

INFORMED HR EVENT OTTAWA

Thursday October 29th, 2026

Bay View Yards, Ottawa

#informedhr



8.40 – 8.50	Introduction from the Chair Heidi Hauver , Vice President of People, Ranovus	
8.50 – 9.20	Fireside Chat Why People Leave. Why People Stay: What Great Places to Work Understand About Trust, Leadership & Loyalty Forget engagement scores and employer branding slogans. This session explores the real reasons employees disengage, stay silent, or walk away and what leaders are doing differently to create cultures people genuinely want to belong to and the emotional reality of work. Hugh Gorman , CEO, Colonnade BridgePort Moderated by Heidi Hauver , Vice-President of People and Culture, Ranovus	 
9.20 – 10.00	Leadership and Engagement Panel Aligning People, Purpose & Performance in Uncertain Times Culture is no longer a 'soft' conversation. It is directly tied to retention, resilience and organisational trust. This session explores how leaders across Ottawa's public sector, healthcare, technology, education, and civic institutions are building cultures that can withstand fatigue, rapid change, and growing employee expectations Paul Horton , CHRO, Recollective Sue Ivay , CHRO, Calian Group Katherine Murray , CHRO, Bank of Canada	  
10.00 – 10.20	<i>Morning Coffee and Networking Break</i>	

	Time to refuel and continue networking!	
10.20 – 11.00	Keynote Address Recognition as a Leadership Skill and Why Employees Feel Invisible, Even in People-First Cultures Most organizations believe they recognize employees well. Most employees disagree. This session explores the growing disconnect between leadership intention and employee experience and why meaningful recognition has become one of predictors of retention, engagement, and wellbeing • Why annual praise no longer works • Recognition in hybrid & dispersed teams • Hidden cost of emotionally absent leadership	
11.00 – 11.15	Pause, Breathe, Reconnect <i>A guided stretch and nervous-system reset session designed to combat conference fatigue and model sustainable leadership in practice</i>	
11.15 – 11.55	Benefits and Rewards Panel Benefits That Actually Matter: Rethinking Wellbeing, Flexibility & Employee Value Beyond Salary Today's workforce expects more than compensation. Employees are increasingly evaluating employers based on quality of leadership. Donna Burnett Vachon , Director of Change and OD, Hydro Ottawa Glenda Boldt , VP – People and Culture, Lee Valley Tools Marie-Lynn Bromilow , VP, Total Reward, EllisDon Moderated by Jennifer Burns , Partner, DBA	  
12.00 – 1.00	Networking Lunch Break It is time for lunch - and you have earned it.	
1.00 – 1.40	Human + AI Workplace Panel Technology to Support Workplace Efficiency without Replacing People AI is changing recruitment, workforce planning, learning and employee experience. But trust, empathy and ethical leadership remain human responsibilities. This session explores how employers can integrate AI and human connection.	 Government of Canada Gouvernement du Canada

	Meagan Collins , Manager, Analytics and Data Science Treasury Board of Canada Wendy Cukier , Founder, Diversity Institute, Toronto Metropolitan University Sonya Shorey , President and CEO, Invest Ottawa	 
1.40 – 1.50	Interactive and Guided Activity Leading Across Different Mindsets: Rethinking Leadership for Cognitive Diversity <i>This interactive session will unveil how different people think and work, and why traditional leadership approaches do not always meet everyone's needs. How can you adapt your skills to foster inclusion, engagement, and success. This will be followed by 10 minutes of reflection and sharing</i> Virginie Cobigo , Professor, University of Ottawa & Executive Director, Open Collaboration for Cognitive Accessibility	 uOttawa
1.50 – 2.30	DEIB Panel What Employees Need Now: Beyond Policy Statements Employees no longer judge organizations solely on diversity commitments but whether people feel safe, respected, heard, and able to succeed - and the move from performative DEI efforts toward genuine belonging. Richard Sharp , Director, Black Equity Branch, Ontario Treasury Board Secretariat Scott Cantin , ED, Public Service Pride Network Secretariat, Government of Canada Moderated by Katie Pye , BD Manager – Growth and Client Services, Green Shield	 Government of Canada / Gouvernement du Canada 
2.30 – 2.50	Afternoon Coffee and Networking Break Time to refuel and continue the networking!	
2.50 – 3.35	Peer-Peer Roundtables 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* 1. <i>Building Future Leaders: Aligning Talent Attraction, Retention and Development</i> 2. <i>AI for a More Resilient Workplace</i> 3. <i>Strategies for Supporting Employee Mental Health and Wellbeing</i>	

	4. <i>Upskilling and Reskilling to Future Proof Your Workplace</i> 5. <i>Managing Workplace Menopause</i> 6. <i>Conflict Resolution – Strategies and Procedures</i> * <u>Note</u>: These are employer-only discussion groups and providers will not be permitted to register or attend these sessions	
3.35 – 3.40	Pause, Move, Reconnect <i>A guided stretch and nervous-system reset session designed to combat conference fatigue and model sustainable leadership in practice</i>	
3.40 – 4.20	Employee Engagement Panel Leading the Fragmented Workforce <i>Today's organizations are increasingly fragmented: remote and onsite, unionized and non-unionized, Gen Z and late-career employees, digital-first and relationship-driven. How do leaders create cohesion without forcing sameness?</i> Kathryn Hancock, Regional Head of HR (Canada), IPH Limited Stefanie Hosick, Vice President of Human Resources, Kinaxis Annie Corriveau, Vice President, Human Resources, Brookstreet Hotel Blessing Okon, Director, Talent Acquisition, Lumentum	
4.20 – 4.25	Chair's closing remarks Heidi Hauver, Fractional VP, People & Culture & Executive Advisor & Mentor	