Engagement and Retention Panel</b></p> <p><b>Building and Nurturing a People-First Culture to Drive Engagement and Retention</b></p> <ul style="list-style-type: none"> <li>• What does a people-centric workplace culture look like and why is it more important than ever before?</li> <li>• Developing a framework for understanding what your employees really want</li> <li>• Learning, coaching and opportunities for growth as tools to drive engagement</li> </ul>	

	<ul style="list-style-type: none"> <li>Spotting the retention red flags – identifying warning signs of attrition</li> <li>Connecting the dots between engagement and retention – quantifying the impact of your people-first strategy</li> <li>Rapid fire top takeaway: in one sentence panelists share their top tip for driving a people-first company culture</li> </ul> <p><b>Colleen McCarville</b>, Vice President of Human Resources, <b>Killam REIT</b>  <b>Chris Hattie</b>, Associate Vice-President - People &amp; Culture, <b>Mount Saint Vincent University</b>  <b>Lynette Mitchell</b>, Director, Pay Programs &amp; Employee Experience, <b>Fisheries and Oceans Canada</b>  Moderated by <b>Jon Brown</b>, Senior Account Executive, <b>CareerBeacon</b></p>	  
4.15 – 4.20	Chair's closing remarks	
4.20 – 5.20	<a href="#">Networking Reception</a>	