



Rejuvenation

Building...
...our New Future

The
MEARIE
Conference
2022

The 2022 MEARIE Conference Preliminary Program

June 15-17, 2022 | JW Marriott, The Rosseau, Muskoka

Connect, Learn and Engage with industry leaders, gain relevant and current industry-based knowledge on the most important topics impacting your sector – everything from leadership, strategy, HR policy/practices, legislative/regulatory requirements, and more!

Pre-Conference Workshop – Wednesday, June 15, 1:30 – 5:00 p.m.

Resilient Leadership for Uncertain Times

Presented by Carlos Esteves, *LifeWorks*

Unexpected events or a series of events, such as COVID-19, can have a profound impact on employees, organizations, and society in general. During such events, leading with resilience and managing through change will help build the capacity of teams to respond and adapt to such transitions. Being resilient is important to an individual's and organization's health and well-being. In this workshop, you will learn:

- Recognize the different types of stress and how they impact our total health
- Discover the importance of coping skills and how resilience can evolve coping skills
- Recognize how attitudes, actions and choices contribute to resilience
- Explore strategies that cultivate resiliency and increase self-agency
- Improve workplace relationships while making the best use of emotional intelligence
- Learn how to build resiliency and emotional intelligence in teams

Plenary & Stream Sessions – Thursday, June 16 morning

Kick-off Keynote Plenary: *The Science of Emotional Intelligence*

Presented by Dr. JP Pawlil-Fry, *Author, Leadership & Performance Expert*

The Missing Ingredient Behind Building a Highly Engaged Organizational Culture

Why would anyone want to be led by you? This is the single most important question a manager or leader needs to ask themselves if they want to unlock the potential and creativity of their people. The reason your employees get up in the morning and choose to be engaged and productive has nothing to do with a manager's level of IQ or technical capabilities, it has everything to do with their manager's level of Emotional Intelligence (EI).

The research is clear that Emotional Intelligence is the single most important driver of an engaged, results-driven, highly effective workforce, especially in environments that are undergoing significant change and disruption.



In this interactive keynote, you will discover:

- What the brain does under pressure and specific tools to manage it more effectively
- Self-awareness: Understanding the impact your leadership style has on your people
- Strategies to manage emotions when there is tension and conflict
- How to win the hearts and minds of your people by connecting to the emotions that drive their behaviour
- Engaging stories from the frontlines of leaders who are stepping up and winning in the most challenging pressure-filled circumstances

Cutting Through the Myths of Forest Fires in Canada

Glenn McGillivray, *Managing Director of the Institute of Catastrophic Loss Reduction (ICLR)*

From an early age, people are taught fire is bad. Nothing good comes from fire, or so people are told, including fire in the wildlands. But when discussing Canada's Boreal Forest, nothing could be further from the truth. Without fire, forests wouldn't have the boreal ecosystem or, perhaps, any ecosystems at all. Fire is needed on the landscape and humanity must, therefore, learn to coexist with fire.

Join Glenn McGillivray to discuss about the many myths and misconceptions surrounding the hazard of wildland fire in Canada. He will discuss current trends regarding fire, including looking at some of the largest wildfire losses Canada has experienced in recent history. He will also examine what is currently being done to better understand how wildland fires enter communities and what can be done to prevent the losses of structures during "interface" fire events.

The First Line of Defence: Limiting Liability Through Better Contracts

Alan Mark, *Partner, Goodmans*

Join Alan Mark in learning about relevant legal trends, precedents and insights pertinent to the sector.

Cybersecurity – Closing the Gap Between IT & OT

Speaker TBD

Cybersecurity is critical for all businesses. Beyond Information Technology (IT) systems which help run the business, the utility sector has specialized Operational Technology (OT) security needs. This session will provide insight into priorities which can help utilities make the best decisions in support of cybersecurity risk management practices.



Workplace Trends to Watch

Anne Gallop, Norton Rose Fulbright Canada

There are a variety of issues shaping the workplace landscape today. This session will feature an overview of recent legislative changes impacting HR policy, practices, occupational safety, and other LDC workplace/operational topics.

Drivers of Organizational Purpose & Strategy

David Kunsch, The Directors College

Increasingly the role of human resources is taking a predominant role in defining the purpose of organizations and in formulating strategy. Once relegated to a secondary role, both demographic and technological advances have made consideration and leveraging of human resources a primary concern for the development and execution of strategy. Discussion will revolve around this developing new role and what one can reasonably expect of it in the future.

The Future Impact of COVID on Group Benefits

Barb Martinez, Canada Life

COVID is impacting the healthcare landscape, particularly with drugs and LTD. A yearly COVID booster is very likely. Brain fog, fatigue, memory problems are some of the symptoms experienced by COVID long haulers. The number of Canadians currently affected by long-term COVID is conservatively estimated at 150,000, with only 27% of long haulers returning to work at full time hours. Learn how COVID will impact future Healthcare costs.

Plenary & Stream Sessions – Friday, June 17 morning

Keynote Plenary: NOW WHAT? Prioritizing Personal & Organizational Growth to Go from Recovery to Reinvention

Ron Tite, Purpose-Driven Leadership, Marketing Expert

Leaders have been forced to react and respond to a dynamic environment that featured everything from a dismantled supply chain and muted virtual teams to overdue calls for equality, mental health concerns, and an economy on the bring. Ron Tite will discuss how great challenges generate great opportunities and how you can prioritize growth to push through.

Plenary: Economic & Market Update

Eric Lascelles, Chief Economist at RBC Global Asset Management (GAM)

As Chief Economist at RBC GAM, Eric is responsible for maintaining the firm's global economic forecast and generating microeconomic research. In his session, Eric will provide an overview for key economic themes spanning market performance, monetary policy and more including comments on both the domestic and global economic outlook.



Plenary: Executive Panel, CEO Moment: Leadership for a New Era

A perspective on leadership, culture & rejuvenation in these challenging times presented by:

- Jenny Alfandary, Westario (confirmed)
- Scott Knapman, Halton Hills Hydro (invited)
- Indy Butany-Desouza, Elexicon (invited)
- Doug Fell, Utilities Kingston (invited)
- Moderator: Tim Wilson, Synergy North (confirmed)

Given ongoing transformation of the LDC sector, in concert with a pandemic that remains a factor in our everyday lives, this is a unique moment in history. Facing the future, CEOs are shifting how they lead. This panel will discuss the priorities, imperatives, and strategies deployed by CEOs to advance their organization and people. It will cover challenges experienced over the past two years that emphasized the need to adapt and how CEOs bring more of themselves to the workplace, bolster connections, relationships and build momentum within their organizations.