



The
MEARIE
Conference
2016

Conference
Program

June 15-17, 2016

JW Marriott, The Rosseau Muskoka

mearie.ca/mearie-conference

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Diana O'Reilly at doreilly@compben.com or David Ainslie at dainslie@mearie.ca



The MEARIE Conference 2016

Welcome to The MEARIE Conference!



It is our great pleasure to have you join us at our annual event in beautiful Muskoka.

Now is a time of enormous change in the sector which also makes it an excellent time to connect with peers and gain perspective on how others are adapting. This conference is a long-standing tradition, going back to the early beginnings of the Reciprocal. This conference continues to deliver sessions on inspiring leadership, emerging risk issues and leading HR trends.

I hope you take this time to soak in the relaxing atmosphere of our wonderful surroundings here in Muskoka, while also keeping pace with the busy schedule we have in store for the next two and a half days. May you take home some inspiring and memorable experiences as you connect, learn and engage at The MEARIE Conference.

Thank you for attending – we look forward to our time with you.

Sincerely

A handwritten signature in black ink, appearing to read "C.C. Macaluso".

*C.C. (Charlie) Macaluso
President and Chief Executive Officer*



Pre-Conference Workshops

8:30 AM	Breakfast Location: Rosseau Ballroom, Salons 1/2 Foyer		
9:00 AM – 12:30 PM	Stream A – Rosseau Ballroom, Salon 1 Cyber Risk – Awareness & Tools for Leaders Cyber risk has become a major enterprise risk, requiring awareness, problem-solving and decision making, based on expertise by staff at all levels and Board members. This workshop will provide the tools to understand your role while leading your company and avoiding the cyber risk pitfalls we're all facing.	Stream B – Rosseau Ballroom, Salon 2 Leadership & Mental Health in the Workplace Creating a positive environment where mental health resilience is both acknowledged and encouraged is not always easy. This workshop will discuss this topic and give you tools for creating a positive workplace with goals related to positive mental health for employees.	
	 Doug Blakey, President, Watsec Cyber Risk Management and Director, Canadian Centre for Cyber Risk Management Doug Blakey is the President and founder of Watsec Cyber Risk Management. He is also the Managing Director of the Canadian Centre for Cyber Risk Management (C3RM), a not-for-profit organization which champions greater cyber risk awareness for Canadians and the organizations they rely on.	 Cole Cohen, President of Coleagues Consulting Corp. and Consultant, Morneau Shepell Dr. Cole Cohen is founder and President of Coleagues Consulting Corp. As a senior consultant with Morneau Shepell, he specializes in Leadership Development and raising awareness about mental health in the workplace. He draws on insights from over 20 years of corporate experience as a manager and human relations consultant.	
10:30 AM – 10:45 AM	Networking Break Location: Rosseau Ballroom, Salons 1/2 Foyer		



Welcome to The MEARIE Conference!

12:00 PM – 2:00 PM	Conference Registration Opens in Convention Foyer Lunch Location: Cottages Restaurant		
2:00 PM – 2:05 PM	Conference Opening Plenary – Rosseau Ballroom. Salons 3-5 Opening Remarks: Vinay Sharma, President & CEO, London Hydro Inc., MEARIE Chair		
2:05 PM – 3:20 PM	Opening Keynote Address Topic: 20/20 Vision: The Future of Business in 2020 Speaker: Tod Maffin, Author & Internet Strategist		
3:20 PM – 3:35 PM	Topic: OMERS - Ongoing Eligibility through M&A's Speaker: Cynthia Cryslar, OMERS		
3:35PM – 3:50 PM	Networking Break Location: Rosseau Ballroom Foyer		
3:50 PM – 4:35 PM	Stream A – Rosseau Ballroom, Salons 3-5 Topic: Managed Growth Through Diversification Speaker: Benjamin Grunfeld, Navigant	Stream B – Rosseau Ballroom, Salons 1/2 Topic: Healthcare Benefit Costs – What's Coming Down the Drug Pipeline Speaker: Barb Martinez, Great-West Life Assurance Company	
	Topic: Making a Rainy Day Shine - Managing Weather Risk Speaker: John Coleman, eWeatherRisk	Topic: Disability Management Best Practices Speaker: Charmaine Alexander, Desjardins	
5:20 PM	Morneau Shepell Delegate Prize Draw & Closing Remarks		
6:00 PM – 6:35 PM	Conference Opening Reception Location: The Living Room/Library Terrace		
6:45 PM – 8:45 PM	Opening Night Dinner Location: Rosseau Ballroom		
8:45 PM – 12:00 AM	Hospitality Suite Location: The Living Room/Library Terrace		



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The MEARIE Conference Program Schedule

7:00 AM – 8:45 AM	Breakfast Location: Cottages Restaurant		
8:45 AM – 9:35 AM	Stream A – Rosseau Ballroom, Salons 3-5 Topic: Sunrise Propane - A Cautionary Tale of Public Safety & Company Responsibility Speaker: Alan Mark, Goodmans LLP	Stream B – Rosseau Ballroom, Salons 1/2 Topic: Prospering Under Pressure Speaker: Carlos Esteves, Morneau Shepell	
9:35 AM – 10:25 AM	Topic: Monitoring Your Cyber Posture Speaker: Doug Westlund, AESI	Topic: Absence Management Speaker: Kristen Coady, Morneau Shepell	
10:25 AM – 10:40 AM	Networking Break Location: Rosseau Ballroom Foyer		
10:40 AM – 11:40 AM	Topic: Increasing the Effectiveness of an ERM Program Speaker: D. Jody Hamade, Ontario Power Generation	Topic: Alcohol/Drug Trends & Strategies Speaker: Barbara Butler, Butler & Associates	
12:00 PM – 1:30 PM	Non-Golfers Lunch Location: Cottages Restaurant		
12:00 PM – 5:30 PM	Golf Tournament at The Rock Boxed Lunch available in Convention Foyer Meet in front of the hotel Departure for the Golf Course is 12:45 PM sharp		
6:00 PM – 8:15 PM	Cocktail Reception & Lakeside BBQ Dinner Reception: 6:00 PM – 7:00 PM Dinner: 7:00 PM – 8:15 PM Location: Rooftop Terrace		
8:00 PM – 8:15 PM	Golf Tournament Results & Prize Announcements		
8:15 PM – 11:00 PM	Entertainment: Live band – Arden and the Tourists Location: Rooftop Terrace		 

Annual Golf Tournament at The Rock

The golf tournament sponsored by Travelers will be a Shotgun Start with the Best Ball format. Highlights of the tournament include:

- 8th hole is designated as the ladies ‘closest to the pin’
- 11th hole is the men’s ‘closest to the pin’
- 9th hole will feature both the mens and ladies ‘longest drive’
- 12th hole is the MEARIE Hospitality stop - enjoy some refreshments and snacks

The golf foursomes will be posted near the registration area, on Thursday morning. Box lunches will be available at 12:00 pm.

For your convenience, please bring your golf clubs to the hotel registration and check them in with the concierge. On Thursday morning, the golf club staff will place your clubs on your designated cart, to be ready for the tournament.



Friday, June 17

The MEARIE Conference Program Schedule

7:00 AM – 8:45 AM	Breakfast Location: Cottages Restaurant	PHILLIPS, HAGER & NORTH Investment Management®
8:45 AM – 9:45 AM	Plenary Sessions – Rosseau Ballroom, Salon 3-5 Closing Keynote Address Topic: The Big Shift: The Battle between Old Canada & New Canada Speaker: Darrell Bricker, IPSOS Public Affairs Worldwide	
9:45 AM – 10:30 AM	Topic: Workplace Trends to Watch Speaker: Anne Gallop, Norton Rose Fulbright Canada Norton Rose Fulbright Delegate Prize Draw	NORTON ROSE FULBRIGHT
10:30 AM – 10:45 AM	Networking Break Location: Rosseau Ballroom Foyer	EDA The Voice of Ontario's Electricity Distributors
10:45 AM – 11:45 AM	Topic: Leading Through Change - So Now What? Speaker: Robert Harris, Schulich School of Business	
11:45 AM – 12:00 PM	Closing Remarks & Draws	
12:00 PM	Boxed Lunch & Departure Boxed lunch available in Convention Foyer	BFL CANADA

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Speaker & Session Abstracts in order of appearance

2:05 PM – 3:20 PM – PLENARY

Opening Keynote Address: 20/20 Vision – The Future of Business in 2020

Tod is a leading authority on the strategic use of emerging media in business and education. He'll be presenting a fast-paced glimpse at what the business landscape will look like in 2020, breaking down the top consumer and corporate mega-trends, revealing how they'll affect all organizations.



Tod Maffin, Author & Internet Strategist

Tod Maffin is President of engageQ digital, a digital marketing agency. Thousands of professionals in the international media, technology, and business communities follow Tod's insights. He is co-author of *TOUCH: Five Factors to Growing and Leading a Human Organization* and two other books. His insights on the future of business have been covered by major media including the Globe and Mail, USA Today, CBC, the Huffington Post, and more.

3:20 PM – 3:35 PM – PLENARY

OMERS - Ongoing Eligibility through M&A's

This session will provide an overview on OMERS eligibility based on recent M&A and Affiliate Company development in the LDC sector.



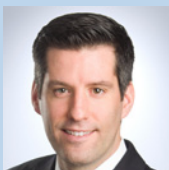
Cynthia Cryslar, Senior Vice President, Pension Policy and Research, OMERS

Cynthia Cryslar has been leading the pension policy group at OMERS since 2009. In this role, she addresses individual complex employer, member and plan administration issues, as well as providing the OMERS Boards with support on potential or actual changes in the pension sector and the pension plan. She started her work in pension policy with the Ontario Ministry of Finance, working on a wide range of pension issues.

3:50 PM – 4:35 PM – STREAM SESSION A

Managed Growth Through Diversification

As the potential for expansion and diversification of operations beyond traditional distribution open up, certain aspects of diversification pose potential risks. This session will explore how to avoid the risks inherent to business diversification and expansion of scope from both financial and operational aspects.



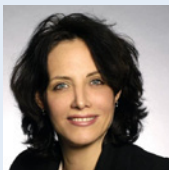
Benjamin Grunfeld, Director, Energy Practice, Navigant

Benjamin Grunfeld is a trusted advisor to utilities, independent power companies, regulators, and governments. He has considerable experience in the areas of utility strategy and operations, mergers and acquisitions, generation and transmission project development and finance, power procurement, regulatory economics, electricity market and energy policy analysis and design.

3:50 PM – 4:35 PM – STREAM SESSION B

Healthcare Benefit Costs – What's Coming Down the Drug Pipeline

Balancing the need to provide employees with comprehensive healthcare coverage while operating programs in a fiscally responsible manner continues to be a challenge for employers. Barbara will investigate some of the key drivers that adversely impact the sustainability of employer sponsored plans.



Barbara A. Martinez, Practice Leader, Drug Benefits Solutions, Great-West Life Assurance Company

Barbara Martinez provides support to Great-West Life Group Sales Offices across Canada on prescription drug management initiatives and plays a key role in supporting plan advisors and their clients on Great-West Life drug solutions products. Barbara has in-depth knowledge of the prescription drug, regulatory and drug approval process in Canada from both a government and private drug plan perspective.

Wednesday, June 15

Speaker & Session Abstracts in order of appearance

4:35 PM – 5:20 PM – STREAM A

Making a Rainy Day Shine - Managing Weather Risk

The effects of change in our global climate have been seen through unexpectedly severe storms and unusual weather patterns. This session will hear from the insurance industry's view on these trends and what impacts may be seen in the coming future.



John Coleman, CFA, Director, Structuring & Origination, eWeatherRisk, Inc.

John Coleman joined eWeatherRisk in 2012, dedicated to structuring and origination efforts in the agricultural space. John focuses his efforts on increasing market visibility across all industry verticals, ultimately helping clients through the education, construction and execution phases of their tailored weather risk management programs.

4:35 PM – 5:20 PM – STREAM B

Disability Management Best Practices

How can insurers help employers manage their disability health costs more effectively? By acting on the factors we can control and using technological innovation, insurers can drive key and sustainable lifestyle changes to promote health, ultimately keeping incidence and duration of disability down.



Charmaine Alexander, Senior Advisor in Best Practice & Innovation, Desjardins

Charmaine Alexander has held a number of positions within the insurance industry and client side including Claims Adjudication, Vocational Rehabilitation, Occupational Health Specialist and Disability Management. Formally educated at York University and George Brown College, Charmaine has trained as a Nurse and completed her Fellow in Life and Health Claims.

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Speaker & Session Abstracts in order of appearance

8:45 AM – 9:35 AM – STREAM A

Sunrise Propane - A Cautionary Tale of Public Safety & Company Responsibility

The explosion that woke many from their sleep in Toronto in August 2008, also opened the eyes of many executive teams around the country to the risks and responsibilities utilities bear to their companies and the public. Alan Mark will lead us through the details of this case and provide his views from the risk and legal perspective.



Alan Mark, Partner, Litigation Group, Goodmans

Alan Mark carries on a diversified advocacy practice, specializing in corporate-commercial litigation, class actions and electricity law and regulation. Alan also carries on a substantial electricity and regulatory practice, regularly representing clients in the electricity sector before the Ontario Energy Board and the courts.

8:45 AM – 9:35 AM – STREAM B

Prospering Under Pressure

Resilience is often described as your ability to bounce back from adversity. This awareness session will introduce participants to the notion that with improved self-awareness and practice, they can continue to strengthen and develop their abilities to be resilient in the face of most difficult or challenging situations.



Carlos Esteves, B.Sc., M.Ed., Facilitator, Morneau Shepell

Carlos Esteves' training and facilitation approach incorporates customer service skills expertise, knowledge of adult learning principles and quality management practices. Having facilitated hundreds of workshops, his participants are diverse and have included experienced business professionals from a cross section of industries in the profit and non-profit sectors, as well as new Canadians and marginalized learners.

9:35 AM – 10:25 AM – STREAM A

Monitoring Your Cyber Posture

This session will provide a backdrop of the key operational, management and legal aspects that can be incorporated into a cyber and physical security dashboard for a more effective security risk management process. LDC examples will be provided.



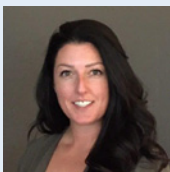
Doug Westlund, VP, Strategic Planning & Implementation Services, AESI

Doug Westlund is an expert on the role of Operational Technology in the development of defense-in-depth cyber protection for critical infrastructure assets and is a regular speaker and presenter of cyber security topics in the energy sector at industry conferences across North America.

9:35 AM – 10:25 AM – STREAM B

Absence Management

Employers may be unaware of the extent and causes of absences within their own organization. Morneau Shepell surveyed employers, employees and physicians to gain a better understanding of the underlying factors to predict absenteeism and define effective solutions.



Kristen Coady, Director, Absence Management Solutions, Morneau Shepell

Kristen has been with Morneau Shepell for over 10 years, and currently is a Director of Client Experience in the Absence Management Solutions practice. She has a strong focus on wellness, recovery and prevention. Kristen develops and implements complex and solution-based attendance and disability management programs for some of Canada's largest employers.

Speaker & Session Abstracts in order of appearance

10:40 AM – 11:40 AM – STREAM A

Increasing the Effectiveness of Your ERM Program

ERM programs need to evolve to ensure management and boards are fully informed on the risk landscape. This session will highlight the top ten ERM challenges companies are facing today, along with the tools and techniques that OPG has employed to become a more agile and “risk intelligent” company.



D. Jody Hamade, Vice President, Enterprise Risk Management, Ontario Power Generation

Jody Hamade is accountable for leading the Enterprise Risk Management function at OPG. Jody is Chair of the Canadian Electricity Association’s ERM Committee, Chair of the (Conference Board of Canada) Strategic Risk Council’s Leading Practices & Thought Leadership sub-committee, and a member of OPG’s Investment Funds Risk Oversight Committee.

10:40 AM – 11:40 AM – STREAM B

Alcohol/Drug Trends & Strategies

With recent changes to legislation, managing workplace alcohol and drug issues can be challenging. This session provides a background on alcohol and other drugs, trends in accommodation and a review of policy and best practices. It will also focus on challenges specific to medical marijuana.



Barb Butler, President, Barbara Butler & Associates

Barb Butler has been advising companies throughout North America since 1989 on the development and implementation of workplace alcohol and drug policies and programs. This includes the introduction of company-specific policy statements, as well as communication, education, and training programs. She has been a witness at human rights and arbitration proceedings, and is widely published on the issue.



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Speaker & Session Abstracts *in order of appearance*

8:45 AM – 9:45 AM – PLENARY

Closing Keynote Address: The Big Shift – The Battle between Old Canada and New Canada

Canada, once one of the world's most consensual countries, is polarizing; with the west versus the east, suburban versus urban, immigrants versus old school, coffee drinkers versus consumers of energy drinks. The winners—in politics, in business, in life—will figure out where the people are and go there too.



Dr. Darrell Bricker, Author & CEO, IPSOS Public Affairs Worldwide

Dr. Darrell Bricker is a prolific author of best-selling books and the world-travelling CEO of Ipsos Public Affairs, a division of the world's second largest market research firm with offices in 25 countries. He is a frequent guest as a media commentator on political, social and business issues.

9:45 AM – 10:30 AM – PLENARY

Workplace Trends to Watch

There are a variety of issues shaping the workplace landscape. From the new sexual harassment law to new rules on family caregiver leave, this session will feature an overview of a number of recent legislative changes impacting HR policy and practices today.



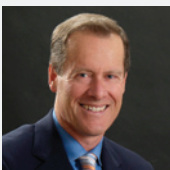
Anne Gallop, Partner, Norton Rose Fulbright Canada

Anne Gallop practises in all areas of employment and labour law, including wrongful dismissal, human rights and disability management. Anne also has significant experience in corporate reorganizations, mergers and acquisitions, as well as extensive experience with privacy legislation as it relates to labour and employment matters.

10:45 AM – 11:45 AM – PLENARY

Leading Through Change - So Now What?

Implementing change successfully is one of the most difficult challenges leaders face. Robert will take us through the latest research on best practices in leading and implementing change. Learn which group is likely the most resistant to change and how to win them over using proven techniques.



Robert Harris, Author & Consultant, Schulich School of Business

Robert Harris is a professional speaker, trainer, author and consultant with over 25 years of experience. Robert has consulted extensively in both the private and public sectors, and has held a number of senior level positions. Robert has focused his career on change leadership, negotiating and influencing skills, conflict resolution, and behavioural interviewing.

Networking @ The MEARIE Conference



Opening Night Reception, Dinner & Hospitality Suite

Kick-off the conference with fellow delegates on the evening of June 15th. Mix and mingle in a relaxed atmosphere and reconnect with your peers.

Lakeside Reception & Dinner

Always an exciting evening of delicious food, a beautiful setting and fun, this year's BBQ dinner on June 16th will be a highlight. Ensure to take in the ambiance of Lake Rosseau during this spectacular evening.

Networking Breakfasts & Lunches

Informal breakfasts and lunches provide time to chat with fellow delegates and exchange ideas with speakers and conference sponsors.





The MEARIE Group gratefully acknowledges our Sponsors!

The MEARIE Conference 2016

Diamond



Lakeside Reception & Dinner

Titanium



Golf Tournament

Gold



Opening Keynote Speaker

Gold



Opening Night Dinner

Emerald



Delegate Lunch, June 15

Ruby



Delegate Breakfast, June 16

Ruby



Delegate Breakfast, June 17

Opal



Boxed Lunch, June 17

Opal



Delegate Badge Lanyard

Opal



Evening Entertainment, June 16

Quartz



Opening Night Reception, June 15

Quartz



Delegate Breakfast, June 15

Quartz



Hospitality Suite, June 15

Quartz



Networking Break & Delegate Prize June 15, PM

Pearl



Networking Break, June 16, AM

Pearl



Networking Break, June 17, AM

Pearl



Delegate Pen

Pearl



Networking Break, June 15, AM

Pearl



Delegate Prize, June 17



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