

INFORMED HR EVENT OTTAWA

Thursday October 30th, 2025

Bay View Yards, Ottawa

#informedhr



9.00 – 9.10	Introduction from the Chair Heidi Hauver, Fractional VP, People & Culture & Executive Advisor & Mentor	
9.10 – 9.35	Fireside Chat Aligning Leadership and Corporate Vision to Become an Employer of Choice What role does HR play in aligning leadership strategy with corporate goals? Hear how an award-winning, top, Ottawa-based, employer has adopted a bold, people-first approach to empower leaders, drive growth and become an. Employer of choice • How can HR arm top performers with the tools, coaching, and clarity they need to lead with impact? • What can HR do to foster a culture of trust and psychological safety where all employees are empowered to challenge ideas and contribute meaningfully? • What performance metrics and frameworks can be used to align leadership behavior with business growth and strategic objectives? Michael Johnson, President & CEO, Multiview Moderated by Heidi Hauver, Fractional VP, People & Culture & Executive Advisor & Mentor	
9.35 – 10.15	Leadership and Engagement Panel Resilient Teams, Agile HR: Practical Strategies to Help your HR teams thrive • How can HR teams embed agility into their daily practices to better navigate rapid change and uncertainty? • What steps can we take to create psychological safety within HR teams to foster resilience and innovation?	

	• In what ways can continuous learning and cross-functional development strengthen the adaptability of HR professionals? • Navigating hybrid work fatigue and retention issues: unpack the impact of hybrid work on employee well-being and discover practical retention strategies • Recognizing and reducing employee burnout • How can data and analytics help HR anticipate disruptions and craft more flexible, resilient strategies? Keira Torkko, Chief of Staff and Chief People Officer, Assent Ann Clancy, Chief Talent Officer, Children's Hospital of Eastern Ontario Kiran Hanspal, ADM, Human Resources, Public Services and Procurement Canada Karen Bateh, Vice-President, People & Culture, CBC/Radio-Canada Moderated by Ryna Young, Regional Head, Executive Search and Diversity, Equity, and Inclusion Co-Lead, KBRS	    
10.15 – 10.40	Morning Coffee and Networking Break Time to refuel and continue networking!	
10.40 – 11.05	Gold Partner Insights Gaining Managerial Buy-In for Hiring Co-op Students Co-op programs are a strategic way to develop future-ready talent and close skills gaps. Yet, securing managerial support can be a hurdle. In this session, hear from Ottawa employers who've successfully championed co-op hiring. Danica Scapillati , Campus Recruitment Advisor, Deloitte Bishakha Verma , HR & Professional Development Coordinator, PCL Construction Nicole Lachapelle , Human Resources Specialist Advisor, Public Safety Canada Moderated by Chantal Yelle , Team Lead, BD & Partnerships, University of Ottawa	   uOttawa Régime coop Co-op Programs 
11.05 – 11.15	Recharge break and guided meditation Sarah Boardman , Coach, Light Stone Coaching	Light Stone Coaching
11.15 – 12.00	Talent Strategy Panel From Crisis to Capability: Solving the Talent Challenge to Innovate and Thrive • Immigration and hiring as a pathway to growth: opportunities, challenges and forging a viable way forward • How inclusive hiring practices and smart 'newcomer' strategies can widen your talent pipeline and support a more diverse, global-ready workforce	 

	- Upskilling, reskilling, and internal mobility strategies - explore how forward-thinking organizations are closing skill gaps by investing in internal talent development and building clear pathways for career mobility - Top tips for solving the 'talent challenge' to thrive Kin Choi, VP of HR, Algonquin College Pamela LeMaistre, CHRO, City of Ottawa Marshia Akbar, Director, BMO Newcomer Workforce Integration Lab Lisa Nowostawski, Director of Human Resources, Welch LLP Moderated by Jay Gosselin, Founder, 3C Training Team Building and Training	  
12.00 – 1.00	Networking Lunch Break It is time for lunch - and you have earned it.	
1.00 – 1.40	Workforce Belonging Panel From Policy to Culture: Putting the 'Belonging' into DE&I - Going beyond DEI: what belonging means for retention - Designing employee networks and peer communities - How storytelling drives belonging and inclusion - Leadership accountability: who owns belonging? - Measurement tools: what gets measured gets improved Awad Ibrahim, Vice-Provost, Equity, Diversity and Inclusive Excellence, University of Ottawa Candace Labelle, Senior Director – Talent Programs, Calian Neha D'Souza, Chief Operating Officer, Perley-Robertson, Hill & McDougall Moderated by Tadiwa Muradzikwa, Dir. of People, Culture & Belonging, Youth Services Bureau	   
1.40 – 2.05	Gold Partner Insights The Human-AI Partnership: Augmentation, Not Replacement <i>This session will cover key aspects of AI adoption and what it means to the future of HR including:</i> - AI in recruiting, L&D, and internal mobility - Managing risk and bias in AI adoption - Policy, transparency, and trust Julie Lavergne, Founder and CEO, 8Ball Clarity Jodie McLeod, CHRO, Atomic Energy of Canada Moderated by Chris Dore, Professor and Coordinator, Business Management & Entrepreneurship (BME) Program, Algonquin College	 
2.05 – 2.10	<i>Recharge break and guided meditation</i>	

	Sarah Boardman, Coach, Light Stone Coaching	Light Stone Coaching
2.10 – 2.30	Holistic Wellbeing Practices that Work in Multi-Generational Workplaces • What is 'holistic Wellbeing' and how can best address all pillars of employee health? • Strategies for shaping policies that address different demographics and priorities • Designing inclusive benefits that reflect new wellness priorities • Gen Z's expectations: purpose, mental health, and work-life integration and how wellbeing impacts recruitment Donna Burnett Vachon, Director, Change and Organizational Development, Hydro Ottawa	
2.30 – 2.55	Afternoon Coffee and Networking Break Time to refuel and continue the networking!	
2.55 – 3.35	Peer-Peer Roundtables <i>Choose that <u>ONE</u> burning issue that is keeping you awake at night and join an employer-only roundtable to discuss practical solutions and strategies for overcoming challenges and capitalizing on opportunities*</i> 1. <i>Building Future Leaders: Aligning Talent Attraction, Retention and Development</i> 2. <i>Building Resilient Teams in Multigenerational and Hybrid Workplaces</i> 3. <i>Strategies for Supporting Employee Health and Wellbeing</i> 4. <i>AI and HR – Tools and Strategies for Increasing Efficiency</i> 5. <i>Strategies for Building Lasting Inclusion - beyond 'box ticking</i> 6. <i>Benefits, Perks and other Rewards that ALL Employees Value</i> * <u>Note</u>: These are employer-only discussion groups and providers will not be permitted to register or attend these sessions	
3.40 – 4.05	Closing Rapid Fire Take-Away Session Enticing Gen Z into the Workplace: Future-Forward Culture in Action Fast, fierce, and packed with insight, join us for five punchy 5-minute presentations where HR leaders share what it <i>really</i> takes to attract and retain Gen Z talent. From purpose-driven culture to people-first practices, this rapid-fire session delivers bold ideas, fresh perspectives, and actionable takeaways to help your company rise above the noise and become a Gen Z magnet. Don't blink, you won't want to miss a moment. Nathalie Guthrie, Director of HR, CENG Andriana Della Serra, Senior People Business Partner, Knak Caroline Bastien, Strategic Workforce Strategy and Culture, Export Development Canada Katrina Moss, Senior Manager, Leadership Coaching, StackAdapt Judia Neida Joseph, Student, Telfer School of Management and Co-Op Student, Deloitte	   
4.05 – 4.15	Chair's closing remarks	

	Heidi Hauver , Fractional VP, People & Culture & Executive Advisor & Mentor	
--	--	--