

# INFORMED HR EVENT

## HALIFAX, NS

Wednesday April 29<sup>th</sup>, 2026

Marriott Harbourfront, Halifax, NS

8.40 – 8.50	Introduction from the Chair <b>April Howe</b> , Founder and CEO, <b>Crayon Strategies</b>	<b>CRAYON STRATEGIES</b>
9.10 – 9.50	<p><b>Keynote Leadership Panel</b>  <b>Leading HR Through Change: Strategies for Resilient, Adaptive, High-Impact Teams</b></p> <ul style="list-style-type: none"> <li>• How do leadership behaviours and mindsets shape resilient, high-performing teams?</li> <li>• How can HR embed agility into daily practices to better navigate rapid change and uncertainty?</li> <li>• What strategies help build psychological safety within HR teams to drive trust and innovation?</li> <li>• How can continuous learning and cross-functional development strengthen HR's adaptability?</li> <li>• What practical steps can address hybrid work fatigue and improve retention and engagement?</li> <li>• How can HR leaders recognize and reduce burnout to protect well-being and performance?</li> <li>• In what ways can data and analytics help anticipate disruptions and design more resilient HR strategies?</li> </ul> <p><b>Kathryn English</b>, Vice President – HR, <b>Sysco</b>  <b>Ruth Fahy</b>, Vice President – Football, <b>Halifax Tides</b>  <b>Layla Khalil</b>, Vice-President, People &amp; Culture, <b>East Coast Credit Union</b>  <b>Laura Godsoe</b>, AVP Recruitment and Talent Management, <b>Dalhousie University</b></p>	 <b>DALHOUSIE UNIVERSITY</b>   <b>CREDIT UNION</b> <b>EAST COAST</b>  <b>Sysco</b>
9.50 – 10.00	<b>Relax and Unwind</b> Health and Guided Meditation Break	
10.00 – 10.20	<b>Embedding Quantifiable Learning, Development and Succession Planning Strategies into the DNA of the Organizations</b>	

	<p>In an era where business agility is paramount, investing in employee and team growth has never been more critical. Yet with talent mobility on the rise, how can organizations create environments where people choose to stay, grow, and thrive?</p> <p>This session will explore:</p> <ul style="list-style-type: none"> <li>• The key forces shaping today's learning ecosystems</li> <li>• How to understand what your employees truly value to craft personalized learning journeys</li> <li>• Strategies for fostering an inclusive, equitable learning culture</li> <li>• Enabling employees to build the skills they - AND your organization - need for the future</li> <li>• Now – let's add it all up, how do we quantify the success?</li> </ul> <p><b>Rachelle. Gagnon</b>, Vice President – People and Culture, <b>Champlain Seafood</b></p>	
10.20 – 10.40	<p><i>Morning Coffee and Networking Break</i> Time to refuel and continue networking!</p>	
10.40 – 11.20	<p><b>Panel Session</b> <b>Safe, Strong, and Accountable: Leadership Lessons from High-Stakes Workplaces</b></p> <ul style="list-style-type: none"> <li>• <i>Turning Pressure into Performance</i> – in high-stakes environments what leadership habits drive precision, accountability, and results?</li> <li>• <i>Mental Health, Fatigue &amp; 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?</li> <li>• <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?</li> <li>• <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?</li> </ul> <p><b>Jennifer Campbell</b>, CHRO, <b>Atlantic Pilotage Authority</b> (confirmed)  <b>Scott Nauss</b>, Senior Executive Director, Safety Branch, Labour, Skills &amp; Immigration, <b>Government of Nova Scotia</b> (confirmed)  <b>Kristen Shaw</b>, Director - HR, <b>OSCO Construction</b> and Recipient of <i>Newcomer Employment Champion Award 2024</i></p>	  
11.20 – 11.40	<p><b>Unlocking Newcomer Potential: Lessons from a Newcomer's Journey to Leadership</b></p> <ul style="list-style-type: none"> <li>• What moments, big and small, helped transform my newcomer experience into a path toward leadership, and what can organizations learn from them?</li> <li>• How can workplaces and communities create the sense of belonging that allows newcomers not just to integrate, but to thrive and lead?</li> <li>• 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?</li> <li>• Top tips and take aways</li> </ul>	

	<b>Kassim Doumbia, Mayor, City of Shippagan, NB</b>	
12.00 – 1pm	<p><b>Networking Lunch Break</b> It is time for lunch - and you have earned it.</p>	
1pm – 2.15	<p><b>Peer-to-Peer Roundtables</b> Choose <u>TWO</u> burning issues that are keeping you awake at night and join 2 <b>employer-only</b> roundtable to discuss practical solutions and strategies for overcoming challenges and capitalizing on opportunities</p> <ul style="list-style-type: none"> <li>• <i>Building Future Leaders: Aligning Talent Attraction, Retention and Development</i></li> <li>• <i>Building Resilient Teams in Multigenerational and Hybrid Workplaces</i></li> <li>• <i>AI and HR – Tools and Strategies for Increasing Efficiency</i></li> <li>• <i>Building Psychologically Safe Workplaces</i></li> <li>• <i>Different Minds, Better Teams: Building Neuroinclusive Workplaces</i></li> </ul>	
2.15 – 2.35	<p><b>Afternoon Coffee and Networking Break</b> Time to refuel and continue the networking!</p>	
2.35 – 2.55	<p><b>Gold Partner Session</b> <b>The Human–AI Partnership: Leveraging Technology to Empower, Not ‘Replace’</b></p> <ul style="list-style-type: none"> <li>• How can AI augment human capabilities in HR, from recruitment to talent management, without replacing critical human judgment?</li> <li>• What ethical and practical considerations should HR leaders keep in mind when integrating AI into the workplace?</li> <li>• How can organizations reskill and upskill employees to thrive alongside AI tools?</li> <li>• In what ways can AI help create more inclusive, efficient, and data-driven workplace practices while preserving human connection?</li> </ul>	
2.55 – 3.35	<p><b>Panel Session</b> <b>Benefits That Matter: Unlocking What Employees Really Value</b></p> <ul style="list-style-type: none"> <li>• What do employees really value beyond salary, and how do you uncover those insights in your organization?</li> <li>• How can HR design benefits and rewards programs that genuinely boost engagement and loyalty?</li> <li>• What strategies have you used to link compensation and perks to measurable performance and retention outcomes?</li> <li>• Looking ahead, what trends in flexibility, wellness, and personalized rewards should HR leaders be preparing for?</li> </ul> <p><b>Britt Wilson, CHRO &amp; Executive Director, City of Halifax</b></p>	 

	<p><b>Cyndy Allen</b>, Director – Total Reward, <b>Emera</b>  <b>Brianne Bampton</b>, Director, Compensation, Total Rewards &amp; Workforce Services, <b>Shannex</b></p>	
3.35 – 3.40	<p><b>Health and Wellness Break</b>  <i>Stretch, Relax, Recharge</i></p>	
3.40 – 4.15	<p><b>Navigating the Mosaic: Leading in Fragmented, Flexible, and Multigenerational Workplace Cultures</b></p> <ul style="list-style-type: none"> <li>• How can leaders build a shared identity across hybrid, remote, inhouse and frontline?</li> <li>• How can you avoid burnout from over-overperforming culture keepers?</li> <li>• What role does DEIB play in a multifaceted, multigenerational workplaces and how is this shifting the way that HR manages teams and hierarchies?</li> <li>• Case study examples and top tips for leading across subcultures</li> </ul> <p><b>Roberta Hood</b>, Regional Vice President - People and Culture, <b>Graybar Canada</b>  <b>Candice McIntyre</b>, Human Resources Business Partner, HR Operations, Retail Atlantic, <b>Sobeys</b>  <b>Roshanak Sadeghi-Zadeh</b>, VP – People Culture &amp; Belonging, <b>Halifax International Airport Authority</b></p>	  
4.05 – 4.15	<p>Chair's closing remarks  <b>April Howe</b>, Founder and CEO, <b>Crayon Strategies</b></p>	