

# INFORMED HR EVENT OTTAWA



Thursday October 24<sup>th</sup>, 2024  
Bay View Yards, Ottawa  
[#informedhr](#)




Partners



8.50 – 9.00	Introduction from the Chair <b>Heidi Hauver</b> , Fractional VP, People & Culture	
9.00 – 9.40	<p><b>Preparing for New Opportunities and Challenges in the Workplace of the Future</b></p> <ul style="list-style-type: none"> <li>• How is digitalization and demographic change in the country's Capital, impacting the labour market and workplace dynamics?</li> <li>• Reimagining talent management and workforce engagement strategies - career pathing, performance management, change management and workforce planning</li> <li>• Finding innovative strategies for maintaining employee engagement, productivity and mental wellness in preparation for current challenges and future change</li> <li>• Hybrid, remote and in office work – what's next and how can HR professionals prepare?</li> <li>• In one sentence – top tips for HR leaders looking to future-proof their workplace</li> </ul> <p><b>Luc Bissonnette</b>, Associate Professor of Economics, <b>Université Laval</b>  <b>Heather DiPenta</b>, Director General of the Leadership and Learning Directorate, <b>Canada Revenue Agency</b>  <b>Clare Sullivan</b>, Vice-President - Human Resources, <b>Decisive Group</b>  <b>Stefanie Hosick</b>, VP, Human Resources, <b>Kinaxis</b></p>	   
9.40 – 10.15	<p><b>Gold Partner Session</b></p> <p><b>The Business Case for Investing in Talent – Nurturing and Growing Key Players to Future-proof your Workforce</b></p> <ul style="list-style-type: none"> <li>• The new competitive landscape and why investing now is more important than ever</li> <li>• What do potential and new employees want – developing tools and strategies for understanding your most valuable existing and potential employees</li> </ul>	

	<ul style="list-style-type: none"> <li>What tools and strategies are being deployed for supporting and nurturing key talent?</li> </ul>	
10.15 – 10.40	Stop. Pause. Start followed by Coffee and Refreshments Break	
10.40 – 11.20	<p><b>Health and Wellbeing Panel: 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> </ul> <p><b>Yanique Smith</b>, Director, Diversity, Equity, Inclusion, Mental Health &amp; Wellness, <b>Intact</b>  <b>Tadiwa Muradzikwa</b>, Director – People, Culture and Belonging, <b>Youth Services Bureau of Ottawa</b>  <b>Angie Legault</b>, Director of Workplace Well-Being, <b>RCMP</b></p>	  Royal Canadian Mounted Police Gendarmerie royale du Canada 
11.20 – 11.55	<p><b>Gold Partner Session Combating Workplace Burnout – the Good, the Bad and the Ugly</b></p> <p><i>This session will explore strategies for supporting mental and physical health to prevent low productivity, absenteeism, and loss of talent</i></p> <ul style="list-style-type: none"> <li>Assessing workloads, sick leave, and time-off policies to address unnecessary pressures on staff</li> <li>What benefits have a meaningful impact on employees' mental, physical, and financial health?</li> <li>Strategies for recognizing and combating burnout</li> </ul> <p><b>Carleen Hicks</b>, Leadership Coach, <b>Clariti</b></p>	
11.55 – 12.00	<p><b>Let's Talk About Workplace Menopause – YES, this IS a thing!</b></p> <p>In this session hear how you can leverage new data and influence leaders to champion menopause in the workplace. Where to start? What obstacles need to be overcome? How can a menopause strategy lead to change within the organization?</p> <p><b>Elizabeth Gray-Smith</b>, Chair of Advocacy, <b>Menopause Foundation of Canada</b></p>	
12.00 – 1.00	Networking Lunch Break	

1.00 – 1.40	<p><b>Diversity and Inclusion Panel</b>  <b>Embedding Accountability into Your DE&amp;I Outcomes in Changeable Times</b></p> <ul style="list-style-type: none"> <li>• Identifying cross-functional opportunities to empower diversity across the organization</li> <li>• What measures exist to hold leadership accountable for DEI outcomes?</li> <li>• Supporting diverse and underrepresented talent pools to drive inclusivity and growth</li> <li>• Connecting the dots between DEIB, recruitment and retention</li> <li>• Measuring the impact of DEIB on engagement and retention</li> <li>• Moving from diversity to inclusion and belonging</li> </ul> <p><b>Sheila James</b>, Director of the Office of I-IDEAS Indigeneity-Inclusion, Diversity, Equity, Access and Social Justice, <b>Children’s Hospital of Eastern Ontario</b>  <b>Amanda Bagalacsa</b>, Specialist, Diversity and Inclusion Programs and Projects, <b>City of Ottawa</b>  <b>Christine Clarkson</b>, Director of HR, <b>Thales</b>  Moderated by <b>Ryna Young</b>, Regional Head, Executive Search and Diversity, Equity, and Inclusion Co-Lead, <b>KBRS</b></p>	
1.40 – 2.20	<p><b>Recruitment and Retention Panel</b>  <b>Winning the War for Talent: connecting the dots between company culture, people and the latest technologies to stand out from the crowd</b></p> <ul style="list-style-type: none"> <li>• Implementing the latest strategies and tools to attract, hire and onboard talent in an environment where the meaning of work is changing – what’s working, what’s obsolete?</li> <li>• Breaking down silos to engage your whole organization in the recruitment process to align recruitment strategy with business outcomes</li> <li>• Leveraging technology as a means to support the overall recruitment strategy</li> <li>• Embedding coaching and learning into your employee lifecycle to strengthen your culture and drive business outcomes</li> </ul> <p><b>Katrina Moss</b>, Senior Manager Leadership Development, <b>StackAdapt</b>  <b>Sarah Crandlemire</b>, Senior Director of People &amp; Culture, <b>Knak</b>  <b>Amanda Gordon</b>, Chief Talent Officer, <b>CLV Group</b>  <b>Cindy Newell</b>, Vice President - People Culture and Strategy, <b>Ottawa Community Housing Corporation</b></p>	
2.20 – 2.45	Coffee and Refreshments Break	

2.45 – 3.30	<p><b>Peer-Peer Roundtables</b>  Choose that <u>ONE</u> burning issue that is keeping you awake at night and join an <b>employer-only</b> roundtable to discuss practical solutions and strategies for overcoming challenges and capitalizing on opportunities*</p> <ol style="list-style-type: none"> <li>1. Culturally Inclusive Benefits to Attract and Retain Top Talent</li> <li>2. Keeping Teams Engaged in a Hybrid Working Environment</li> <li>3. Building Future Leaders: Aligning Talent Attraction, Retention and Development</li> <li>4. Managing Menopause in the Workplace</li> </ol> <p>* <u>Note:</u> These are employer-only discussion groups and providers will not be permitted to register or attend these sessions</p>	
3.30- 4.00	<p><b>Fireside Chat:</b>  <b>Demystifying Tech and Artificial Intelligence for a Better and More Efficient Workplace</b></p> <ul style="list-style-type: none"> <li>• How can AI and automation HR processes to reduce work overload</li> <li>• Leveraging AI in Recruitment – the pros and the cons</li> <li>• AI and the impact on DE&amp;I</li> <li>• Simplifying the AI playbook – top tips, 1 sentence, leveraging AI to transform your culture and your business</li> </ul> <p><b>Celine Maasland</b>, Director of People and Culture, <b>RVezy.com</b>  <b>Paul Horton</b>, Chief Human Resources Officer, <b>Recollective</b></p>	  
4.00 – 4.15	<p>Chair's closing remarks  <b>Heidi Hauver</b>, Former Chief People Officer and Leadership and Culture Mentor</p> <p>Followed by Cocktails and Networking</p>	