

Who's on Deck: Succession planning for continued strength Speaker Biographies

Keynote: Dr. S. Brett Savage



Dr. S. Brett Savage specializes in taking individuals and Companies to the next level of contribution and profitability and has researched, trained, implemented enterprise systems and coached hundreds of Industry leaders. He holds a Masters in Education and Doctorate in Theoretical Philosophical Psychology. Brett has over 25 years of experience working with IBM, Lyondell Citgo, DuPont, Texaco, Procter & Gamble, Exxon, Dell, Intel, Shell, the United States National Laboratories, and the US Federal Government to name a few. His International experience includes work in the EU, the Middle East, Africa, Japan, Singapore, Korea, and Central and South America, and Australia.

Panelists:

Mike Grogan, Calgary Chamber of Voluntary Organizations

Mike Grogan is the Director of Workforce Development for the Calgary Chamber of Voluntary Organizations and the Secretariat of the Alberta Nonprofit Workforce Council. In both of these roles, Mike works to build a vibrant and sustainable nonprofit sector workforce. Mike has worked for and with nonprofit organizations for over 25 years focusing on organizational effectiveness, partnership development and capacity building. Mike has degrees in Economics and Leadership. His enthusiasm and passion for the sector are evident in his numerous volunteer activities in community services, youth and sport organizations.

The Calgary Chamber of Voluntary Organizations (CCVO) is a registered charity working to strengthen Calgary's diverse nonprofit sector and provide leadership on matters affecting the sector as a whole. With the support of more than 450 members, CCVO: provides leadership in policy issues, promotes an awareness and understanding of the sector, engages members of the sector, undertakes research and acts as a clearinghouse of information and resources for and about the sector.

Jodi Baker, Standen's Limited

Jodi Baker is an organizational leader in workforce development, specializing in human resource. Jodi has been hands on in fostering forward thinking workplaces at major companies like Nortel Networks, Flextronics and now at Standen's Limited as Manager, Workforce Development & Advisor, Human Resources. She is responsible for creating and implementing strategic needs analysis in areas such as training and development, recruitment and retention and of course, succession planning. At Standen's Limited, Jodi is part of an innovative leadership team dedicated to a workplace culture that thrives on life long learning and is committed to developing and retaining top talent in the industry.

Lynn Roger, BMO Financial Group

Lynn Roger is the Senior Vice-President, Talent Strategies and Executive Resourcing. Lynn returns to the talent portfolio, from her position as Vice-President and HR Business Partner, Personal and Commercial Banking Canada. Under her leadership, the 'customer voice' moved to the very top of the HR agenda, and the alignment between business and HR strategy was strengthened, including advancing a more disciplined and focused approach to talent and performance. Lynn's extensive background in Human Resources includes experience in Employee Relations, Talent Acquisition, Leadership Development, Succession Planning and the development of corporate HR strategies. Throughout her career she has lead many teams in several of BMO's banking operations. Lynn was responsible for implementing an innovative Employee Relations Call Centre in Quebec operating in both official languages with full accessibility for employees with disabilities. Her team broke new ground in response to Canada's rapidly changing demographics, where they introduced a cutting edge collective approach with consistent methodology for the assessment of talent across BMO Financial Group.

Lynn joined the bank in 1979, has a breadth of experience in both business groups and in the corporate centre, including various roles in talent strategies. In her current mandate she has enterprise-wide accountability for advancing our Talent and Diversity & Inclusion agenda.

Lynn is a Fellow of the Institute of Canadian Bankers and holds a Master of Business Administration in Financial Services from Dalhousie University. She is the Chair of the BMO Employee Charitable Foundation and is a member of the Advisory Council Centre of Excellence, for the Toronto Financial Services Alliance (TFSA).

Steve Brierley, Encana

Steve has been in the learning and development industry for the past 14 years. Steve has experience in program design, program delivery, facilitation, organizational effectiveness and team development. He has worked in both the private sector and for post secondary institutions in Canada and the USA.

While at U of A, Steve held the role of Director, Executive Education, University of Alberta School of Business from 2005 - 2008. Steve joined Encana in 2008 and is the Group Lead for Learning and Development for 5000+ employees in Canada and the USA. The Learning and Development team at Encana has three specific accountabilities; Employee and Leadership Development, Performance Management and Succession planning.

David Knudson CHRP, The City of Calgary

David Knudson is a HR Business Partner with the City of Calgary supporting the Planning, Development and Assessment department. He has over 20 years of HR Generalist experience. The City is focused on Succession Management as a key HR priority and David has lead this initiative and developed a program for his client group. He has a degree from the University of Calgary (Psychology), Diploma from SAIT (Business Administration), and Certificate from University of Calgary (Human Resources). David is also the Past President of the Human Resources Institute of Alberta and Past Executive Board member of the Canadian Council of Human Resource Associations.

Mentorship presenters:

Marie-France Varin, Calgary Region Immigrant Employment Council

Marie-France Varin is the Project Leader for the Calgary Region Immigrant Employment Council mentoring program. She has experience in the fields of learning & development, communications, marketing and public relations. She established a mentoring program at WorleyParsons Calgary and was also responsible for their performance management and training programs. She has degrees from McGill (Education), Western Ontario (Journalism) and Université de Montréal (Economics).

Bruce Randall, Calgary Region Immigrant Employment Council

McGill University Law School - Bachelor of Laws 1985; Bachelor of Civil Law 1985 Legal Private Practice - Toronto, Ottawa and Montreal 1986 - 1994 Corporate Counsel for CCM The Hockey Company - Montreal, 1994 - 1998 General Counsel for The Forzani Group Ltd. - Calgary, 1998 - 2004 Edge School for Athletes - Director of Business Development & Admissions - Calgary 2005 – 2010; CRIEC - Executive Director, 2010 – present.