

# ROADSHOW



**HR  
& Future of  
Work**

March 3 - 10  
**Toronto | Ottawa  
Victoria | Edmonton**



PUBLIC  
SECTOR  
NETWORK



// Powering  
Performance in  
the Public Sector

[Publicsectornetwork.co](https://publicsectornetwork.co)

P: +1 (647) 459-8904

E: [andrew.cowan@publicsectornetwork.com](mailto:andrew.cowan@publicsectornetwork.com)

## Powering Performance in the Public Sector

Public sector organizations now have an opportunity to articulate the future shape and direction of their workforces, as the new reality takes hold and workplace models adopt. Building a more secure and resilient public sector workforce to achieve improved citizenship engagement and expand operational capabilities is critical for growing Canada's economy and positioning it for the digital era.

As the government workplace continues to evolve, HR sits in a strategic position to play a critical role in reimagining and recreating engaging work experiences for their employees. Rising citizen expectations combined with a global pandemic have also created new urgency for innovation in the HR space. Delivering a dynamic employee experience has become key in the public sector, placing HR at the center of driving organizational change and outcomes.

Attend Public Sector Network's **HR and Future of Work Showcase Roadshow** to connect directly with decision makers and influencers and help them overcome their challenges using innovative solutions to their workforce challenges. Showcase your ideas solutions to our captive live audience as Canada moves forward and workplaces continue to adopt to the new digital environment.

The series will head to 4 cities across Canada to benchmark the key challenges faced by the public sector in each city and province.

## // Benefits of Attending



Understand how to transform your public sector workplace to a seamless digitally enabled operation



Discuss the emerging strategies and ideas to enhance workplace wellness in the new hybrid work environment



Learn how to leverage technology to empower your workforce for improved delivery of services to constituents

## // Who You'll Meet

Chiefs/Directors/Heads/Managers/Advisors of:

- HR
- People
- Talent Management
- Workforce Planning & Transformation
- Workplace Analytics
- HR Policy & Programs
- Talent Recruitment/Acquisition
- Training
- Organizational Development
- HR Operations
- HR Strategy
- Employee Engagement
- Employee Experience
- HR Business Partner

## // Your Inspiring Speakers

Toronto



**ZUFAR AKHUNOV**

Acting Director HR  
Alcohol and Gaming  
Commission of Ontario  
(ON)

Toronto



**VISHA SUKDEO**

Executive Director,  
Human Resources  
Services  
City of Oshawa

Toronto



**MEGAN MACRAE**

Executive Director of  
Human Resources  
Toronto Transit  
Commission

Toronto



**SYLVIA TELLO**

Partner, Consulting  
MNP

Toronto



**MARSHA JOHN-  
GREENWOOD**

Interim Chief People  
Officer  
City of Toronto

Toronto



**JAY DORIO, PH.D**

Principal EX Solution  
Strategy  
Qualtrics

Toronto



**WENDY-ANNE SMITH**

Senior Manager -  
Strategy, Planning  
and Organizational  
Integration Office  
Ministry for Seniors and  
Accessibility

Ottawa



**DIENABOU SOW**

Director Strategic HR &  
Program Development  
Natural Sciences and  
Engineering Research  
Council of Canada

Ottawa



**CATERINA DATTILO-  
CARON**

Director, Talent &  
Culture  
Canada Mortgage and  
Housing Corporation

Ottawa



**CARLOS CONDE**

DVP, Public Sector  
Ceridian

Ottawa



**VIRGINIE CARRIER**

Director, Center of  
Expertise on Change  
Public Services and  
Procurement Canada

Ottawa



**MONIKA SCHMIDT**

SVP Services  
Ceridian

Ottawa



**RUTH LAM**

Director of Instructional  
Design and  
Development Services  
Employment and Social  
Development Canada

Ottawa



**JOVETTE MORIN**

Senior Manager,  
Consulting Services,  
Ottawa Lead  
MNP

Ottawa



**SVETLANA OGAY**

Principal, Value  
Advisory  
SAP SuccessFactors

Ottawa



**TOM BALFOUR**

Director General, Human  
Resources  
Fisheries and Oceans  
Canada

Ottawa



**HOLLY FLOWERS CODE**

ADM Corporate  
Services & Chief Human  
Resources Officer  
Immigration, Refugees  
and Citizenship Canada

# // Your Inspiring Speakers

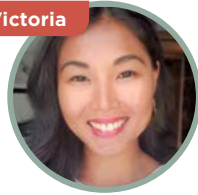
Victoria



**RUEBEN BRONEE**

Assistant Deputy Minister  
- Policy, Innovation &  
Engagement  
**BC Public Service  
Agency**

Victoria



**DEA DE JARISCO**

Director Digital Talent &  
Development  
**BC Exchange Lab**

Victoria



**YANNICK BOUABLE**

Employee Experience  
Specialist  
**Qualtrics**

Victoria



**DANIEL KASUN**

Senior Manager, Human  
Resources Consulting  
**MNP**

Victoria



**KENT FLINT**

Executive Director, Human  
Resources & Organizational  
Development  
**Island Health - Vancouver  
Island Health Authority**

Victoria



**HEATHER HOUSE**

Executive Director, Strategic  
Human Resources &  
Communications Branch  
**Ministry of Social Development  
& Poverty Reduction**

Victoria



**MARK JEFFERSON**

Director of People &  
Organization Development  
**Translink**

Victoria



**JOHN HORN**

Director, Performance and  
Talent Development  
**BC Pension Corporation**

Edmonton



**JEFF SIMPSON**

Senior Director of  
Human Resources  
**Alberta Municipalities**

Edmonton



**MELANIE FIX**

Senior Manager,  
Consulting Services  
**MNP**

Edmonton



**NATASHA CHAI**

Director, Workforce  
Development  
**Government of Alberta**

Edmonton



**TIM HAYSOM**

Executive Director,  
Employer & Program  
Services  
**Ministry of Labour and  
Immigration**

Edmonton



**TARA LOCKYER**

Chief People Officer  
**ATB Financial**

Edmonton



**KATHERINE SALUCOP**

Vice President,  
Organizational  
Development  
**Alberta Innovates**

Edmonton



**KIM ARMSTRONG**

Deputy City Manager,  
Employee Services  
**City of Edmonton**

Edmonton



**KAREN ZARSKY**

Branch Manager,  
Organization Design  
and Development  
**City of Edmonton**



**KEVIN SPENCER**

Head of Public Sector  
**SAP Canada**

## // Your Guide



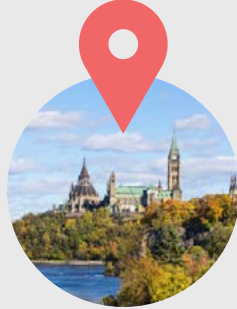
### Day 1

Toronto  
March 3

Sheraton Centre Toronto

### Day 2

Ottawa  
March 7  
University of Ottawa  
Desmarais Building

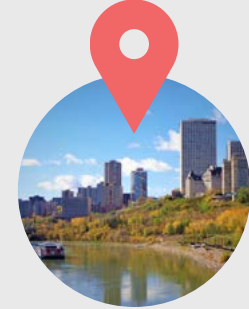


### Day 3

Victoria  
March 9  
The Inn at Laurel Point

### Day 4

Edmonton  
March 10  
MacEwan University  
Allard Hall



## // Thank You to our Partners

Host

**MNP**

Gold

THE BEST RUN **SAP**

Silver

**CERIDIAN**

Bronze

qualtrics<sup>XM</sup>

Marketing Partner



uOttawa

Thursday, March 3, 2022

**8:30am** Registration and Networking Coffee

---

**9:00am** Opening from Public Sector Network

---

**9:10am** **Welcome from Chair:**  
**Addressing the Future of Public Sector Workplaces**

- Improving workplace environments and outcomes by advancing the way we use technology to create seamless operations
- Fostering an environment that encourages well-being while balancing efficiency and productivity

**Sylvia Tello**, Partner, Consulting, MNP

---

**9:25am** **Government Case Study:**  
**Redefining Your Employee Engagement Experience in the New Normal**



- Cultivating a sense of belonging, while boosting productivity to ensure your organization is prepared for the future
- Effective methods for building sustainable, agile and healthy workplaces

**Visha Sukdeo**, Executive Director, Human Resource Services, **City of Oshawa**

---

**9:45am** **Gold Partner Session:**  
**Leveraging Technology to Optimize and Streamline Recruitment Processes**  
**Kevin Spencer**, Head of Public Sector, **SAP Canada**

---

**10:05am** **Government Case Study:**  
**Beyond Upscaling: Building and Applying Critical Skills and Competencies to Unleash Worker Potential**



- Strategies for reskilling and upskilling your workforce in the digital age
- Using data and analytics to promote internal talent for a more diverse and equitable workplace

**Megan MacRae**, Executive Director of Human Resources, **Toronto Transit Commission**

---

**10:25am** Morning Tea and Networking Break

Public Sector Network will closely monitor COVID-19 regulations in accordance with the advice from the Canadian Government and local health authorities to ensure the safety of everyone attending the event physically. In addition, we will be working closely with the venue to ensure precautionary measures are in place. Beyond COVID-times, citizens will continue to use digital channels to engage with government. Creating positive user experiences and leveraging data responsibly will ensure citizens remain connected and trusting of essential services. To maintain and enhance these outcomes, government needs to further advance their digital transformation by continually embedding innovation into service design and delivery.

**10:45am Concurrent Roundtable Discussions**  
**Roundtable 1**

**Enhancing Workplace Diversity and Driving an Inclusive Workplace Culture with People Analytics**

Over the past few years, diversity, equity and inclusion (DEI) initiatives have become business-critical strategies to organizations aiming to unlock workforce potential and drive organizational effectiveness.



This roundtable will focus on how data can be a strategic element in building a diverse and inclusive workplace culture and the key role it plays in bolstering your DEI initiatives

**Facilitated by:**

**Jay Dorio, Ph.D.**, Principal EX Solution Strategy, **Qualtrics**

**Roundtable 2**

**Automating HR: Implementing Game-Changing Technologies to Revolutionize and Optimize HR Processes**

Dynamic technology innovations can play a strategic role in transforming the workplace, optimizing service delivery, and streamlining processes, all while reducing costs and allowing professionals to spend more time on getting impactful work done. In this roundtable, leaders will focus on how intelligent automation can shape the future workforce and be a catalyst in your workforce transformation journey.

**Facilitated by:**

**Kevin Spencer**, Head of Public Sector, **SAP Canada**

**11:45am Panel Discussion:**

**Rethinking Organizational Culture from a Virtual/Hybrid Perspective**

- What are some strategies that can improve workplace stress loads and other barriers for an improved corporate culture?
- What are the key considerations to keep in mind to build a more agile and flexible workplace?
- How do we create and maintain a healthy workplace culture within our organization?
- What are the key challenges for organizations for sustaining a positive work environment in a time of great uncertainty?
- What are your lessons learned or tips from 2021 that can help promote a better workplace culture?



**Wendy-Anne Smith**, Senior Manager, Strategy, Planning and Organizational Integration Office, **Deputy Minister's Office, Ministry for Seniors and Accessibility**

**Marsha John-Greenwood**, Interim Chief People Officer, **City of Toronto**

**Moderated by: Sylvia Tello**, Partner, Consulting, **MNP**

**12:25pm Closing remarks from Chair and Networking Lunch**

Monday, March 7, 2022

**8:30am Registration and Networking Coffee**

---

**9:00am Opening from Public Sector Network**

---

**9:10am Welcome from University of Ottawa:**

**Serge Blais**, Executive Director, Professional Development Institute, **University of Ottawa**

---

**9:15am Welcome from Chair:**

**Addressing the Future of Public Sector Workplaces**

- Improving workplace environments and outcomes by advancing the way we use technology to create seamless operations
- Fostering an environment that encourages well-being while balancing efficiency and productivity

**Jovette Morin**, Senior Manager, Consulting Services, Ottawa Lead, **MNP**

---

**9:30am Government Keynote:**

**Redefining Your Employee Engagement Experience in the New Normal**



- Cultivating a sense of belonging, while boosting productivity to ensure your organization is prepared for the future
- Effective methods for building sustainable, agile and healthy workplaces

**Holly Flowers Code**, ADM Corporate Services & Chief Human Resources Officer, **Immigration, Refugees and Citizenship Canada**

---

**9:50am Gold Partner Session:**

**Leveraging Technology to Optimize and Streamline Recruitment Processes**

**Svetlana Ogay**, Principal, Value Advisory, **SAP SuccessFactors**

---

**10:10am Government Case Study:**

**Practical Applications to Create and Maintain Engagement and Collaboration in the Workplace**



- How using an Appreciative Approach can help boost morale and a sense of belonging
- Concrete tactics to enhance team dynamics

**Virginie Carrier**, Director, Center of Expertise on Change, **Public Services and Procurement Canada**

---

**10:30am Morning Tea and Networking Break**

Public Sector Network will closely monitor COVID-19 regulations in accordance with the advice from the Canadian Government and local health authorities to ensure the safety of everyone attending the event physically. In addition, we will be working closely with the venue to ensure precautionary measures are in place. Beyond COVID-times, citizens will continue to use digital channels to engage with government. Creating positive user experiences and leveraging data responsibly will ensure citizens remain connected and trusting of essential services. To maintain and enhance these outcomes, government needs to further advance their digital transformation by continually embedding innovation into service design and delivery.



## 10:50am Concurrent Roundtable Discussions

### Roundtable 1

#### Enhancing Workplace Diversity and Driving an Inclusive Workplace Culture with People Analytics



Over the past few years, diversity, equity and inclusion (DEI) initiatives have become business-critical strategies to organizations aiming to unlock workforce potential and drive organizational effectiveness. This roundtable will focus on how data can be a strategic element in building a diverse and inclusive workplace culture and the key role it plays in bolstering your DEI initiatives

**Facilitated by:**

**Jay Dorio, Ph.D.**, Principal EX Solution Strategy, **Qualtrics**

### Roundtable 2

#### Automating HR: Implementing Game-Changing Technologies to Revolutionize and Optimize HR Processes

Dynamic technology innovations can play a strategic role in transforming the workplace, optimizing service delivery, and streamlining processes, all while reducing costs and allowing professionals to spend more time on getting impactful work done. In this roundtable, leaders will focus on how intelligent automation can shape the future workforce and be a catalyst in your workforce transformation journey.

**Facilitated by:**

**Carlos Conde**, DVP, Public Sector, **Ceridian**

### Roundtable 3

#### Redefining Learning and Development for a Hybrid and Remote World

With over 20 months into the pandemic, the hybrid era of work is here to stay. With workplace 2.0 in full effect, L&D leaders have to reimagine their strategies to ensure that their learning and development efforts adapt to hybrid work and also align with their organization's vision. This roundtable will focus on key strategies that can help you reimagine your approach to learning and development for a hybrid workplace.

**Facilitated by:**

**Svetlana Ogay**, Principal, Value Advisory, **SAP SuccessFactors**

## 11:50pm Panel Discussion:

### Rethinking Organizational Culture from a Virtual/Hybrid Perspective



- What are some strategies that can improve workplace stress loads and other barriers for an improved corporate culture?
- What are the key considerations to keep in mind to build a more agile and flexible workplace?
- How do we create and maintain a healthy workplace culture within our organization?
- What are the key challenges for organizations for sustaining a positive work environment in a time of great uncertainty?
- What are your lessons learned or tips from 2021 that can help promote a better workplace culture?

**Ruth Lam**, Director of Instructional Design and Development Services, **Employment and Social Development Canada**

**Tom Balfour**, Director General, Human Resources, **Fisheries and Oceans Canada**

**Dienabou Sow**, Director Strategic HR and Program Development, **Natural Sciences and Engineering Research Council of Canada**

**Caterina Dattilo-Caron**, Director, Talent & Culture, **Canada Mortgage and Housing Corporation**

**Monika Schmidt**, SVP Services, **Ceridian**

**Moderated By: Jovette Morin**, Senior Manager, Consulting Services, Ottawa Lead, **MNP**

## 12:30pm Closing remarks from Chair and Networking Lunch

# // Explore the Agenda - Victoria

[CLICK HERE TO REGISTER](#) 

Wednesday, March 9, 2022

**8:30am** Registration and Networking Coffee

---

**9:00am** Opening from Public Sector Network

---

**9:10am** **Welcome from Chair:**  
**Addressing the Future of Public Sector Workplaces**

- Improving workplace environments and outcomes by advancing the way we use technology to create seamless operations
- Fostering an environment that encourages well-being while balancing efficiency and productivity

**Daniel Kasun**, Senior Manager, Human Resources Consulting, **MNP**

---

**9:25am** **Spotlight Session:**



**Re-examining our Leadership Practices to Improve Employee Engagement**

**Kent Flint**, Executive Director, Human Resources & Organizational Development, **Island Health - Vancouver Island Health Authority**

---

**9:45am** **Gold Partner Session:**

**Leveraging Technology to Optimize and Streamline Recruitment Processes**

**Kevin Spencer**, Head of Public Sector, **SAP Canada**

---

**10:05am** **Government Case Study:**



**Beyond Upscaling: Building and Applying Critical Skills and Competencies to Unleash Worker Potential**

- Strategies for reskilling and upskilling your workforce in the digital age
- Using data and analytics to promote internal talent for a more diverse and equitable workplace

**Mark Jefferson**, Director of People & Organization Development, **Translink**

---

**10:25am** Morning Tea and Networking Break

Public Sector Network will closely monitor COVID-19 regulations in accordance with the advice from the Canadian Government and local health authorities to ensure the safety of everyone attending the event physically. In addition, we will be working closely with the venue to ensure precautionary measures are in place. Beyond COVID-times, citizens will continue to use digital channels to engage with government. Creating positive user experiences and leveraging data responsibly will ensure citizens remain connected and trusting of essential services. To maintain and enhance these outcomes, government needs to further advance their digital transformation by continually embedding innovation into service design and delivery.

**10:45am Concurrent Roundtable Discussions**  
**Roundtable 1**

**Enhancing Workplace Diversity and Driving an Inclusive Workplace Culture with People Analytics**

Over the past few years, diversity, equity and inclusion (DEI) initiatives have become business-critical strategies to organizations aiming to unlock workforce potential and drive organizational effectiveness.

This roundtable will focus on how data can be a strategic element in building a diverse and inclusive workplace culture and the key role it plays in bolstering your DEI initiatives

**Facilitated by:**

**Yannick Bouable**, Employee Experience Specialist, **Qualtrics**

**Roundtable 2**

**Automating HR: Implementing Game-Changing Technologies to Revolutionize and Optimize HR Processes**

Dynamic technology innovations can play a strategic role in transforming the workplace, optimizing service delivery, and streamlining processes, all while reducing costs and allowing professionals to spend more time on getting impactful work done. In this roundtable, leaders will focus on how intelligent automation can shape the future workforce and be a catalyst in your workforce transformation journey.

**Facilitated by:**

**Kevin Spencer**, Head of Public Sector, **SAP Canada**

**11:45pm Panel Discussion:**

**Rethinking Organizational Culture from a Virtual/Hybrid Perspective**

- What are some strategies that can improve workplace stress loads and other barriers for an improved corporate culture?
- What are the key considerations to keep in mind to build a more agile and flexible workplace?
- How do we create and maintain a healthy workplace culture within our organization?
- What are the key challenges for organizations for sustaining a positive work environment in a time of great uncertainty?
- What are your lessons learned or tips from 2021 that can help promote a better workplace culture?

**Heather House**, Executive Director, Strategic Human Resources and Communications Branch, **Ministry of Social Development and Poverty Reduction**

**Rueben Bronee**, Assistant Deputy Minister – Policy, Innovation & Engagement, **BC Public Service Agency**

**Dea De Jarisco**, Director, Digital Talent Attraction & Development, **BCDevExchange**

**John Horn**, Director, Performance and Talent Development, **BC Pension Corporation**

**Moderated By: Daniel Kasun**, Senior Manager, Human Resources Consulting, **MNP**

**12:25pm Closing remarks from Chair and Networking Lunch**

Thursday, March 10, 2022

**8:30am** Registration and Networking Coffee

---

**9:00am** Opening from Public Sector Network

---

**9:10am** **Welcome from Chair:**  
**Addressing the Future of Public Sector Workplaces**

- Improving workplace environments and outcomes by advancing the way we use technology to create seamless operations
- Fostering an environment that encourages well-being while balancing efficiency and productivity

**Melanie Fix**, Senior Manager, Consulting Services, **MNP**

---

**9:25am** **Government Keynote:**  
**Alberta by Choice, Not by Chance**



**Tim Haysom**, Executive Director, Employer & Program Services, **Ministry of Labour and Immigration**

---

**9:45am** **Gold Partner Session:**  
**Leveraging Technology to Optimize and Streamline Recruitment Processes**

**Kevin Spencer**, Head of Public Sector, **SAP Canada**

---


**10:05am** **Government Case Study:**  
**Developing and Implementing a Leadership Competency Framework**



**Kim Armstrong**, Deputy City Manager, Employee Services, **City of Edmonton**

---

**10:25am** **Government Case Study:**  
**Beyond Upscaling: Building and Applying Critical Skills and Competencies to Unleash Worker Potential**



- Strategies for reskilling and upskilling your workforce in the digital age
- Using data and analytics to promote internal talent for a more diverse and equitable workplace

**Tara Lockyer**, Chief People Officer, **ATB Financial**

---

**10:45am** Morning Tea and Networking Break

Public Sector Network will closely monitor COVID-19 regulations in accordance with the advice from the Canadian Government and local health authorities to ensure the safety of everyone attending the event physically. In addition, we will be working closely with the venue to ensure precautionary measures are in place. Beyond COVID-times, citizens will continue to use digital channels to engage with government. Creating positive user experiences and leveraging data responsibly will ensure citizens remain connected and trusting of essential services. To maintain and enhance these outcomes, government needs to further advance their digital transformation by continually embedding innovation into service design and delivery.

**11:05am Concurrent Roundtable Discussions**  
**Roundtable 1**

**Enhancing Workplace Diversity and Driving an Inclusive Workplace Culture with People Analytics**



Over the past few years, diversity, equity and inclusion (DEI) initiatives have become business-critical strategies to organizations aiming to unlock workforce potential and drive organizational effectiveness. This roundtable will focus on how data can be a strategic element in building a diverse and inclusive workplace culture and the key role it plays in bolstering your DEI initiatives

**Facilitated by:**

**Yannick Bouable**, Employee Experience Specialist, **Qualtrics**

**Roundtable 2**

**Automating HR: Implementing Game-Changing Technologies to Revolutionize and Optimize HR Processes**

Dynamic technology innovations can play a strategic role in transforming the workplace, optimizing service delivery, and streamlining processes, all while reducing costs and allowing professionals to spend more time on getting impactful work done. In this roundtable, leaders will focus on how intelligent automation can shape the future workforce and be a catalyst in your workforce transformation journey.

**Facilitated by:**

**Kevin Spencer**, Head of Public Sector, **SAP Canada**

**12:05pm Panel Discussion:**

**Rethinking Organizational Culture from a Virtual/Hybrid Perspective**



- What are some strategies that can improve workplace stress loads and other barriers for an improved corporate culture?
- What are the key considerations to keep in mind to build a more agile and flexible workplace?
- How do we create and maintain a healthy workplace culture within our organization?
- What are the key challenges for organizations for sustaining a positive work environment in a time of great uncertainty?
- What are your lessons learned or tips from 2021 that can help promote a better workplace culture?

**Jeff Simpson**, Senior Director of Human Resources, **Alberta Municipalities**

**Katherine Salucop**, Vice President, Organizational Development, **Alberta Innovates**

**Karen Zarsky**, Branch Manager, Organization Design and Development, **City of Edmonton**

**Natasha Chai**, Director, Workforce Development, **Government of Alberta**

**Moderated By: Melanie Fix**, Senior Manager, Consulting Services, **MNP**

**12:45pm Closing remarks from Chair and Networking Lunch**