

INFORMED HR EVENT OTTAWA

Thursday October 30th, 2025

Bay View Yards, Ottawa

#informedhr

Partners



9.00 – 9.10	Introduction from the Chair Heidi Hauver, Fractional VP, People & Culture	
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	
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	  
10.15 – 10.40	Stop. Pause. Start followed by Coffee and Refreshments Break	
10.40 – 11.05	Gold Partner Insights Benefits, Perks and Rewards that Matter • What employees want now: financial health, flexibility, and empathy • Evolving benefit plans to reflect life-stage and workforce diversity • Assessing common concerns being raised with HR leaders - squeezing finances, budgeting/saving in uncertain times, more workplace communication – and finding solutions to address these concerns	
11.10 – 11.15	Recharge break and guided meditation	
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	   Canada Excellence Research Chair in Migration & Integration 

	Lisa Nowostawski , Director of Human Resources, Welch LLP	
12.00 – 1.00	Networking Lunch Break	
1.00 – 1.40	Workforce Wellbeing 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	  
1.40 – 2.05	Gold Partner Insights Human-Centered AI in HR: Unlocking the Opportunity • AI in recruiting, L&D, and internal mobility • Managing risk and bias in AI adoption • Policy, transparency, and trust	
2.05 – 2.30	Afternoon Coffee and Networking Break	
2.30 – 3.15	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 Workforce</i> 5. <i>Reward and Benefits to Attract and Retain Top Talent</i> 6. <i>Managing Workplace Menopause</i> 7. <i>Conflict Resolution – strategies and procedures</i> 8. * <u>Note</u>: These are employer-only discussion groups and providers will not be permitted to register or attend these sessions	
3.15- 3.55	Fireside Chat 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 Elizabeth Rhodenizer, Chief Health and Wellbeing Officer, APEX (Association of Professional Executives of the Public Service of Canada)	 
3.55- 4.20	Closing Rapid Fire Take-Away Session Enticing GenZ into the Workplace with a Forward-Thinking, People-First, Company Culture <i>4 short sessions, 5-minute presentations; hear what the trailblazers are doing to stand out in the crowd to win the hearts and minds of GenZ!!</i> Nathalie Guthrie, Director of HR, CENGN Caroline Bastien, Strategic Workforce Strategy and Culture, Export Development Canada	 
4.20 – 4.30	Chair's closing remarks Heidi Hauver, Fractional VP, People & Culture	