

13th

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In the workplace



Women & Leadership

Strengthen your leadership style to succeed in today's workplace

November 25, 26 & 27, 2014, Calgary

Participating organizations

Association of Women in Finance	McRae Inc.
Barry Commercial / Appraisal Propertyshop Inc.	Office of Bellanne Meltzer Toren
Calgary Laboratory Services	Publicis Canada
Calgary Stampede	Sandler Training Calgary
Canadian Western Bank	SMART Technologies
Enovus Energy Inc.	Standard Exploration Ltd.
Coaching Designs International Inc.	Tamara Ross Professional Services
Commerx Corporation	TJX Canada/Winners Merchants International L.P.
Edge HR Solutions	TMX Equity Transfer
Empower Performance Group	Troika Developments Inc.
Ferus Inc.	United Way
Global Emission Solutions	
Kelly+MacLean International	

Conference highlights

- Hear inspirational presentations by top-ranking women executives, as they share their career and leadership tips
- Uncover strategies to guarantee professional advancement while achieving greater work-life balance
- Build your professional confidence by enhancing key leadership skills and techniques
- Discover the leadership competencies you need to succeed in today's workplace

Optional workshops

Leading-Edge Practices to Support Women Leadership Development
Diane Bonneau, President & CEO, Coaching Designs International Inc.

Bridging Generations: High-Performance Leadership Relationships
Jim Brown, Principal Consultant, Empower Performance Group

Coaching Designs INTERNATIONAL
Develop your skills - Become an authentic leader



GLOBAL EMISSION SOLUTIONS INC



Who should attend

Senior Executives, Vice-Presidents, Directors, Senior Managers and other professionals interested in improving their skills in leadership, conflict resolution, work-life balance, negotiations, business communications, networking and the development and mentoring of others.

Women today have more opportunities than ever to be successful leaders in their chosen fields, but as every successful woman leader knows, achieving a leadership role still presents unique challenges for women.

The key to surmounting these challenges lies in developing and honing proven, effective leadership skills.

Join top-ranking women executives who have mastered these skills and have, in the process, successfully advanced their way to the top of their organizations.

Whether it is communicating, negotiating, networking, managing career paths or achieving work-life balance, hear their unique perspectives on how to achieve success in both career and life.

Attend this Summit and hear outstanding women leaders from Calgary, share their career and leadership tips, as they discuss:

- Best practices for developing key leadership skills: negotiation techniques, communication tools, networking skills
- Effective career management strategies and preparing for a position of power
- Differences in leadership style between men and women and how it affects career paths
- Strategies for achieving a better work-life balance
- Fundamental disciplines of success that women leaders should apply to maximize their personal effectiveness
- How to build resilience for the purpose of career advancement and leadership development

Participating organizations include: Association of Women in Finance; Barry Commercial / Appraisal Propertyshop Inc., Calgary Laboratory Services; Calgary Stampede; Canadian Western Bank, Cenovus Energy Inc.; Coaching Designs International Inc., Commerx Corporation, Edge HR Solutions, Empower Performance Group, Ferus Inc., Global Emission Solutions, Kelly+MacLean International, McRae Inc.; Office of Bellanne Meltzer Toren, Publicis Canada, Sandler Training Calgary, SMART Technologies, Standard Exploration Ltd., Tamara Ross Professional Services, TJX Canada/Winners Merchants International L.P.; TMX Equity Transfer; Troika Developments Inc; United Way.

We at Federated Press are particularly proud of both the faculty and the topics to be discussed at this event as we look forward to three days of sharing, learning and network building.

P.S. Don't miss our practical workshops on Leading-Edge Practices to Support Women Leadership Development and Bridging Generations: High-Performance Leadership Relationships.

This program has been approved for 18 Continuing Professional Development (CPD) hours by HRP (HRPA™)

SUPPLEMENTARY COURSE MATERIAL

Federated Press is now providing delegates with access to an innovative new database containing at least 25 interactive multimedia presentations by leading experts including approximately 20 hours of lectures on the topics covered by this course, including all slides and speakers' papers. See the list of presentations on page 4.



AV Proceedings

Audio/video segments clickable slide by slide
Papers and overheads also included
Print any of the material for your own use

Leadership Development & Excellence

Pamela A. Ramotowski, Vice President, People Services, SMART Technologies

Tuesday, November 25th

9:00-9:45

QUALITIES NEEDED TO LEAD AND QUALITIES THAT HINDER SUCCESS

Pamela A. Ramotowski, Vice President, People Services, SMART Technologies

While it is impossible to establish a set of qualities that can be attributed to all women, certain leadership qualities are critical to the long-range success of organizations. This session will focus on the leadership qualities to be nurtured and developed for high potential women candidates, while addressing some qualities that can hinder success.

- Reassessing your assumptions about how you communicate
- Uncovering the qualities needed to become tomorrow's leaders
- Developing emotional intelligence and interpersonal skills
- Developing your natural skills and working at using them as effectively as possible
- Fostering the leadership qualities that women possess
- Qualities perceived to be career-limiting: the need for diagnosis and remedy

9:45-10:30

DEVELOPING YOUR POWER OF RECOVERY: DISCIPLINE, SELF BELIEF AND RESILIENCE

Julia Yan, Vice President Regional Sales, TMX Equity Transfer and President & Board Director, Association of Women in Finance

The stamina and ability to bounce back and create better results are crucial to the success for women leaders of today. Learn key components on how to develop your power, self-belief and recovery through:

- Building resilience
- Deepening your networks and support systems
- Adopting clear persuasive communication style
- Taking a strategic approach: knowing how to pick your battle

10:30-11:00 NETWORKING BREAK

11:00-11:30

NETWORKING SKILLS: ACHIEVING SUCCESS THROUGH COLLABORATION

Melinda Kondrat, VP Law General Counsel, Ferus Inc.

Networking is an effective career-building tool that, if executed properly, can go a long way in establishing and reinforcing your personal brand. This presentation will explore methods for dramatically improving your networking skills, providing you with practical tips.

- The power of personal connections and community engagement to build your personal brand
- Using networking as a career and business building tool for women business leaders
- Affinity networking through associations and groups
- Tips for improved networking online: use of social media
- Leveraging strategic business relationships through collaboration

11:30-12:00

KEY STRATEGIES TO ENHANCE YOUR EMOTIONAL INTELLIGENCE

Laura Wolczecki, Vice-President, TJX Canada/Winners Merchants International L.P.

The most effective leaders are those who are aware of their own emotions and who have the ability to understand the emotions of others. This discussion will share insights to aid in the development of a higher level of emotional intelligence.

- Understanding how the way you manage your emotions affects your job performance and career success
- Managing your own emotions and remaining in control even in the most challenging workplace situations
- Identifying your emotional triggers and changing how you react to high-stress situations

12:00-12:30

NEGOTIATION SKILLS

Nancy Marano, Vice President Land, Standard Exploration Ltd.

Negotiating is a skill that women will need to use throughout their careers, whether in the form of a formal negotiation or an impromptu conversation. This session will discuss best practices for negotiating to achieve success.

- Importance of preparing for negotiating
- Assessing the strength of your position at the bargaining table
- Understanding the rules of engagement
- Personal style in negotiations
- Building long-term relationships to facilitate negotiations
- Why you might naturally be a superior negotiator

12:30-1:30 LUNCH

Women at Their Best

Tamara Ross, Principal, Tamara Ross Professional Services

Tuesday, November 25th

1:30-2:00 POWER OF MENTORING

Mary Chambers, VP, National Head of Strategic Planning, Publicis Canada

Don't go it alone. Learn how mentoring can contribute to your success and the success of your organization. This discussion outlines the important role of mentoring in helping women become more effective business leaders.

- What should you look for in a mentor and how do you manage that relationship?
- What are the mentee's roles and responsibilities?
- Do you mentor based on your personal style or adjust your approach for the person you are mentoring?
- Realizing the power you have as a mentor and using it appropriately

2:00-2:30 PRINCIPLES AND CHARACTERISTICS OF INFLUENTIAL LEADERSHIP

Wendy Jossa, Vice President Corporate Services, Calgary Laboratory Services

An essential characteristic of a successful leader is the ability to exert influence. This session will provide insight into how to influence at all levels, but particularly at the executive levels. You will discover how to ensure that not only your ideas gain approval, but that you and your career gain ground with every senior level exchange.

- Behaviour traits of highly successful influencers
- What tone do women influencers set in the workplace? How does it differ from male influencers?
- What do women influencers bring to the table: How is it different?
- How does it add value?
- How to maximize these qualities to inspire transformation

2:30-3:00 NETWORKING BREAK

3:00-3:30 ACHIEVING EFFECTIVE WORK-LIFE BALANCE

Tamara Ross, Principal, Tamara Ross Professional Services

Personal time management skills are critical in reaching your full potential both at work and at home, as women in leadership often have work-life choices to make. This presentation will explore strategies for achieving a better work-life balance.

- Unique challenges women face reconciling their work and personal lives
- Creating a work-life strategy and action plan
- Adjusting mindset: deciding what is important and effectively delegating the not-so-important
- Latest trends in work-life initiatives geared for women in the workplace

3:30-4:00 BUILDING RESILIENCE

Bellanne ("Belle") Toren, International Petroleum Consultant, Barrister & Solicitor, Office of Bellanne Meltzer Toren

Resilience, how we respond to setbacks and overcome challenges, becomes increasingly important at senior levels, perhaps more so for women in leadership. This session will discuss how we can build resilience in leadership development.

- Behavioural and performance aspects of resilience in leadership, wisdom that can be gained from proverbs
- Developing flexibility and adaptability in women leaders while remaining true to one's self
- Developmental assignments for building resilience by challenging one's self
- Networking for success - accepting the need at times to seek assistance and to make the time to assist others
- Case examples: lessons in adaptability and strength of purpose - historic and modern role models

4:00-4:30 ENTREPRENEURIAL LEADERSHIP

Sheila MacLean, President, Kelly+MacLean International

Growing numbers of women are becoming leaders of their own businesses. In order to achieve success, well-grounded entrepreneurial thinking is an invaluable asset. This session provides insights into leadership strategies for achieving success.

- Key factors in successful entrepreneurial leadership
- Programs available to support women in building their business
- Women entrepreneurs' characteristics
- Women's leadership styles and management strategies
- Barriers and conflicts encountered by women business owners

4:30-5:00 NAVIGATING THROUGH CAREER CHANGES

Marjorie Malinowski, President and CEO, Global Emission Solutions

As women leaders, we recognize the need to be adaptable in the face of change, finding a way or blazing a new path to make the most of opportunities. Career progression is a voyage of discovery, and this presentation will share experiences and insights into navigating the twists and turns of a career of change.

- Capitalizing on opportunities to broaden experience
- How do you transfer experience and skills to different sectors?
- Continuous development: demonstrating competence in a new realm
- Deepening your networks and support systems
- Lessons learned to enhance leadership and mentor effectiveness

Strategies and Skills for Successful Leaders

Renée Wasylyk, Chief Executive Officer, Troika Developments Inc.

Wednesday, November 26th

9:00-9:45

WOMEN & GOVERNANCE

Carmelle Hunka, Vice President Governance and Compliance, Cenovus Energy Inc.

Over the years, the progress of Canadian women holding corporate board positions has been slow and incremental at best. This session will explore why so few women hold director positions and outline practical strategies on how women in executive positions should prepare themselves to be eligible for positions on company boards.

- Drawing corporate directors from among women in executive positions
- Director recruitment process
- Women's contribution to corporate boards
- Facilitating the readiness of women for board positions
- Encouraging boards to recruit qualified women for board seats

9:45-10:30

LEADERSHIP STYLE: HOW DO WOMEN LEAD DIFFERENTLY THAN MEN?

Renée Wasylyk, Chief Executive Officer, Troika Developments Inc.

Many gender-based researchers suggest that women bring a different style of leadership that stems from differences in how they work with subordinates, their networking style, how they share information, and how they communicate. This session will examine whether women have a different leadership style than men and how it affects their career path.

- Should women approach their career path differently?
- How can women use their different leadership style to add value?
- What style of leadership works best?
- How do men respond to a female leadership style?

10:30-11:00 NETWORKING BREAK

11:00-11:30

PRINCIPLES OF INFLUENTIAL LEADERSHIP: LEADING CHANGE AND THINKING OUTSIDE THE BOX

Marietjie Bower, Vice President and CFO, Commerx Corporation

The concept of leadership is evolving, with a style that depends on influencing, rather than commanding. An influential leadership style is suited to the dispersed, networked nature of many businesses today, where informal leadership through influence develops relationships that shape thinking and gather support. This session will focus on the principles and characteristics of effective influential leadership.

- Developing your abilities to influence and lead change
- Honing your skills in thinking strategically and seeing the "big picture"
- Dealing with the backlash from individuals who don't buy in

- Gaining commitment and building partnerships
- Establishing and leading successful teams and building strategic working relationships

11:30-12:00

LEADING & LIVING THE BRAND

Deanne Carson, Vice-President, Marketing and External Relations, Calgary Stampede

As women, we often bring a fresh and unique perspective to branding - one that needs to be inculcated within the corporate culture. This discussion will explore effective strategies as well as the particular sensitivities that women leaders can bring to the fore when leading and living the brand.

- Incorporating the emotional intelligence that women bring to leadership into the branding process
- Importance of being able to connect people at an emotional level to the brand
- Understanding how we align our values with that of the organization to bring our brand to life
- How emotional intelligence allows you to connect at a values level: challenges if personal values don't mesh with the company's values

12:00-12:30

PRINCIPLES AND CHARACTERISTICS OF SUCCESSFUL LEADERSHIP: WHAT PROMOTES AND WHAT HINDERS SUCCESS

Gail Harding, Senior Vice President General Counsel and Corporate Secretary, Canadian Western Bank

The ability to influence others and to work collaboratively with people is often cited as key attributes of successful leaders. This session will provide insight into the key attributes of successful leaders. You will discover the principal qualities needed to lead and areas where women's success is often hampered.

- Behaviour traits of highly successful leaders and influencers
- What tone do leaders set in the workplace?
- How to maximize leadership qualities to inspire transformation

12:30-1:30 LUNCH

Overcoming Hurdles

Eileen Dooley, General Manager, McRae Inc. and Certified Career Coach

Wednesday, November 26th

1:30-2:00

BEING EXCEPTIONAL

Lucy Miller, President and CEO, United Way

Behind every single success story is a series of challenges that someone has worked hard to overcome through creativity, leveraging resources, and - plain and simply - a lot of hard work. This discussion details how approaching your career and your life with a dedication to being exceptional builds a unique “umbrella” that will protect you from any storm.

- Real-life “being exceptional” stories and case studies
- Recognizing opportunities for self-reflection, innovation and creative problem solving
- Planning for success

2:00-2:30

SURMOUNTING THE GLASS-CEILING

Karen Barry, President, Barry Commercial / Appraisal Propertyshop Inc.

While women continue to make inroads as leaders in traditionally male-dominated industries and many of these corporations are seeking to increase diversity in their workforce, the reality is still less than perfect. This discussion takes an in-depth look at what it takes for women in leadership to succeed in former male bastions.

- Is it necessary to adopt male behaviour patterns and thought processes to succeed?
- What are key steps to achieving success in male-dominated industries?
- Merit-based objectivity: emerging reality or elusive ideal?
- Tales from the front: women in leadership put to the test
- How to encourage better diversity balance in your organization

2:30-3:00

BECOMING AN EXCEPTIONAL LEADER BY LEVERAGING YOUR NATURAL TALENTS & STRENGTHS

Jane Fedoretz, Former Vice President and General Counsel, Ceda International Corporation

Today's leaders require the ability to deal with complexity and a multitude of tasks, and to work cooperatively and innovatively. However, all too often such strengths are not legitimized through leadership development programs. By helping to recognize and leverage strengths, women can realize previously untapped leadership capacity. This discussion will help participants explore this notion in more depth.

- Traditional and current models of leadership and the implications for development
- Uncover and celebrate your natural talents and strengths
- Develop and leverage talents through innovative leadership development initiatives

- Link between your own leadership development and organizational transformation
- How organizational culture can impede or enhance the development of effective leaders

3:00-3:30 NETWORKING BREAK

3:30-4:00

PROFESSIONAL PASSION - THE GREAT EQUALIZER

Eileen Dooley, General Manager, McRae Inc. and Certified Career Coach

In order to achieve professional and personal success, you need to do what you love and love what you are doing. An unrelenting focus and passion for your work is paramount to rise to a position of leadership in today's competitive environment. This presentation will explore the key criteria, both tangible and intangible, to building a successful and fulfilling career.

- Honing your personal strengths and abilities
- Identifying your passion and leveraging it into a career
- Having the courage to act on your passion
- Being happy with your choices

4:00-4:30

LEADING IN MAN'S WORLD

Susan M Shea, Managing Director, Edge HR Solutions

Though merit-based objectivity should be the determining factor for climbing the corporate ladder, women still face unique challenges that can impede their rise through corporate ranks. This presentation will provide insight into how to not only survive, but flourish as a woman in today's business world.

- Essential qualities for women in leadership
- Obstacles encountered on road to success
- Keys to achieving your professional and personal goals
- Are opportunities increasing for women executives in today's business world?
- The importance of passion

4:30-5:00

SALES SKILLS: WHY THEY'RE IMPORTANT IN CORPORATE LEADERSHIP

Carol C.A. Rosdobutko, President, Sandler Training Calgary

Whether you're trying to encourage a perspective candidate to join your organization, or you're persuading the management or your team members to change or move in a different direction, the ability to sell your ideas is an important skill for women leaders. This interactive discussion will give you a framework to adapt your natural abilities as excellent communicators to become more effective influencers.

OPTIONAL WORKSHOP A

Thursday, November 27th - 9:00-noon

LEADING-EDGE PRACTICES TO SUPPORT WOMEN LEADERSHIP DEVELOPMENT

Diane Bonneau, President & CEO, Coaching Designs International Inc.

Since strong leaders do not work in isolation, coaching and mentoring programs are frequently used to nurture and engage future leaders and high potentials in order to ensure that they are prepared for executive roles. This workshop is designed to help you tap into the power of coaching and mentoring for women leadership development.

- Identifying the skills needed by authentic women leaders
- Connecting to your genuine leadership style as a woman
- Establishing goals for leadership development in high potentials
- Understanding the benefit of mentoring and coaching in organizations
- Adopting key coaching and mentoring skills that will enhance your strengths as a woman leader

Diane Bonneau is President & CEO of Coaching Designs International Inc. She is a highly skilled executive coach, professional mentor coach, facilitator, who is passionate about developing women leaders for success. For over 15 years Diane has been challenging individuals, executives and teams to take risks, develop new skills and become authentic leaders. She routinely works with fast-growing and newly merged companies of all sizes in industries such as oil & gas, construction, building technology, finance and hospitality. Diane coaches new and established leaders to remain connected to their core values. Ultimately, Diane helps leaders to become the strategic and tactical thinkers their organizations envision to support their growth and sustainability.

OPTIONAL WORKSHOP B

Thursday, November 27th - 1:30-4:30

BRIDGING GENERATIONS: HIGH-PERFORMANCE LEADERSHIP RELATIONSHIPS

Jim Brown, Principal Consultant, Empower Performance Group

The road to leadership is still not an easy path for most young women, despite the ground breaking and inspirational roles other women leaders are now playing. A key challenge is that of bridging the divide between generations and supporting emerging leaders. This workshop will help you work more effectively with multi-generational leadership relationships in your organization by discussing:

- The three levels of transformation on which change and growth occurs
- Six patterns of cross-generational leadership relationships
- The skills and knowledge that enable you to participate more productively in cross-generational leadership relationships

Jim Brown is the Founder and Principal Consultant at Empower Performance Group. He is an adult education expert focusing on leadership and team development. He is certified on several 360° leadership surveys, including the LPI 360 and CheckPoint 360, as well as assessment tools to facilitate team development.

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REGISTRATION COSTS	Book & Pay by Sept. 25/14	Book & Pay by Oct. 25/14	Regular Price
<input type="checkbox"/> Conference + all workshops	\$ 2795	\$ 2895	\$ 2995
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<input type="checkbox"/> Conference + CD-ROM (\$150)	\$ 1925	\$ 2025	\$ 2125
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GROUP DISCOUNT

If you register four people at the same time you will be entitled to a discount. To take advantage of this special offer, payment for all delegates must be made with one cheque or credit card charge. Contact Sandra Frattolillo at: 1-800-363-0722 ext. 223 for more information.

Cancellation: Please note that non-attendance at the conference does not entitle the registrant to a refund. In the event that a registrant becomes unable to attend following the deadline for cancellation, a substitute attendee may be delegated. A copy of the conference papers will be provided in any case. Please notify Federated Press of any changes as soon as possible. Federated Press assumes no liability for changes in program content or speakers. A full refund of the attendance fee will be provided upon cancellation in writing received prior to Nov. 12, 2014. No refunds will be issued after this date.

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