

HR & Future of Work Showcase

*Adaptive Horizons: Navigating the
Evolving Landscape through Flexibility,
Data, Innovation, and Culture*

May 23, 2024 | Ottawa, ON
May 28, 2024 | Toronto, ON

Adaptive Horizons: Navigating the Evolving Landscape through Flexibility, Data, Innovation, and Culture

Welcome to the Public Sector HR and Future of Work Showcase—an immersive event dedicated to shaping the future of public service in an era of unprecedented change. Serving as a beacon of knowledge, innovation, and collaboration, this gathering brings together thought leaders, professionals, and visionaries from the public sector to explore the evolving landscape of Human Resources (HR) and the way we work.

Throughout this transformative experience, participants will gain insights from renowned HR and public administration experts and leaders. There will be interactive workshops designed to equip HR professionals and public servants with the tools and strategies to adapt and excel in an ever-changing work environment.

The greatest wealth in this conference is the opportunity to connect with peers, share experiences, and build valuable relationships with colleagues and experts from diverse public sector agencies, fostering a community of support and collaboration.

As participants are empowered with information on the latest regulations and compliance requirements affecting the public sector workforce, their organization gets equipped to remain on the cutting edge of HR governance. There will also be a showcase of the latest technologies and solutions reshaping the public sector HR landscape, offering a glimpse into the future of work.

Join us at the Public Sector HR and Future of Work Showcase—a transformative experience empowering you to drive positive change, create forward-thinking HR strategies, and ensure a brighter future for public service. Together, let's shape the future of work and redefine excellence in the public sector.

REGISTER TODAY



Who You'll Meet

This series is designed for:

- HR Managers
- HR Directors
- HR Specialists
- HR Business Partners
- HR Analysts
- Talent Acquisition Specialists
- Learning and Development Managers
- Labor Relations Specialists
- Public Sector Agency Heads
- City Managers
- Public Administration Professionals

Benefits of Attending



Stay updated on the latest trends, innovations, and regulatory changes in public sector HR, including emerging technologies and strategies that shape the future of work.



Engage in interactive workshops and sessions to enhance your HR skills and knowledge, acquiring practical tools to address the evolving needs of your organization.



Connect with a diverse group of professionals, including HR specialists, public sector leaders, and industry experts. Share experiences, exchange ideas, and build valuable relationships for your career and organization.



Gain insights from successful case studies and best practices, discover proven methods for optimizing HR practices, and explore cutting-edge technologies in the Innovation Showcase that can streamline processes and drive innovation in the public

Your Guide



2023 Snapshot



522

Registrations



26

Speakers



3

Events



5

Partners

Your Inspiring Speakers - Ottawa, ON



DOMINIQUE DALLAIRE
Chief Human Resources Officer
Standards Council of Canada



KARI DART
Deputy Commissioner, Culture and Strategy Services
Ontario Provincial Police



ATIF RASHID
Financial Strategy Advisor
Environment and Climate Change Canada



GUY MORISSETTE
Asst. Commissioner, Human Resource Management
Correctional Service of Canada



BRENDA DOGBEY
Chief Diversity Officer
Privy Council Office



SONIA COTE
Chief Human Resources Officer
Canada Revenue Agency



CINDY NEWELL
Vice-President of People, Culture and Strategy
Ottawa Community Housing Corporation



SHEILA JAMES
Executive Director of the Office of I-IDEAS Indigeneity-Inclusion, Diversity, Equity, Access and Social Justice
Children's Hospital of Eastern Ontario (CHEO)



JONATHAN GILBERT
Managing Director of Leadership and Management Practices
Learning Tree



PATRICIA MARASCO
Senior HR Consultant
49 Solutions Inc/Fast Track Staffing



Explore the Agenda

Thursday, May 23, 2024

PwC Office
Suite 710, 7th floor, Orleans and Chaudiere room
99 Bank Street, Ottawa, ON K1P 1E4

8:30am Registration and Networking Coffee

9:00am Welcome from Public Sector Network

9:10am Welcome from the Chair

9:30am Government Keynote: Flexible Horizons: Charting the Course Through Challenges in Canada's Dynamic Work Landscape

- Addressing technology gaps for remote employees, particularly in regions with limited connectivity.
- Managing flexible work arrangements across different jurisdictions and legal frameworks.
- Tackling mental health concerns associated with remote work, isolation, and blurred boundaries.
- Ensuring fairness and inclusion in flexible work policies to avoid perpetuating disparities.
- Exploring the uncharted impacts on the workforce of AI use in various organizational processes.

Dominique Dallaire, *Chief Human Resources Officer*, Standards Council of Canada

9:50am Platinum Partner Session: Empowering Government Workforces: Innovative Solutions for Seamless Implementation of Flexible Work Strategies

10:10am Government Keynote: AI-Driven Strategic Insights: Harnessing Data and Analytics for Future-Ready HR in Government Organizations

- Leverage AI to analyze extensive HR data for informed decision-making, optimizing talent acquisition, and forecasting workforce needs in government organizations.
 - Implement AI for streamlined administrative tasks, personalized development plans, and enhanced remote work optimization, ensuring a more efficient and satisfying employee journey.
 - Utilize AI-driven predictive analytics to anticipate future workforce requirements, adapt policies proactively, and enhance security and compliance measures in government HR strategies.
-

10:30am Gold Partner Session: Revolutionizing Government Workforces: Next-Gen Technologies for Future-Ready HR and Workforce Management

10:50am Morning Coffee and Networking Break

11:10am Government Keynote: Embracing Transformation: Updating Legacy HR Systems in Government with a Change Management Lens

- Articulate the benefits of updating legacy HR systems in government, emphasizing the necessity for change to enhance efficiency and workforce management.
- Outline a comprehensive change management strategy, including the evaluation of existing systems, selection of modern HR tools, and measures to address resistance.
- Emphasize the importance of data security, and ongoing improvement as integral components of the transition, contributing to a future-ready HR ecosystem in government.

Kari Dart, *Deputy Commissioner, Culture and Strategy Services, Ontario Provincial Police*

11:30am Panel Discussion: Driving Collaborative Innovation: Strategies for Talent Development in the Public Sector

- Exploring collaborative approaches between public sector agencies and industry partners to address emerging skill requirements and foster innovation.
- Discussing new methods and tools for talent development, such as online platforms and cross-sector collaboration, to cultivate a culture of continuous learning and adaptation.
- Evaluating the effectiveness of talent development programs, including diversity considerations, and identifying strategies to measure impact, scale successful initiatives, and navigate regulatory frameworks.

Atif Rashid, *Financial Strategy Advisor, Environment and Climate Change Canada*

Guy Morissette, *Asst. Commissioner, Human Resource Management, Correctional Service of Canada*

Brenda Dogbey, *Chief Diversity Officer, Privy Council Office*

12:00pm Fireside Chat: Fostering Interdisciplinary Collaboration: Cultivating Talent and Catalyzing Innovation in Public Sector Organizations

- Highlight the importance of bringing together diverse perspectives, skills, and backgrounds to foster innovation in public sector organizations.
- Discuss the role of leadership in nurturing a collaborative culture that encourages communication, knowledge sharing, and cross-functional teamwork.
- Explore strategies for measuring the impact of collaborative efforts, overcoming barriers to collaboration, and fostering continuous improvement to drive innovation.

Sonia Cote, *Chief Human Resources Officer, Canada Revenue Agency*

12:20pm Networking Lunch

<p>1:20pm</p>	<p>Interactive Roundtable Discussions: An interactive opportunity to collaborate</p> <ol style="list-style-type: none"> 1. Topic TBC Facilitated by: PwC 2. Adaptive Leadership: Going Beyond Resilience Facilitated by: Jonathan Gilbert, <i>Managing Director of Leadership and Management Practices</i>, Learning Tree 3. Digital Talent Recruitment And Retention Facilitated by: Patricia Marasco, <i>Senior HR Consultant</i>, 49 Solutions Inc/Fast Track Staffing
<p>2:20pm</p>	<p>Gold Partner Session: Cutting-Edge Solutions for Enhanced Upskilling and Reskilling Initiatives</p>
<p>2:40pm</p>	<p>Panel Discussion: Nurturing Workforce Adaptability, Resilience, and Positive Affirmation in Government</p> <ul style="list-style-type: none"> • Discussing the importance of instilling adaptability as a fundamental skill within the government workforce and integrating ongoing training and development programs to enhance adaptability. • Emphasizing strategies for building resilience among government employees, including initiatives such as mental health support programs, stress management workshops, and collaborative problem-solving frameworks. • Exploring the role of a culture of affirmation and providing strategies for implementing effective recognition programs, fostering a positive atmosphere where achievements are acknowledged and celebrated. • Highlighting the pivotal role of leadership in shaping organizational culture and discussing specific leadership development initiatives that emphasize the values of adaptability, resilience, and positive affirmation. • Addressing how a culture focused on adaptability and affirmation contributes to an enhanced employee experience. Discussing strategies for promoting a collaborative and inclusive work environment, ensuring continuous feedback loops, and implementing organizational development practices aligned with these cultural goals. <p>Cindy Newell, <i>Vice-President of People, Culture and Strategy</i>, Ottawa Community Housing Corporation Sheila James, <i>Executive Director of the Office of I-IDEAS Indigeneity-Inclusion, Diversity, Equity, Access and Social Justice</i>, Children’s Hospital of Eastern Ontario (CHEO)</p>
<p>3:10pm</p>	<p>Closing Remarks from Chair</p>

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NOSA ERO-BROWN
*Associate Deputy
Minister, Chief Talent
Officer*
Ontario Public Service



SIMONE ATUNGO
*Assistant Deputy
Minister of Workforce
Policy and Innovation
Division (Employment)*
**Ontario Ministry of
Labour, Training and
Skills Development**



JANE ALBRIGHT
*Chief Human Resources
Officer*
**Ontario Financial
Services Regulatory
Authority**



KIM ELLIS
EVP, Corporate Services
Infrastructure Ontario



NENZI COCCA
*Director, HR Systems
and Operations*
City of Hamilton



SHAKIRA NARAINÉ
Chief People Officer
**Toronto Transit
Commission**



JAMIE BRUNO
*VP People and
Transformation*
Ontario Tech University



RAMNEET AUJLA
*Chief Human Resources
Officer*
Metrolinx



CARRIE FLETCHER
*VP People, Culture &
Diversity, St. Joseph's
Healthcare Hamilton &
Executive Lead HR, St.
Joseph's Health System*



WENDY CUKIER
*Founder & Academic
Director, Diversity
Institute & Research
Lead, Future Skills
Centre, Toronto*
Metropolitan University



GIANLUCA CAIRO
*VP Public Sector,
Enablement & Strategy*
Dayforce



MARNIE LARSON
VP - HCM Practice
OnAcutate



Explore the Agenda

Tuesday, May 28, 2024

Toronto Metropolitan University
George Vari Engineering and Computing Centre, room: Sears Atrium, 3rd Floor
245 Church Street, Toronto, ON, M5B 1Z4

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

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

9:10am **Welcome from the Chair**

Wendy Cukier, *Founder & Academic Director, Diversity Institute & Research Lead, Future Skills Centre, Toronto Metropolitan University*

9:30am **Government Keynote**

Nosa Ero-Brown, *Associate Deputy Minister, Chief Talent Officer, Ontario Public Service*

9:50am **Platinum Partner Session: Empowering Government Workforces: Innovative Solutions for Seamless Implementation of Flexible Work Strategies**

10:10am **Government Keynote: Automation and Its Impact on the Labour Force**

- Over the next ten years, automation is expected to affect half of Canadians' jobs.
- The adoption of automation will transform the workplace, changing the skills required of workers. Some jobs could disappear, while others could change, and new jobs could emerge that leverage and complement automation-related applications. These changes will likely require workers to upgrade their existing skill sets or acquire new skills.
- Ontario's Ministry of Labour, Immigration, Training and Skills Development serves a key role to create conditions that respond to current and future provincial labour market needs through its employment training supports/levers.

Simone Atungo, *Assistant Deputy Minister of Workforce Policy and Innovation Division (Employment), Ontario Ministry of Labour, Training and Skills Development*

10:30am **Gold Partner Session: Revolutionizing Government Workforces: Next-Gen Technologies for Future-Ready HR and Workforce Management**

Gianluca Cairo, *VP Public Sector, Enablement & Strategy, Dayforce*

Marnie Larson, *VP - HCM Practice, OnAcutate*

10:50am **Morning Coffee and Networking Break**

11:10am Government Keynote: Embracing Transformation: Updating Legacy HR Systems in Government with a Change Management Lens

- Articulate the benefits of updating legacy HR systems in government, emphasizing the necessity for change to enhance efficiency and workforce management.
- Outline a comprehensive change management strategy, including the evaluation of existing systems, selection of modern HR tools, and measures to address resistance.
- Emphasize the importance of data security, and ongoing improvement as integral components of the transition, contributing to a future-ready HR ecosystem in government.

Jane Albright, *Chief Human Resources Officer*, Ontario Financial Services Regulatory Authority

11:30am Panel Discussion: Driving Collaborative Innovation: Strategies for Talent Development in the Public Sector

- Exploring collaborative approaches between public sector agencies and industry partners to address emerging skill requirements and foster innovation.
- Discussing new methods and tools for talent development, such as online platforms and cross-sector collaboration, to cultivate a culture of continuous learning and adaptation.
- Evaluating the effectiveness of talent development programs, including diversity considerations, and identifying strategies to measure impact, scale successful initiatives, and navigate regulatory frameworks.

Kim Ellis, *EVP, Corporate Services*, Infrastructure Ontario
Nenzi Cocca, *Director, HR Systems and Operations*, City of Hamilton

12:00pm Government Keynote: Building a Modern and Agile Workforce

- Navigating the workforce implications of emerging technologies such as automation and artificial intelligence, ensuring government employees possess the digital skills essential for the evolving job landscape.
- Establish and refine policies for remote work, recognizing the growing importance of flexible work arrangements, while prioritizing training and employee well-being in remote and hybrid work environments.
- Promote diversity and inclusion within the government workforce, addressing systemic biases and ensuring equal opportunities for all employees to create a more representative and equitable work environment.

Shakira Naraine, *Chief People Officer*, Toronto Transit Commission





12:20pm Networking Lunch

1:20pm Interactive Roundtable Discussion: An interactive opportunity to collaborate

2:20pm Gold Partner Session: Cutting-Edge Solutions for Enhanced Upskilling and Reskilling Initiatives

<p>2:40pm</p>	<p>Panel Discussion: Nurturing Workforce Adaptability, Resilience, and Positive Affirmation in Government</p> <ul style="list-style-type: none"> • Discussing the importance of instilling adaptability as a fundamental skill within the government workforce and integrating ongoing training and development programs to enhance adaptability. • Emphasizing strategies for building resilience among government employees, including initiatives such as mental health support programs, stress management workshops, and collaborative problem-solving frameworks. • Exploring the role of a culture of affirmation and providing strategies for implementing effective recognition programs, fostering a positive atmosphere where achievements are acknowledged and celebrated. • Highlighting the pivotal role of leadership in shaping organizational culture and discussing specific leadership development initiatives that emphasize the values of adaptability, resilience, and positive affirmation. • Addressing how a culture focused on adaptability and affirmation contributes to an enhanced employee experience. Discussing strategies for promoting a collaborative and inclusive work environment, ensuring continuous feedback loops, and implementing organizational development practices aligned with these cultural goals. <p>Jamie Bruno, <i>VP People and Transformation</i>, Ontario Tech University Ramneet Aujla, <i>Chief Human Resources Officer</i>, Metrolinx Carrie Fletcher, <i>VP People, Culture & Diversity</i>, St. Joseph's Healthcare Hamilton & <i>Executive Lead HR</i>, St. Joseph's Health System Moderator: Wendy Cukier, <i>Founder & Academic Director</i>, Diversity Institute & <i>Research Lead</i>, Future Skills Centre, Toronto Metropolitan University</p>
<p>3:10pm</p>	<p>Closing Remarks from Chair Wendy Cukier, <i>Founder & Academic Director</i>, Diversity Institute & <i>Research Lead</i>, Future Skills Centre, Toronto Metropolitan University</p>

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“Nicely curated group of speakers who shared their passion and insight for maximizing the HR value proposition broadly and practically.”

Treasury Board of Canada Secretariat

“I appreciated the open, innovative, and curious nature of the speakers. I wrote notes and really enjoyed the variety of experience and perspectives brought by the speakers. The content was thought provoking and engaging, and included so many relevant subjects on the current state and future of hiring and talent in the government.”

Business Management Services, MoTI

“The presentations were very thought provoking.”

Treasury Board of Canada Secretariat

“The updates on recruitment in the Public Service was very informative and the changes that have been made.”

BC Healthy Communities

Event Schedule

JUNE

Data Management & Analytics Roadshow AB | BC | ON

Public Sector Innovation Show - Manitoba MB

Police Innovation Showcase ON

Public Sector Innovation Show - Saskatchewan SK

SEPTEMBER

Public Sector Innovation Show - Ontario ON

Ontario Government Cybersecurity Showcase ON

Artificial Intelligence Roadshow ON

Healthcare Infrastructure Showcase & Public Sector Health Facilities Showcase ON

OCTOBER

Public Sector Innovation Show - Alberta AB

Alberta Government Cybersecurity Showcase AB

Digital Government & CX Roadshow ON | NS | AB | BC

NOVEMBER

EduTech Showcase ON

DECEMBER

Public Sector Innovation Show - British Columbia BC

British Columbia Government Cybersecurity Showcase BC

Canadian Security Showcase ON



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