













INFORMED HR EVENT HALIFAX, NS

Wednesday April 29th, 2026
Marriott Harbourfront, Halifax, NS

8.45 – 9.00	<p>Introduction from the Chair April Howe, Founder and CEO, Crayon Strategies</p>	
9.00 – 9.50	<p>Leadership Panel Leading HR Through Change: Strategies for Resilient, Adaptive, High-Impact Teams</p> <ul style="list-style-type: none"> • How do leadership behaviours and mindsets shape resilient, high-performing teams? • How can HR embed agility into daily practices to better navigate rapid change and uncertainty? • What strategies help build psychological safety within HR teams to drive trust and innovation? <p>John Flewelling, President & CEO, CBCL Kathryn English, Vice President – HR, Sysco Ruth Fahy, Vice President – Football, Halifax Tides Layla Khalil, Vice-President, People & Culture, East Coast Credit Union Laura Godsoe, AVP Recruitment and Talent Management, Dalhousie University Facilitated by Andrew McCartney, Director, Account Management, GreenShield</p>	     
9.50 – 10.10	<p>Shaping Effective Leadership & Succession Through Quantifiable Development If leadership development were held to the same standard as finance or risk, would it pass—or be sent back for lack of evidence? For too long, organizations have bet their succession pipelines on intuition. It's time to change that. This session shows how to measure leadership with the same rigor we apply to risk, performance, and value creation. In this session, we will explore: •••• What effective leadership really means How to prove development is driving performance and succession readiness How to build real succession confidence What executive leadership teams and boards want to see from HR and leadership</p> <p>Tina Smith, National Manager of Employee Relations, Disability Management & HR Compliance, Wawanesa Mutual Insurance</p>	

10.10 – 10.30	<p><i>Morning Coffee and Networking Break</i> Time to refuel and continue networking!</p>	
10.30 – 10.50	<p>AI in HR: Amplifying People, Not Replacing Them TEDx speaker Max Medyk brings a cross-industry perspective on how AI is transforming the future of work. Drawing on his experience in AI-driven innovation and leadership storytelling, he explores how HR can use AI to eliminate administrative burden, enhance decision-making, and strengthen-not replace- the human side of work. Max Medyk, Founder and CEO, ImmigrateAI Global</p>	
10.50 – 11.30	<p>Panel Session Safe, Strong, and Accountable: Leadership Lessons from High-Stakes Workplaces</p> <ul style="list-style-type: none"> • <i>Turning Pressure into Performance</i> – in high-stakes environments what leadership habits drive precision, accountability, and results? • <i>Mental Health, Fatigue & the Human Cost of Pressure</i> - Why are psychological injuries rising across all industries? How are high-risk sectors managing stress and fatigue, and what strategies and every HR team apply immediately to protect people and productivity? • <i>Building Cultures Where People Speak Up and Step Up</i> – What role does culture and leadership play to drive behaviors that mitigate risks, encourage reporting, and foster trust? • <i>Closing the Gap Between Policy and Real-World Behaviour</i> - How can you make policies stick by aligning HR, frontline leaders, and staff? What practical tactics are being employed in high-risk environments that work just as well in offices, hospitals, and municipal roles? <p>Jennifer Campbell, CHRO, Atlantic Pilotage Authority Scott Nauss, Senior Executive Director, Safety Branch, Labour, Skills & Immigration, Government of Nova Scotia Brittany Stein, Regional Director of Health, Safety & Wellbeing, Horizon Health Network Kristen Shaw, Director - HR, OSCO Construction Facilitated by Melanie Bower, Workplace Health Promotion Coordinator, NS Health</p>	
11.30 – 11.40	<p>Health and Wellness Break <i>Stretch, Relax, Recharge</i> Melanie Bower, Workplace Health Promotion Coordinator, NS Health</p>	
11.40 – 12.00	<p>Unlocking Newcomer Potential: Lessons from a Newcomer’s Journey to Leadership</p> <ul style="list-style-type: none"> • What moments, big and small, helped transform my newcomer experience into a path toward leadership, and what can organizations learn from them? • How can workplaces and communities create the sense of belonging that allows newcomers not just to integrate, but to thrive and lead? 	

	<ul style="list-style-type: none"> • What barriers did I face (seen and unseen), and what practical steps can HR leaders take to remove these barriers for today's newcomer talent? • Top tips and take aways <p>Kassim Doumbia, Mayor, City of Shippagan, NB</p>	
12.00 – 1pm	<p>Networking Lunch Break It is time for lunch - and you have earned it.</p>	
1pm – 2.25	<p>Peer-to-Peer Roundtables Choose <u>TWO</u> burning issues that are keeping you awake at night and join 2 employer-only roundtable to discuss practical solutions and strategies for overcoming challenges and capitalizing on opportunities</p> <ul style="list-style-type: none"> • <i>Building Future Leaders: Aligning Talent Attraction, Retention and Development</i> • <i>Building Resilient Teams in Multigenerational and Hybrid Workplaces</i> • <i>AI and HR – Tools and Strategies for Increasing Efficiency</i> • <i>Building Psychologically Safe Workplaces</i> • <i>Different Minds, Better Teams: Building Neuroinclusive Workplaces</i> 	
2.25 – 2.45	<p>Afternoon Coffee and Networking Break Time to refuel and continue the networking!</p>	
2.45 – 3.25	<p>Panel Session Benefits That Matter: Unlocking What Employees Really Value</p> <ul style="list-style-type: none"> • What do employees really value beyond salary, and how do you uncover those insights in your organization? • How can HR design benefits and rewards programs that genuinely boost engagement and loyalty? • What strategies have you used to link compensation and perks to measurable performance and retention outcomes? • Looking ahead, what trends in flexibility, wellness, and personalized rewards should HR leaders be preparing for? <p>Britt Wilson, CHRO & Executive Director, City of Halifax Cyndy Allen, Director – Total Reward, Emera Brianne Bampton, Director, Compensation, Total Rewards & Workforce Services, Shannex Facilitated by Theresa Rose, BD Manager, Greenshield Health</p>	
3.25 – 3.30	<p>Health and Wellness Break <i>Stretch, Relax, Recharge</i></p>	

	<p>Melanie Bower, Workplace Health Promotion Coordinator, NS Health</p>	
<p>3.30 – 4.10</p>	<p>Navigating the Mosaic: Leading in Fragmented, Flexible, and Multigenerational Workplace Cultures</p> <ul style="list-style-type: none"> • How can leaders build a shared identity across hybrid, remote, inhouse and frontline? • How can you avoid burnout from over-overperforming culture keepers? • What role does DEIB play in a multifaceted, multigenerational workplaces and how is this shifting the way that HR manages teams and hierarchies? • Case study examples and top tips for leading across subcultures <p>Roberta Hood, Vice President - People and Culture, Graybar Canada Candice McIntyre, Human Resources Business Partner, HR Operations, Retail Atlantic, Sobeys Roshanak Sadeghi-Zadeh, VP – People Culture & Belonging, Halifax International Airport Authority Facilitated by Steve Ashton, Founder & Principal, Kelvin Grove Consulting</p>	  
<p>4.10 – 4.30</p>	<p>Fireside Chat</p> <p>Seen and Unseen: Confronting the Full Spectrum of Barriers to Equity at Work</p> <ul style="list-style-type: none"> • How do visible identities, like race, gender, and physical difference, intersect with what we don't see, like neurodiversity, mental health, class, and lived experience, to quietly shape who gets access, who gets heard, and who gets left behind? • Where are organizational investments in DEIB breaking down? • Where are we mistaking representation for progress, and avoiding the harder work of dismantling the systems that keep inequities in place? • What does it really take to hardwire equity into culture and organizational design? Where do leaders tend to hesitate, or even pull back, when the work starts to challenge power, norms, or comfort? <p>Bradley Daye, Co-Founder/CEO, Placemaking 4G In conversation with April Howe, Founder and CEO, Crayon Strategies</p>	
<p>4.25 – 4.30</p>	<p>Chair's closing remarks</p> <p>April Howe, Founder and CEO, Crayon Strategies</p>	<p>CRAYON STRATEGIES</p>