



## IPAC National Leadership Conference & Awards 2018

### The Dynamic Leader: Responding to an Uncertain World

#### Speakers' Bios



#### **NIK BADMINTON**

Futurist

Nikolas is a world-respected futurist speaker, author, teacher, and conference producer. Nikolas has over 20 years of experience in strategic planning, scanning, and forecasting with governments and companies all over the world.

He wows audiences with keynote speeches on: The Future of Work; The Sharing Economy; The Future of Cars; The Future of Cities; The Future of AI integrated with Life and Business; The Future of Education; The World with Virtual, Augmented and Mixed Reality; and Predictions for 2017 to 2030 and beyond.

He regularly appears on the BBC, CBC, CTV, Global News, VICE, and writes for the Techcrunch, Huffington Post, Forbes, Venturebeat, Betakit, TechVibes, Business.com, and other media.



#### **STEVE BENNETT**

Global Lead for Government Practice, SAS

Steve Bennett drives strategic industry positioning and messaging in global Government markets. A thought leader in decision science and the application of analytics in government, Bennett works to enable delivery of effective solutions to government customers around the world. Following the events of 9/11, he led the design and application of quantitative analysis to inform some of the United States' most challenging security decisions, most recently as the Director of the National Biosurveillance Integration Center. Bennett has a passion for improving government decision making, and pursues better organization, management, and understanding of government data since it is critical to that endeavor.



#### **RITU BHASIN**

President of bhasin consulting inc.

Ritu Bhasin, LL.B. MBA, President of bhasin consulting inc., is an award-winning speaker, author, and globally recognized expert in diversity and inclusion, women's advancement, and authentic leadership.

Since 2010, Ritu has delivered leadership training, coaching, and advisory services across sectors, working with top organizations and senior leadership teams around the world to develop inclusive cultures, and advocating for authenticity as a path to inclusion, empowerment, and innovation. Ritu is known for her expertise in cultural competence, unconscious bias, and neuroscience strategies, and has coached hundreds of professionals, leaders, and executives to be more inclusive. She has

won numerous awards for her work, including the City of Toronto's William P. Hubbard Award for Race Relations in 2014.

Ritu's Amazon-bestselling book, *The Authenticity Principle: Resist Conformity, Embrace Differences, and Transform How You Live, Work, and Lead*, was released in the fall of 2017. In the same year, Ritu also co-authored a ground-breaking research study called *Sponsor Effect: Canada*, with the Center for Talent Innovation, which examines the experiences that people of colour, Indigenous peoples, and women have with advocacy and sponsorship in the workplace.

Before founding bci, Ritu spent ten years in the legal profession, first as a civil litigator and then as the director of legal talent for a preeminent Canadian law firm.

Ritu, who is also an avid yoga and mindfulness teacher and practitioner, lives in Toronto, Canada, but travels all over the world to eat, swim, hike, dance, and work.

To learn more about Ritu, visit <http://www.ritubhasin.com>. Follow Ritu on Facebook at [facebook.com/authenticityprinciple](https://www.facebook.com/authenticityprinciple), and on Twitter and Instagram @ritu\_bhasin.



#### **PAUL S. BIEN**

Senior Manager and Director of Insights at Deloitte Canada

Paul Bien is a Senior Manager in Monitor Deloitte's Canadian practice, focused on helping public sector leaders build strategies and develop innovative solutions to some of today's biggest challenges. Over the course of his career Paul has advised a number of senior government and private sector leaders on important topics ranging from education to health care, and the economy.

For the past 2 years he has developed and lead Deloitte's premier thought leadership group, the Future of Canada Centre. The Centre creates original research and publishes articles, reports, and periodicals that provide leading insights for businesses, the public sector and NGOs. The Centre utilizes research, and experience from the organization, to advance the conversation on a broad spectrum of topics.

Prior to joining Deloitte Paul worked as a Policy Advisor to an Ontario Minister of Education, primarily focused on managing the \$21 billion education budget. Most recently he was the Senior Transformation Program Coordinator in the Ministry of Education, leading consultations on, and developing the government's vision for education in the next decade.



#### **GLENDA FISK**

Associate Professor, Employment Relations, Queen's University

Glenda Fisk, Ph.D., is an Associate Professor in Employment Relations at Queen's University. As an Organizational Psychologist, she studies entitlement in the workplace and the conditions that lead to the experience of employees feeling worthy of rewards they might not objectively deserve. More recently, she has become interested in resilience, and has turned her attention to understanding when and why some individuals are better able than others to survive and thrive in response to difficult, painful, or anxiety-provoking situations. In addition to her research work, Glenda teaches graduate-level classes in Human Resource Management, Organizational Behavior, statistics, and survey methodology.



### DAVID FULFORD

Former Assistant Deputy Minister, Government of Ontario

David Fulford worked for the Ontario government for 33 years and for 17 of those years he was an Assistant Deputy Minister. Prior to his retirement from the OPS in 2017, David was the Assistant Deputy Minister of the Employment and Training Division (ETD) with the Ministry of Advanced Education and Skills Development.

Under David's leadership, ETD was responsible for Employment Ontario, an investment of more than a billion dollars that helps over one million Ontarians each year, including employers, laid off workers, apprentices, newcomers and youth.

David has spearheaded a number of innovative initiatives. His vision was not only to improve employment services and supports for Ontarians, but also to engage public service employees, to support them, and to inspire them to do their best work.

Understanding that public service must transform for the 21<sup>st</sup> century, David built a coalition of 13 Ontario Public Service (OPS) partners to launch Employment Ontario Live Chat – the first online chat service in the OPS. Live Chat won the Silver at the 2015 Institute of Public Administration of Canada (IPAC) Awards for Innovative Management and The Amethyst Award for digital disruption.

In his previous Assistant Deputy Minister roles, David led a team that won a number of prestigious national and international awards for successfully implementing a government-wide enterprise financial system.

David is the founder and champion of the successful Ontario Public Service Project Management Excellence Initiative. He was an advisor to IPAC on the strategic planning process as part of an international development initiative for the Government of Lithuania. David has also spoken at a number of Conference Board of Canada events on risk management and change management.



### ABE GREENSPOON

Talent Manager, Canada's Free Agents

Abe is a proven and recognized leader in the Government of Canada. Since 2015, Abe has been leading Canada's Free Agents, a new and experimental model for talent mobility in the Government of Canada. Canada's Free Agents has been recognized internationally as a leading edge innovation that gives managers better access to skills and gives employees more autonomy over their career.

Prior to his current role, Abe worked in a number of program, policy and engagement roles. Abe holds a Master of Arts degree in Political Science from the University of Western Ontario and is a graduate of the Canada School of Public Service's iLeadership program. He has a passion for projects that are innovative and collaborative and have the potential to change the way we work. Outside of work, Abe plays Ultimate, Softball, and Squash.

You can find Abe on [Twitter](#), [LinkedIn](#), and [GCConnex](#).



### **JODI HIMELRIGHT**

President and Principal Consultant, Excelis Leadership Consulting, Inc.

Jodi Himelright, Ph.D., is the President and Principal Consultant of Excelis Leadership Consulting, Inc. She has 19 years of experience in talent management consulting and possesses a wide range of skills and knowledge that span the following core areas of expertise:

- Leadership assessment, development, and coaching
- Employee selection system design and implementation
- Performance management
- Training

The primary focus of her work is on leadership assessment and development. From emerging high potentials at the early stages of their careers to senior executives, Jodi has experience in the selection, development and coaching of leadership. She has helped leaders across North America, Europe, Asia and Latin America recognize and leverage their strengths as well as capitalize on their growth areas.

Jodi has experience working in both public and private sector organizations across a diverse range of industries including utilities, technology, airlines, manufacturing, financial services, pharmaceuticals and medical devices. She has also provided consulting services to several Federal agencies including the National Nuclear Security Administration, the Nuclear Regulatory Commission, and the U.S. Securities and Exchange Commission. She has also worked with public safety agencies such as the New York State Police and the Boston Police Department to manage large-scale, high-stakes selection processes.

Previously, Jodi served as the Manager of Professional Development for The Pennsylvania State University's Outreach organization. She is currently an affiliate of the University's Center for Workplace Learning and Performance where she provides leadership development consulting and delivers training. She also has experience teaching academic courses in employee selection, organizational leadership, and motivation. Additionally, she is a part-time lecturer in The Pennsylvania State University's School of Labor and Employment Relations.

Jodi holds a Ph.D. in Industrial-Organizational Psychology from The Pennsylvania State University. She is a member of the Society for Industrial-Organizational Psychology.



### **DR. MARC HURWITZ & SAMANTHA HURWITZ**

FliPskills Consulting

Co-authors of the best-seller *Leadership Is Half The Story: A Fresh Look At Followership, Leadership, and Collaboration* (University of Toronto, Rotman Press) and co-founders of FliPskills Consulting, an HR thought leader and innovator, and FliP University, an online course startup – FliPing online learning on its head.

Marc is an engaging polymath with a PhD in neuroscience, an MBA, and Masters degrees in math and physics. He teaches entrepreneurship and leadership at the University of Waterloo and is Chief Insight Officer of FliP U.



Sam is Chief Encouragement Officer of FliP U and enjoys helping people have those "aha" and "ahhh" moments. She is a leadership and followership coach, consultant, trainer, speaker, and CPA with many years of corporate, executive and entrepreneurial experience.



### **EVERT LINDQUIST**

Professor, School of Public Administration, University of Victoria

Evert Lindquist is Professor of Public Administration at the University of Victoria and Editor, *Canadian Public Administration*, the flagship journal of the Institute of Public Administration of Canada. He served as Director of the School of Public Administration (1998-2015), professor at the University of Toronto (1988-1998), the ANZSOG-ANU Chair in Public Management Research (2010-11), and the first Treasury Board of Canada Secretariat Visiting Fellow (1992-94). Lindquist has served on IPAC's Board of Directors, as President of the Victoria Regional Group, chair of IPAC's Research Committee, and President of the Canadian Association of Programs in Public Administration. He has published on topics relating to public sector reform, governance and decision-making, central agencies, policy capability, think tanks, consultation, horizontal management, government-non profit relations, budgeting, leadership and competing values, and visualization and policy-making. He co-edited December 2017 special issue in *Canadian Public Administration* on 'Understanding Governance in the Digital Era: An Agenda for Public Administration Research in Canada'. Lindquist and Richard Marcy's "The *competing values framework*: Implications for strategic leadership, change and learning in public organizations", won the 2016 Best Article Award for the *International Journal of Public Leadership* Vol. 12:2.



### **SHAUN LONEY**

Canadian social entrepreneur

Shaun has co-founded and mentored 11 social enterprises, including [BUILD Inc.](#), which won the 2011 Scotia Bank EcoLiving Green Business of the Year, and the 2013 Manitoba Apprenticeship Employer of the Year. Before co-founding BUILD Inc, Shaun was Director of Energy Policy for the Government of Manitoba, and political advisor to Gary Doer's NDP. Loney is the first prairie Canadian to be awarded an Ashoka Fellowship (2015) and was Ernst and Young's Entrepreneur of the Year in 2014.

Shaun lives in Winnipeg, with his partner Fiona. Between them they have three teenage boys – Aandeg, Weslee and Owen. Shaun is proud to be part of a strong and visionary social enterprise team that is flourishing across the country. *An Army of Problem Solvers: Reconciliation and the Solutions Economy* is Shaun's second book.



### **VINCE MARSH**

National Leader, Leadership Development, Deloitte Canada

Vince is a Director within Deloitte's Canadian Human Capital team and works with executives, executive teams and boards to improve individual and team effectiveness.

He is widely recognized as one of Deloitte's most experienced and high-impact leadership development assessors, workshop facilitators and coaches. He has extensive experience working with executives in both the public and private sectors.

Vince has particular expertise in two areas: the ability to leverage Deloitte's world-class framework and assessment methodology to guide leader development; and a deep working knowledge of the conditions enabling senior teams to operate productively.



### **HON. PIERRE PETTIGREW**

Executive Advisor (International), Deloitte Canada

From January 1996 to February 2006, the Honourable Pierre Pettigrew led a number of senior departments in the Government of Canada. Among other positions, he has served as the Minister of Foreign Affairs, Minister for International Trade, Minister of Human Resources Development and Minister of International Cooperation. Pierre Pettigrew presently works with Deloitte & Touche, LLP as Executive Advisor, International and he serves as a director of several public companies. Pierre Pettigrew is also the Government of Canada's Special Envoy for the Canada-European Union Trade Agreement (CETA). Mr. Pettigrew holds a Bachelor of Arts degree from the University of Quebec in Trois-Rivieres, a Master's of Philosophy in International Relations from the University of Oxford and in 2008 he graduated of the Directors Education Program of the Rotman School of Management, University of Toronto.



### **GEMMA PIEMONTESE**

Chief People Officer, Toronto Transit Commission

As the Chief People Officer of the Toronto Transit Commission (TTC), Gemma oversees all Human Resources, Training and Development, Human Rights and Diversity, Policy Development, Employee Service Centre as well as Investigative Services matters of this large organization. Gemma has dedicated her entire career to public transit, and in particular Human Resources. Since joining the TTC in 1982, Gemma has spent most of her career in the Human Resources Department and has held various positions. She was the first female on the TTC Executive Team and holds directorships with the TTC Sick Benefit Association and TTC Pension Fund Society. Gemma is also affiliated with the International Association of Public Transit, the Ontario Municipal Human Resources Association, is a member of the Governing Body for the Toronto Chief Human Resources Officer Leadership Summit as well as volunteers her time with the Dreams Take Flight national charitable organization. She graduated with a Business Administration Diploma with High Honours from Seneca College and then attained Human Resources and Law Procedures Certificates from Ryerson University in Toronto. With a focus on customer service, people, transformation and culture change, the TTC was recognized as one of Greater Toronto's Top Employers and named Outstanding Public Transportation System of the year by the American Public Transportation Association.



### **TOM ROSSER**

Assistant Deputy Minister, Strategic Policy, Agriculture and Agri-Food Canada

Mr. Tom Rosser joined Agriculture and Agri-Food Canada (AAFC) as the Assistant Deputy Minister of Strategic Policy in January 2017. He is responsible for leading on major policy issues on behalf of the Department including Cabinet and intergovernmental affairs, development of a national food policy, as well as economic analysis. He is also the Department's Champion for mental health and wellness.

Before joining AAFC, he was the Senior Assistant Deputy Minister of Strategic Policy at Fisheries and Oceans Canada, responsible for policy development, Cabinet and Parliamentary Affairs, communications, economic analysis and trade.

Prior to that, he was the Assistant Deputy Minister, Canadian Forest Service (CFS), Natural Resources Canada (NRCan), where he was responsible for leading the network of federal forest science labs; trade and international affairs; economics and policy development pertaining to forestry and industry innovation.



### **MONIQUE SMITH**

Ontario's Representative in Washington

Monique Smith was appointed Ontario's Representative in Washington in September 2013.

Prior to serving in Washington, Monique led Premier Kathleen Wynne's transition team and successfully assisted the new Wynne government through its first six months in office at Queen's Park. She had previously served as Ontario's Minister of Intergovernmental Affairs, Government House Leader, Minister of Tourism and Minister of Revenue. During her first four years of elected office she served as Parliamentary Assistant to the Minister of Health and Long-Term Care.

Before being elected in 2003, Monique served as Executive Director of the Association of Canadian Publishers (ACP) and as Chief of Staff to the Leader of the Official Opposition in the Ontario Legislature, Dalton McGuinty. Monique began her professional career practicing labour and employment law at McCarthy Tétrault, a national law firm, in their Toronto office.

A strong advocate for Ontario's interests, Monique is the first person to hold the Washington post. She sits on the Premier's Committee on Ontario-U.S. Economic and Trade Relations and is a Co-Chair of the Ontario-US Engagement Strategy. She brings a wealth of experience and knowledge of her province to her work in the U.S. Her office is situated in the Canadian Embassy.



### **SASHA TREGBOV**

Senior Advisor, Behavioural Insights Team

Sasha is a Senior Advisor at the Behavioural Insights Team (BIT). He leads BIT's work in Canada and manages BIT's work with US cities under the What Works Cities initiative. Prior to joining BIT, Sasha was a Manager at Deloitte, where he consulted to public sector organizations across Canada with a focus on strategy, innovation and the application of human-centred design. He began his career as a policy advisor with the Government of Ontario. Sasha holds a Master's degree in Public Policy and Administration from Ryerson University.



### **MARY ANN TRIGGS**

Assistant Deputy Minister, Service Canada, Ontario Region

Mary Ann Triggs is the Assistant Deputy Minister of Employment and Social Development Canada/Service Canada, Ontario Region. Instrumental in the development of the Service Canada Initiative, Mary Ann has a passion for service delivery and strategic workforce management.

As Vice-Chair of the Ontario Federal Council, Mary Ann is committed to building strong relationships with community leaders, provincial counterparts and stakeholders to further collaborative service delivery.

In 2016, in recognition of her commitment to Public Service, Mary Ann received the Public Service Awards of Excellence, Joan Atkinson Leadership Award and a second award for leadership in the cross-Departmental initiative, Operation Syrian Refugee.

Mary Ann has also received a Queen Elizabeth II Diamond Jubilee Medal for Excellence in Service Delivery (2012), the APEX Career Contribution Award (2010), and a Deputy Ministers' Award of Merit for Job Bank.

Mary Ann holds a BA in English and History from York University. In her time away from work, Mary Ann enjoys entertaining family and friends and kayaking at "Dun Cuttin", her cottage on southern Georgian Bay.



#### **JARED WESLEY**

Associate Professor, University of Alberta

Jared Wesley is a pracademic – a practicing political scientist and former public servant -- whose career path to the University of Alberta, Department of Political Science has included senior management positions in the Alberta Public Service (APS). While in Alberta's Executive Council, he gained valuable experience in the development of public policy and intergovernmental strategy. He studies and teaches the politics of bureaucracy and the bureaucracy of politics, with ongoing research projects centering on the legalization of marijuana, intergovernmental councils, and political acumen. He is co-author of a leading textbook, *Inside Canadian Politics* (Oxford University Press, 2016), and a forthcoming *Public Servants' Guide to Canadian Government* (University of Toronto Press, 2018).



#### **BEV YEE**

Deputy Minister, Alberta Agriculture and Forestry

Bev Yee was appointed as Deputy Minister of Alberta Agriculture and Forestry (AF) on October 23, 2015. In this role, Bev is responsible for leading the department of Agriculture and Forestry in support of the Minister in promoting strong, competitive and sustainable agriculture, food and forestry industries.

AF's mission is to provide the framework and services necessary for Alberta's agriculture, food and forestry sectors to maintain, build and expand domestic and international markets for our agriculture, Agrifood and forestry products and services through a partnership approach with industry, strategic partners and key stakeholders. Among other things, this includes: promoting appropriate safe food production and processing practices throughout the supply chain; enabling the industry to innovate, create and capture value, and build competitive capacity by meeting consumer and public expectations around the environment; facilitating collaboration to enable resilient rural communities; and managing and protecting Alberta's forest resources through effective and efficient wildfire management, sustainable forest management, and maintenance of the health of our forests.

Bev has been with the Government of Alberta for more than twenty years and served with Municipal Affairs before her appointment as Deputy Minister of Agriculture and Forestry in 2015. Much of her time with the GoA has been dedicated to the Environment portfolio where she was Assistant Deputy Minister of Integrated Resource Management Planning, as well as Alberta's Stewardship Commissioner. Prior to joining the GoA, Bev was a high school physics and biology teacher.