

S1

Metaverse 101

Wednesday, May 10, 2023

11:30 AM to 12:30 PM | Virtual (Pheedloop) & Room 205/207 (Shaw Centre)

ENGLISH

One of the biggest digital buzzwords today is the “Metaverse”, but do you know what it really is? This session will help you to learn more about how technologies such as Virtual Reality and Augmented Reality have been rapidly evolving beyond entertainment and starting to be used in a wide range of professional settings. The Think Digital team have been pioneers in Canada using VR for the training of public servants and will share lessons learned from their experience using this technology in the virtual classroom and what the possibilities for it in the public sector might be in the years to come.

Ryan Androsoff | Founder and CEO, Think Digital

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 <https://twitter.com/RyanAndrosoff>

Ryan Androsoff is the Founder and CEO of Think Digital, a consultancy focused on helping public sector organizations to adapt and thrive in the era of digital disruption. Ryan is an international expert on digital government with a passion for public sector entrepreneurship and more than two decades of experience working with government and international organizations in Canada, the United States, and Europe. Ryan is also an Associate with the Institute on Governance where he leads their digital leadership programs. An experienced and dynamic presenter, Ryan has delivered hundreds of presentations over the past decade on various aspects of digital government and public sector innovation and has received numerous awards and recognitions for his leadership and expertise in digital transformation.



Meghan Hellstern | Trainer and Facilitator, Think Digital

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Meghan Hellstern takes complex challenges and turns them into radical ideas and practical solutions grounded in peoples’ needs. Drawing upon a tool belt of innovation approaches, facilitation tactics and human-centred design methods, she leads teams to expand their notions of what is possible. She has worked with organizations like various parts of the Government of Canada, the Brookfield Institute for Innovation + Entrepreneurship, Code for Canada, MaRS Solutions Lab, and the City of Toronto to create meaningful and long-lasting change over the last 13 years. In her spare time, she can be found organizing growth retreats for her community and friends, sharpening her mindfulness practice, and DJing in The Junction area of Toronto where she lives.



Jen Schellinck | Associate, Think Digital

 <https://www.linkedin.com/in/jenschellinck/>

Jen Schellinck's goal as a data scientist and AI technologies specialist is to help organizations understand the value that cutting-edge data technology can bring to their work and success. She uses her knowledge of artificial intelligence, machine learning and data science to help organizations achieve their greater potential. For each project, she draws from a pool of experts to provide clients with the most valuable information they need, through consulting, workshops and data solutions. She received her PhD in Cognitive Science in 2009 and has been active in the AI field for ten years. She is currently an adjunct researcher at the Institute of Cognitive Science at Carleton University and continues to be an active researcher.



S2

A Case Study - Digital Transformation in Action to Improve Access to Justice

Wednesday, May 10, 2023

11:30 AM to 12:30 PM | Virtual (Pheedloop) & Room 206/208 (Shaw Centre)

ENGLISH

There's lots of talk about Digital Transformation, yet not a lot of case studies that provide tangible examples and details of how to lead public service organizations through significant change. Join this session to learn the inner workings and details of Courts Administration Service's digital transformation and how it is helping improve services and access to justice. Tapping into lessons learned from his time on the NextGen HR and Pay initiative as well as leading transformation at Transport Canada, Anthony will share the details of the plan and approach used at CAS and provide attendees with concrete tips and tricks on how to drive service and digital change in public service organizations.

Anthony P. Sheehan | Chief Digital Officer, Courts Administration Service

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10+ years in the private sector, including working as a producer at Ubisoft, Anthony joined the public service in 2014. Ever since, he's been focused on driving digital transformation and a culture shift within the public service to leverage novel policy and digital practices to deliver better services faster to Canadians. He published an article in 2017 on this topic, which made the cover page of the Canadian Government Executive magazine. Prior to recently joining Courts Administration Service as their new Chief Information Officer, Anthony was the Director General of the Transformation, Strategy & Results directorate at Transport Canada where he focused on departmental transformation and branch enablement services, including the Future of Work. Prior to joining TC, Anthony was Sr. Director of Digital Delivery and one of the leaders driving the NextGen HR & Pay innovative Agile Procurement Process and worked as NSERC's Deputy Chief Information Officer before that. Anthony holds an undergraduate degree from the Université de Sherbrooke, an Exec MBA from the Telfer School of Management and recently participated in the 2022 Governor General Canadian Leadership Conference. Outside of work, Anthony is a suicide prevention volunteer, serves on the APEX board of directors as well as his local school board. Originally from Québec city, Anthony now lives in Aylmer with his wife and 2 young boys. Find out more by visiting his LinkedIn or Twitter accounts.



S3

Terminating Toxicity: Strategies For Leaders To Confidently Deal With Toxic Behaviours

Wednesday, May 10, 2023

ENGLISH

11:30 AM to 12:30 PM | Virtual (Pheedloop) & Room 214 (Shaw Centre)

When toxic behaviour is not addressed, team members become resentful, they lose respect for you as a leader, and develop their own toxic behaviours. How you deal with negative and difficult team members can mean the difference between having a toxic, drama-filled workplace, and an engaged, collaborative, and productive organization. To turn things around takes skillful management and patience. Identify challenges associated with managing toxic employees, control your own feelings effectively, and create a positive work environment. Quickly and effectively address, coach, and counsel in order to improve behavior. End frustration. Act rather than re-act, to ensure a respectful, effective, and collaborative team.

Beverly Beuermann-King | Resiliency and Wellness Strategist, R 'n' B Consulting Corp - Work Smart Live Smart



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[@sostostress](https://twitter.com/sostostress)

For over twenty years, Beverly has used her S-O-S Principle™ with people and organizations who want to control their reactions to stress, build resiliency against life's challenges, and live healthy, engaged lives. Beverly is a sought-after media spokesperson on mental health and resiliency and is one of less than seventy Canadians to have earned their Certified Speaking Professional designation. Beverly is the author of "Stress Out! 52 Weeks To Letting More Life In". Beverly has helped teams from industries including healthcare, education, government agencies, finance, and not-for-profit, shift from stressed out to resilient, enabling them to be more engaged, productive and healthy.



S4

ENGLISH

Technology that enables the GC to achieve their Digital Ambition

Wednesday, May 10, 2023

1:30 PM to 2:30 PM | Virtual (Pheedloop) & Room 205/207 (Shaw Centre)

To enable delivery of government in the digital age for all Canadians is the stated Digital Ambition of the Government of Canada. The key technology enablers are Cloud Computing, Digital Identity, Data, AI, Low/No Code and Cyber Security. This talk will touch on these topics and present them in a GC solution context. It is intended to provide guidance in fulfilling the GC's Digital Ambition in a production/service agnostic context.

Ross Button | Consulting Vice President, CGI



<https://www.linkedin.com/in/rossbutton/>

An experienced Information Systems consultant and executive with over 25 years experience in both the public and private sectors. He has an excellent reputation as a results driven manager, team builder, architect, strategic planner and developer of very successful teams. He has performed senior consulting, technology management and delivery roles for leading Systems Integration and Outsourcing firms. He leverages his skills as an architect and manager and his experience in technology infrastructure, security, system development and program management to guide customers in evolving, optimizing, rationalizing and managing their ICT portfolio. His technology expertise covers Cloud Computing, Collaboration, Social Networking, Internet, Service Oriented Architecture, Large Scale Distributed Systems, Enterprise and System Architecture. Ross has had the opportunity to be a trusted adviser to his customers driven by the fact that he takes a vendor/open source neutral position and ensures the optimal solution results based on the customer needs. Currently, he serves CGI's customers as a consulting Vice President providing Enterprise Architecture and Strategy Consulting services.



S5

Captivate with Confidence: How to Create & Deliver Powerful Presentations

Wednesday, May 10, 2023

1:30 PM to 2:30 PM | Virtual (Pheedloop) & Room 206/208 (Shaw Centre)


ENGLISH

The ability to communicate in a clear and engaging way is a must-have skill for any business professional, especially in today's fast-paced IT & IM environment. Whether you're presenting a complex analysis, a business plan, or a project update, it's no longer enough to simply present information on a slide and hope that the audience will "get it." In order to communicate, collaborate, and connect with your team, your colleagues or your audience, you must be able to narrow a presentation down to the essentials, communicate your vision in a meaningful way, and share your deep knowledge from start to finish. This session will share a proven formula of how to communicate with diverse stakeholders in a focused, compelling, engaging way – so that you can build connection, inspire action – and get the speaking results you want. In this presentation, you'll learn techniques to:

- Craft a persuasive presentation
- Reduce the stress and anxiety of public speaking
- Structure and focus your presentation for maximum impact
- Simple tweaks to your language that will immediately improve your presentations and persuade your audience to action

Suzannah Baum | Presentation Skills & Leadership Communication Expert, Ideal Communications

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 @suzannahbaum

Suzannah Baum is a presentation & leadership communication strategist, executive speech coach, and speaker. She works with business professionals who want to position themselves as leaders by communicating with more confidence, impact, and connection.

Through various in-person or virtual training coaching, Suzannah shares essential presentation and business communication strategies and techniques that can be used to turn every speaking opportunity into a rewarding and results-driven experience.

Suzannah has been featured on Global TV News, Breakfast TV Montreal, CJAD radio and Elle Canada, and has contributed articles to the Huffington Post. She is currently serving on the National Board of the Canadian Association of Professional Speakers (CAPS), and holds certifications as a DISC™ Human Behaviour Consultant and an eSpeakers Virtual Presenter.



S6

Transformation Accelerator Hub: Building, Testing, Innovating!

Wednesday, May 10, 2023

1:30 PM to 2:30 PM | Virtual (Pheedloop) & Room 214 (Shaw Centre)

ENGLISH

The ESDC Transformation Accelerator Hub has a dedicated team of experts that provide a service to help teams quickly build and test client centric solutions to wicked problems. All work is accelerated and time-bound. Innovation is nurtured through team dynamics and Cohort activities. We build in play time to promote a safe space for our participants, welcome new ideas and encourage creativity. Our methodology focuses on getting to the root causes of long-term issues. Lots of empathy building and talking about the elephant in the room. We use Design Thinking, modern tools, surveys and focus groups to support our participants in making the most of the data collected. There is a strong client experience focus to our work – you can think of us as the team that can quickly help build and test solutions to advance improved service delivery to Canadians. The Hub contributes to creating a capability for change within the organization and we're a key partner in creating lasting, sustainable change within the organization. -> We are here so you can practice these new behaviours in a facilitated, safe space with the partners/stakeholders you need to work with. -> We are here to inject modern ways of working and show you how to apply modern methodologies to old problems. So what's required? Well thankfully – you're born with it. Playfulness, curiosity, fearlessness. We're inviting you to let go and dive right in. Come join us to learn how we do it!

Mélanie Copeland | Manager, Employment and Social Development Canada (ESDC)



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Mélanie Copeland is a Transformation and Change specialist in the GC, a manager at ESDC and an associate faculty member with the CSPA Digital Academy. She has an MBA from Carleton University and holds certifications in Lean and Change Management. Please connect with her on Twitter @Copeland309 and LinkedIn where she advocates for modern leadership practices and #GCDigital.



S7

ENGLISH

Enabling true digital service delivery, from governance to deployment

Thursday, May 11, 2023

11:30 AM to 12:30 PM | Virtual (Pheedloop) & Room 205/207 (Shaw Centre)

Many organizations are looking at transforming their digital delivery capability by incorporating things like 'Lean', 'Agile', and 'DevOps', into the way they deliver solutions, only to hit roadblocks that force them back to the old analog way of doing things. The Digital Way will show you the key principles and metrics necessary to deliver end-to-end digital.

Marc Brouillard | Chief Digital Officer, Fisheries and Oceans Canada (DFO)



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Marc Brouillard is the Chief Digital Officer for the Department of Fisheries and Oceans in the Government of Canada. He has also served as Chief Technology Officer and acting Chief Information Officer of Canada at the Treasury Board of Canada Secretariat. Marc also served as deputy departmental CIO and acting departmental CIO at Treasury Board of Canada Secretariat.

Prior to joining the Government of Canada, Marc was VP of Business Development for a local eCommerce Services start-up. Prior to that, he spent 13 years at MONTAGE IT Services, a division of MTS/Allstream, where he held numerous positions in technology consulting and business development.

Marc provides strategic leadership in pursuing world class excellence in digital transformation, data and information management, and cyber security. He has had a long and successful career as a senior public and private sector executive in information management and technology.



S8

Leverage AI in Security Threat Management

Thursday, May 11, 2023

11:30 AM to 12:30 PM | Virtual (Pheedloop) & Room 206/208 (Shaw Centre)

ENGLISH

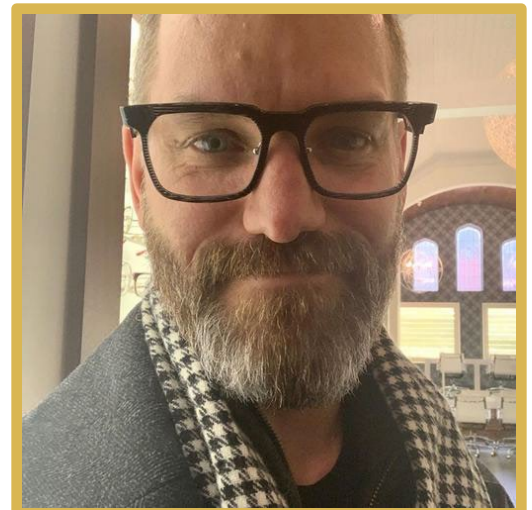
As adversaries become more advanced with their techniques and tactics, security professionals must draw on effective tools, processes, and emerging technologies in their arsenal to mount a successful defense. In this presentation we hope to share the current state of threat management, threat intelligence sharing and its implications as well as the decision to outsource. We will also discuss AI-based threat management and benefits, risks, and the solution landscape. Join us as we discuss threat management strategies and how to incorporate AI-based threat management wisely.

Michel Hébert | Research Director, Info-Tech Research Group



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Michel has worked with hundreds of clients in a variety of public and private sectors, including government, higher education, and health care. His practice is focused on the design, implementation, and improvement of service management processes and technologies. In his current role, Michel helps clients assess the maturity of their information security practice, devise information security strategies and budgets, bolster security policies, and improve security operations. Most recently, Michel has taken a special interest in how to improve an organization's resilience to ransomware attacks. Before joining Info-Tech, Michel was faculty at Western University and Huron University College and served as a Commissioned Officer with the Royal Canadian Air Force. Michel holds a PhD in Philosophy from Western University.



S9

The Benefits of Self Leadership

Thursday, May 11, 2023

11:30 AM to 12:30 PM | Virtual (Pheedloop) & Room 214 (Shaw Centre)

ENGLISH

A truly empowered leader has done the inner work to know and communicate who they are, and knows how to create a respectful environment around them through their own example. This session is all about playfully going into the workings of our inner selves, to uncover our own power to lead ourselves first. The inner work can then manifest into an abundance of benefits to be experienced and enjoyed.

Angela Cheng | Management Consultant Angela Cheng & Associates (ACAA) Corp.



<https://www.linkedin.com/in/angelachengishere/>

Angela Cheng is passionate about sharing her experience with self leadership, and expanding enjoyment and ease in life and at work. She has spent the past 25+ years as a management consultant and in parallel doing the inner work required to move to greater self-awareness and self-love, towards self leadership. Angela has presented seminars and workshops for the Project Management Institute, Algonquin College, MoMondays, at empowerment and speaking workshops in the US, and has been featured twice on Rogers Daytime Ottawa. She is the co-author of a best-selling book on Amazon called “Bravely She Flies”, where she discusses her journey from living with drama and judgment to a life with more joy, love and ease.



S10

ENGLISH

Exploring the Ecosystem for Digital Talent

Thursday, May 11, 2023

1:30 PM to 2:30 PM | Virtual (Pheedloop) & Room 205/207 (Shaw Centre)

Join the conversation about a community project to understand the things that influence our collective ability to deliver on the Talent Pillar of the GC Digital Ambition by curating and visualizing data related to digital talent. Think learning resources, projects, or any other initiative that helps us increase the government's ability to deliver robust, user-centric, and barrier-free digital services.

How might we:

- See the patterns in the organizational ecosystem?
- Share knowledge and practical understanding of how to get better at what we do?
- Participate in creating shared views of complex relationships?
- Save precious time dealing with a crisis?

Participate in this session to learn what it is all about and how you can get involved.

Thom Kearney | Government of Canada Free Agent, TBS - Digital Community Management Office - Learning & Development



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[@thomkearney](https://twitter.com/thomkearney)

Thom is an award-winning teacher, passionate learner and public servant helping to tell stories of growth and navigate changing landscapes. He is one of the founding members of the GC Tools and committed to making the public service better. Today he is a Government of Canada Free Agent, working on assignment with progressive organizations across the public service. <https://nusum.wordpress.com/about-2/>



S11

The Smart Government How To – Maximizing Business Value, Shaping Change and Assuring Trust

Thursday, May 11, 2023

ENGLISH

1:30 PM to 2:30 PM | Virtual (Pheedloop) & Room 206/208 (Shaw Centre)

Smart governments are those that adopt emerging new technologies in a way that realizes the following goals: 1) delivering their business strategy, 2) achieving operational excellence across internal processes and services delivery to citizens and partners, and 3) removing the barrier between IT development and operations. In their quest to reach these goals, governments are inevitably facing questions such as: How to maximize business value creation by finding IT innovations that best fit? How to change efficiently by releasing creative new technology solutions to scale the digitalization as well as remediate & modernize older solutions? How to create trusted, secure, and resilient foundations that enable cost-efficient scaling? This paper includes considerations towards addressing the listed questions.

Lana Kuzmanov | Digital and Enterprise Architecture Transformation Leader, Deloitte



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I am a digital & enterprise architecture transformation leader with deep expertise in technology engineering. In the transformation strategy sphere, I have been helping complex businesses on their journey to achieve operational excellence by maximizing the value of technology. I possess breadth and depth of skills in utilizing holistic, end-to-end service approach to technology transformation starting with strategy advisory, throughout technology modernization & innovation transition, and concluding with operations delivery. I have deep technical engineering knowledge in a wide range of technologies in the realms of Multi Cloud / Hybrid Cloud / Traditional / Legacy IT such as application software & data middleware, integration platforms, and infrastructure platforms and services. I have advised Canadian and international businesses in the financial industry (TD Bank, UBS Bank, Bessemer Trust, JPMorganChase, Toronto Stock Exchange, MasterCard International) and technology industries (IBM, Oasis, Keane).



S12

Exposing the Myth of Life Balance 2.0: Reinventing Life Balance in our New World of Work

Thursday, May 11, 2023

ENGLISH

1:30 PM to 2:30 PM | Virtual (Pheedloop) & Room 206/208 (Shaw Centre)

As we adapt to our new world of work, it's essential to prioritize life-balance and stress management as non-negotiables to strengthen your resilience for the journey...even if it looks different from before. In this thought-provoking session, you will:

- Determine what life balance looks like for you today, as we navigate a post-pandemic world of work and learn how to thrive amidst the disruption.
- Explore creative ways to connect, maintain productivity, and prioritize work-life balance whether you're online, or in the office.
- Identify your biggest distractions and time wasters, and effectively prioritize your day to be focused and productive, wherever you're working.
- Develop strategies to move forward with greater clarity, energy, and life balance.

Michelle M Cederberg | President, Michelle Cederberg Speaking and Coaching



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For over 17 years, Health and Productivity Expert Michelle Cederberg has captivated audiences across North America with her empowering and humorous messages about how to set worthwhile goals, get energized for success, and live a bigger life. An in-demand speaker, author, coach and consultant, she believes that personal and professional success is directly influenced by how well we harness the physical, mental and emotional capacity we each have within us. And she's taken the virtual world by storm as well! She holds a Masters in Kinesiology, a BA in Psychology, a specialization in Health and Exercise Psychology, is a Certified Speaking Professional, a Certified Exercise Physiologist, and a High-Performance Coach.



S13

Technology at the heart of how organizations are reimagining, attracting, training, and developing skills

Friday, May 12, 2023

ENGLISH

11:30 AM to 12:30 PM | Virtual (Pheedloop) & Room 205/207 (Shaw Centre)

People and organizations are operating virtually at a pace and in ways that are new and exciting! The internet is being reimagined as the metaverse and VR transform the virtual world. Governments are being challenged to rethink their virtual presence as they build new ways to connect to citizens, partners, and their digital workforce. This digital evolution will require that organizations prepare their technology, processes - and most importantly - their people for what's coming next. Everyone in the organization needs to be able to understand, experiment with and explore how technology can help them in their roles. How can organizations re-imagine the delivery of their services to take advantage of these virtual technologies? What role can these technologies play in identifying and building needed skills? How might leaders consider evolving technology-oriented skill programs so that everyone can leverage technology in their jobs? Join Accenture for a discussion of the role of emerging technologies in preparing public sector employees for the future.

Laura Clements | Managing Director - Talent and Organization, Accenture

[in linkedin.com/in/laura-clements-780a4751](https://www.linkedin.com/in/laura-clements-780a4751)

Laura leads the Canadian Federal Public Service Talent & Organization practice for Accenture. Laura is passionate in supporting her public sector clients in shaping and defining what an inclusive and future ready workforce looks like. This includes identifying and describing the talent, diversity and skills required to keep pace with new and emerging digital citizen services. Laura's experience in architecting and delivering large transformational change management and learning programs has enabled her clients to embrace the cloud, advance data literacy, and achieve enterprise digital competency, all while focused on putting people first. Laura is a trusted advisor to her clients and has realized results in delivering across public service engagements in Canada, Singapore, and Australia.



Christine Hamilton | Managing Director - Public Sector Strategy and Consulting, Accenture

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Christine Hamilton currently leads Accenture Canada's Borders sub-industry team as part of the Public Sector Strategy and Consulting Practice. Over the past 25 years Christine has provided business transformation and change management services, research and advice to more than 20 Government of Canada Departments and agencies, to provincial and US agencies as well as not for profit and private businesses. Recognized as a fundamental "dot connector", she brings people, solutions and ideas together to drive progress, leveraging the deep interconnectedness of human beings with technology and data.



PDW 2023 SEMINARS

John Goodyer | Managing Director - Metaverse, Accenture



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[@JohnGoodyer](https://twitter.com/JohnGoodyer)

As a Managing Director in Accenture's Metaverse group, John brings unparalleled expertise in leveraging immersive 3D spaces to optimize the human experience. With over 20 years focusing on human behavior, he has spent the last three years helping employees onboard, train, collaborate, foster empathy and practice wellbeing in virtual reality. John knows what it takes to help organizations build the capabilities they need in the face of rapid and disruptive change.

When he was in Human Resources, John was the Talent Capability Lead for Project Avatar which led Accenture's enterprise move into extended reality by creating meaningful virtual reality experiences across onboarding, learning, meetings, events and wellness for 60,000 VR headset users as well as 150,000+ 2D laptop participants.

John has played many roles in HR over his Accenture career, including Director of Learning & Talent Development for Accenture Strategy and Consulting practice, responsible for the learning and leadership experience of Accenture's more than 40,000 consulting professionals. Prior to that, as the Talent Strategy Lead for Accenture Consulting, John shaped the people strategy to fuel the growth of the consulting organization. John spent the first half of his career in management consulting where he specialized in helping clients to prepare for and navigate organizational change and designing, developing and delivering learning solutions for clients.



Iliana Oris Valiente, CPA, CA, CBP | Managing Director and Canada Innovation Lead, Accenture



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[@IlianaOV](https://twitter.com/IlianaOV)

Iliana Oris Valiente works with senior executives and boards to support their strategic transformation journeys, from idea to scaled execution, leading multi-disciplinary teams across design, data, and the latest emerging technologies. As part of her role, she also oversees the Ventures group and teams focused on applied R&D in areas such as digital identity, AI, and blockchain.

Iliana is widely credited for being a trailblazer in the blockchain industry, having led initiatives to conceptualize and build solutions across industries – focusing on financial services, supply chain, health and public sector. Iliana is also a contributor to the Tapscott-led Blockchain Research Institute, is an Associate at the Creative Destruction Lab, and sits on the CPA Ontario Council.

Based in Toronto, Iliana graduated summa cum laude from the University of Ottawa with a Bachelor's degree in Commerce and is a certified public accountant and chartered accountant (CPA,CA). Iliana a published author and sought-after speaker, having presented at a number of North American and European conferences and events. She has been featured in print and online media, radio and television outlets including CNBC, CBC, NPR, BetaKit, IT World Canada, American Banker, and was named one of the Top 100 Most Influential People In the Blockchain Industry by Coindesk, the main news publication in the industry in 2017.



S14

ENGLISH

Women in STEM and Imposter Syndrome

Friday, May 12, 2023

11:30 AM to 12:30 PM | Virtual (Pheedloop) & Room 206/208 (Shaw Centre)

The session will foster a discussion about challenges even very accomplished women in STEM may experience. An overview of imposter syndrome is provided followed by questions to raise awareness of everyone's unique personal journey. Tailored potential actions aligned with the different types of imposter syndrome will be covered. Each panelist has a unique journey and inspiring story: Christine Piché (DRDC), Dr. Ranjana Sharma (NRCan), Karine Morin (NSERC) and Demilade Payemiwo (Institute on Governance) Let's recognise, talk, grow and help others together.

Elisabeth Girgis | Engineer, Public Services and Procurement Canada (PSPC) (Moderator)

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Elisabeth Girgis-McEwen is a professional engineer active in the advancement of science for public interest. She has technical expertise in modeling the energy consumption of Canada buildings and combustion of wood. She has worked for over 15 years often as the only woman on technical teams. She holds a Master's of Applied Science and a graduate diploma in public management and governance both from the University of Ottawa. She has received awards from the National Research Council and Natural Resources Canada for advancing energy efficiency in Canada as well as a Bromley fellowship to share in Washington D.C. her observations on stakeholders involvement at the science policy interface. In 2015, she completed an examination of how the underrepresentation of women could be observed through the evolution of public washroom requirements in the Canadian building code requirements. (Spoiler alert : Things have improved!) Her Master's of Arts in Public Administration research considered how Canadian provinces make decisions on pay and employment equity policies and the impact on the retention of engineers who are women. She has worked on a variety of projects where questions of gender-equality come into play, such as opening conversation on diversity at the corporate level at NRC. While at Indigenous Services Canada, she led a technical policy team supporting infrastructure reforms based on community-led holistic asset management planning. Her latest challenge has brought her to Public Services and Procurement Canada Laboratories Canada to advance federal science and technology asset planning that balances science needs, sustainability and other objectives.



PDW 2023 SEMINARS

Demilade Fayemiwo, PhD | Senior Analyst: Science & Innovation, Institute on Governance

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Demilade Fayemiwo is a scientist-turned policy analyst with an interdisciplinary background in science, engineering and public policy. She holds a BSc (Hons) degree from Stellenbosch University (South Africa), a PhD in Chemical Engineering from the University of Johannesburg (South Africa) and a Master's in Public Policy from the University of Cambridge in the UK. Her research in science and engineering focused on building systems for effective environmental management. In 2017, she was awarded a L'Oréal-UNESCO "for women in science" fellowship for her contributions to science, and in 2018, won the three-minute thesis competition at the University of Johannesburg. In the same year, she gave a TEDx speech at the University of Johannesburg's inaugural TEDx event where she spoke about the issues women in science face. Demilade has volunteered as a mentor to young women in science and facilitated research management workshops for young scientists from 2018 – 2019. Currently, she works at the Institute on Governance as a senior analyst in science and innovation governance.



Karine Morin, LL.M. | Director, EDI Strategy, Natural Sciences and Engineering Research Council of Canada (NSERC)

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 [@km_can](https://twitter.com/km_can)

In early 2019, Karine Morin (pronouns: she, her) joined NSERC, where she is now the Director, EDI Strategy. Previously, she was an Executive Director at Alberta Innovates, overseeing a number of initiatives related to clinical research and ethics. From 2010 to 2014, she served as Genome Canada's Director of the "GE3LS" program, overseeing activities related to the ethical, environmental, economic, legal and social aspects of genomics research. Earlier, she was a Senior Ethics Policy Advisor at the Canadian Institutes of Health Research (CIHR). She also conducted research on ethical, legal and social issues related to genomics at the University of Ottawa's Institute of Science, Society and Policy.

Karine is a graduate of McGill University School of Law; she completed a Masters in Law at the University of Pennsylvania, and worked in the US for more than 10 years. She has broad expertise in science policy, has published widely in bioethics.



Christine Piché | Chief of Staff, Defence Research and Development Canada (DRDC)

 <https://www.linkedin.com/in/christine-pich%C3%A9-a0b506b/>

Christine Piché is an inspiring leader in the public service with a gift for drawing the best out of employees at all levels. Currently Chief of Staff at Defence Research and Development Canada. She provides advice on overall leadership, planning and corporate policy direction as well as overseeing the utilization of financial and Human Resources. Previously she held various leadership roles at the Canadian Intellectual Property Office including Director General Corporate Strategies and Service, Senior Director at the Patent Branch and Director of the Business Strategies Services. Prior to that she was Director of Intellectual Property at the National Research Council. Christine has been responsible for leading various corporate functions throughout her career. She holds a bachelor's degree in Electrical Engineering, an MBA and is registered as a Canadian Patent Agent.



S15

Clash of generations... Oh, really? - Retaining an increasingly demanding workforce

Friday, May 12, 2023

FRANÇAIS

11:30 AM to 12:30 PM | Virtual (Pheedloop) & Room 214 (Shaw Centre)

Generation X, Y, Z or baby boomers, whatever label is attached to it, each generation seems to have a very particular vision of life and work. But can we generalize? Forget everything you've ever heard about generations and discover how to adapt to better coexist in a multigenerational environment. Our agenda: What are the expectations of the new generations and how can they be met? What are their strengths and how can they be best applied? What are their preferred modes of communication and how to use them? What constitutes an ideal job or business, and how do you adapt?

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Stéphane Simard, AHRPPQ, CSP, is an international speaker and author of nine books translated into four languages, including his new book, *L'employé ROI*, as well as *Génération X@Z*, a 2019 finalist for the *Prix du Livre de la fonction commerciale*, in France. Over the past 15 years, through his in-person and distance learning conferences and workshops, he has equipped more than 30,000 managers with the tools to understand and leverage new trends in human resource management.

