“This conference was a great experience to listen to successful women and to share the experience with ladies who have common issues both at work and home. I got a lot of new insights.”

Analyst, Risk Control, Brookfield Renewable
OVERVIEW

Join the nation’s most successful women leaders in energy as they share their industry knowledge, strategies and experiences on how to accelerate positive organizational change and personal growth! You’ll participate in knowledge sharing and collaboration while building relationships and enhancing your professional network.

The goal of this event is to help professionals advance their careers in a traditionally male industry by providing insight into key energy trends and skills for personal and professional development. The program format includes keynote addresses, panel sessions, interactive group discussions and a plentitude of networking opportunities.

You’ll leave this event with practical strategies, insights and guidance on how to propel your energy career forward. Don’t miss this opportunity to learn from and collaborate with the top women in energy.

LEARNING OUTCOMES

• Discuss leadership styles, how to develop leadership potential, and key qualities in a leader
• Review two executives’ journeys to the highest levels of their organization
• Describe why perfectionism is counter-productive and how to focus on what’s important
• Explain diversity and inclusion initiatives various organizations have developed
• Discuss lessons learned during one CEO’s multi-industry career
• Address leadership techniques at different levels of management
• Identify key energy trends and their impact
• Participate in an introduction to mindfulness and breathing awareness
• Explain how to overcome career roadblocks

“What an amazing opportunity to learn from women across the industry. A wonderful merger of technical and professional development topics. Something for everyone.”

Senior Manager ODP, Ontario Power Generation

“An energizing and empowering conference that awakens confidence and the overall feeling of opportunity that awaits women who believe in themselves.”

Network Management Officer, Hydro One

“Thought provoking presentations and a great opportunity to network with individuals across the energy sector.”

Sr. Business Development Officer, Ontario Power Generation
WHAT PAST ATTENDEES HAVE SAID...

“This conference made me aware of the possibilities for women in a male dominated industry. I’m not in a leadership role currently but see the potential of what my career path could look like.”

Network Management Engineer, Hydro One

“This is the best leadership conference to attend not just for women but for men too. The discussions are relevant to all leaders.” - Senior Engineer, Hydro One

“This conference provides an excellent forum for women to discuss common issues and workable strategies to achieve success.” - Policy Advisor, Ontario Energy Board

“This conference was extremely motivational and inspiring. It was perfect timing as I find myself stuck between desiring promotion, feeling need to be valued, and moving on.” - Project Manager, Ameren

“In our busy, hectic lifestyle, this conference was a breath of fresh air, helping to reflect on our personal and professional life. I return to my hectic job, grounded and re-energized.” - Head of Innovation Technologies, Siemens

“This leadership conference advances, not just women but all of us forward at the same time.” - Communications Officer, CAN

“This conference was absolutely inspiring. It was refreshing to be surrounded with other women that have experience similar situations as me and how they navigated through them. I will be taking back to work several tools and things to reflect on. Thank you for this amazing experience!” - Manager – Meter to Cash Support, Hydro Ottawa

“This conference has taught me to say ‘yes’ and that there is no force more powerful than determined to lead. I am ready to put this principle into practice.” - Technical Consultant, Ontario Power Generation

“This conference re-focused my development journey, sparked my desire to continue to be a leading woman in energy!” - Supervisor, Customer Service, Hydro Ottawa

“This was an amazing conference that left me with more knowledge and tools to become a better energy leader but most of all, I am leaving empowered to advocate for myself and other women to accomplish great things.” - FLM Materials and Inventory, Ontario Power Generation

“It was an honour to be among this group of female leaders in the energy industry…to understand their challenges, and celebrate their successes!” - Senior Specialist – Planning and Controls, Ontario Power Generation

“‘This conference is a fantastic opportunity for young, emerging leaders to gain insight from seasoned female leaders in our industry. It’s inspiring to see the energy these leaders bring to our industry!’

Talent Management Specialist, Hydro Ottawa

“A supportive forum of women sharing ideas, concepts and gaining insight on being a woman in a predominantly male industry. Men should attend to expand their knowledge on man behaviors and nuances of queues being missed on a daily basis. Working together is best for the whole industry.”

Director of Appeals and Enterprise Risk Management, Electrical Safety Authority

REGISTER TODAY! CALL 303-770-8800 OR VISIT WWW.EUCI.COM
CONFERENCE SPEAKERS

Barbara Anderson  
*Chief Financial Officer and Vice President- Corporate Services, IESO*

Michelle Branigan  
*Chief Executive Officer, Electricity Human Resources Canada*

Aida Cipolla  
*Executive Vice-President and Chief Financial Officer, Toronto Hydro Corp.*

Lori Clark  
*Senior Vice President of Operations, NB Power*

Dawn Dalley  
*Vice President, Regulatory Affairs & Corporate Services, Newfoundland & Labrador Hydro*

Jessica DeLong  
*Manager- Stakeholder Relations, St. John Energy*

Tameeza Dhanani  
*Senior Advisor to the COO, Hydro One Networks Inc*

Sara Dolatshahi  
*Authorization Training Manager, Ontario Power Generation*
CONFERENCE SPEAKERS

Josie Erzetic
Chief Regulatory Officer, General Counsel & Corporate Secretary, Electrical Safety Authority

Heather Ferguson
Senior Vice President, Corporate Affairs, Ontario Power Generation

Lesley Gallinger
President & CEO, Elexicon Energy

Sue Gagné
Director of Talent Management, Independent Electricity System Operator

Reena Goyal
Counsel- Litigation Group, McCarthy Tetrault LLP

Barb Gray
Senior Vice President- People & Safety, Alectra Utilities

Lisa Leochko
Diversity Supervisor, Manitoba Hydro

Professor Maja
Sociologist, Confidence-Builder, Author, Tedx Speaker
CONFERENCE SPEAKERS

Merertu Mogga Frissa
Program Manager of Diversity & Inclusion, Electricity Human Resources Canada

Mehri Molanaie
Manager of Projects, Ontario Power Generation

Lyne Parent-Garvey
Chief Human Resources Officer, Hydro Ottawa

Élise Proulx
Vice President - Communications, Government Affairs and Indigenous Relations, Hydro-Québec

Helga Reidel
President & CEO, ENWIN Utilities

“Great conference. Love to see so many women networking/sharing great information and love to see I am not the only one going through the challenges.”
Diversity and Inclusion Consultant, Hydro One

“We are always so busy in our day to day. This conference had a great variety of speakers which provided reflective opportunity on a variety of topics. A great break from the day to day and an opportunity to come up with new ideas and approaches.”
Director, Telecom PMO and Service Delivery, Hydro One
AGENDA

MONDAY, APRIL 6, 2020

12:00 – 1:00 pm  Registration

1:00 – 1:15 pm  Conference Introduction

1:15 – 2:00 pm  Sponsors vs. Mentors: What's the Difference and Why it Matters

Women in predominately male business sectors, such as the energy industry, face some distinct challenges in advancing as leaders within their organizations. One of the best ways to help advance your career is through mentoring and sponsoring. Mentoring and sponsoring relationships help connect you with others who have skills, knowledge, experience, and expertise in your areas of interest, as well as establish support networks. In this session, we will discuss ways to both find and become successful mentors and sponsors, including:

• What is a sponsor?
• What is a mentor?
• Why are they different?
• How do you find a sponsor and a mentor?

*Barbara Anderson, Chief Financial Officer and Vice President- Corporate Services, IESO*

2:00 – 3:00 pm  Succeeding as a Leader

Oftentimes, succeeding as a leader takes a different skill set than those of our original roles. This panel session will discuss:

• Leadership styles
• Developing leadership potential
• Leading vs. managing
• Key leadership qualities

*Michele Branigan, Chief Executive Officer, Electricity Human Resources Canada*

*Dawn Dalley, Vice President, Regulatory Affairs & Corporate Services, Newfoundland & Labrador Hydro*

*Josie Erzetic, Vice President Legal, Chief Regulatory Officer, General Counsel & Corporate Secretary, Electrical Safety Authority*

3:00 – 3:30 pm  Networking Break

3:30 – 4:30 pm  Candid Conversations: Two Executives' Journeys to the Top

Great leaders don't just happen randomly or by sheer luck. In this session, you will hear two senior level executives share their inspiring personal stories of how they beat the odds to reach the highest levels of their organizations. A few of the points to be discussed include:

• Leveraging opportunity and relationships
• How self-perception and our view of the world around us impacts our opportunities for success
• How women can develop their leadership capabilities at each stage of their career

*Lesley Gallinger, President & CEO, Elexicon Energy*

*Aida Cipolla, Executive Vice President & Chief Financial Officer, Toronto Hydro*
AGENDA

4:30 – 5:15 pm  Perfectionism is Paralysis: Learn How to Stop Doing it All and Just Get it Done
   In this session, you will learn how destructive the pursuit of perfectionism is, and the consequences to both our confidence and careers. We will examine the Automatic Negative Thoughts (ANTS) and cognitive distortions (messed-up thinking styles) that can fuel our perfectionist tendencies. We will also discuss the myth of multitasking and how trying to do it all kills our productivity and our confidence. You'll learn time management strategies backed by science to help you focus on what's important. Lastly, we will discuss how to break up with our people-pleasing habits that keep us locked into saying yes to everyone else's demands of our time. Learning how to say NO to others in order to say YES to ourselves is a crucial step in breaking the habits of perfectionism, multitasking and people-pleasing.
   Professor Maja, Sociologist, Confidence-Build, Author, Tedx Speaker

5:15 – 6:15 pm  Networking Reception

TUESDAY, APRIL 7, 2020

8:00 – 9:00 am  Continental Breakfast

9:00 – 10:00 am  Panel: Diversity & Inclusion Initiatives
   A company culture of diversity and inclusion has myriad benefits. Studies show companies that embrace diversity and inclusion have lower turnover, higher levels of innovation, and attract stronger talent. In this session, we will discuss the importance of diversity and inclusion initiatives and the programs various organizations have developed.
   Lyne Parent-Garvey, Chief Human Resources Officer, Hydro Ottawa
   Tameeza Dhanani, Senior Advisor to the COO, Hydro One Networks Inc.
   Mehri Molanaie, Manager of Projects, Ontario Power Generation
   Mertutu Mogga Frissa, Program Manager of Diversity & Inclusion, Electricity Human Resources Canada
   Lisa Leochko, Diversity Supervisor, Manitoba Hydro

10:00 – 10:45 am  Lessons Learned Throughout a Multi-Industry Career
   Helga Reidel, President & CEO, ENWIN Utilities

10:45 – 11:15 am  Networking Break

11:15 am – 12:15 pm  PANEL: Leadership at all Levels
   Successful companies need leadership at all levels. Each level of leadership brings its own benefits and challenges. During this session, panelists will discuss:
   • Leadership techniques at different levels of management
   • Engaging your team
   • Impacting company culture
   • Developing strong communication across all levels
   Sue Gagné, Director of Talent Management, IESO
   Sara Dolatshahi, Authorization Training Manager, Ontario Power Generation
   Reena Goyal, Counsel- Litigation Group, McCarthy Tetrault LLP

12:00 – 1:15 pm  Group Luncheon
**AGENDA**

1:15 – 2:00 pm | **Key Energy Trends & Their Impact**
The energy landscape is rapidly changing. Traditional centers of demand are being overtaken by fast growing emerging markets. The energy mix is shifting, driven by technological improvements and environmental concerns. More than ever, the energy industry needs to adapt to meet those changing needs and demands. In this session, we’ll look at current key areas of change and what the short-term and long-term future of energy will look like.

2:00 – 2:45 pm | **Transforming Company Culture**
- The Alectra Story- integration of 5 companies cultures
- Importance of leaders at all levels
- Making culture transformation stick
- How you can influence culture change

   *Barb Gray, Senior Vice President- People & Safety, Alectra Utilities*

2:45 – 3:15 pm | Networking Break

3:15 – 3:30 pm | **An Intro to Mindfulness and Breathing Awareness**

3:30 – 4:30 pm | **Overcoming Career Roadblocks**
In this session, the panel members will share their personal experiences in dealing with challenges and obstacles- and successful strategies and tactics they have employed to overcome them. Topics will include:
- The unwritten rules of the workplace
- Unconscious bias
- The importance of role models to break down barriers to advancement
- Finding & becoming effective mentors & sponsors
- Work-life balance

   *Lori Clark, Senior Vice President- Operations, NB Power*
   *Heather Ferguson, Senior Vice President, Corporate Affairs, Ontario Power Generation*
   *Élise Proulx, Vice President - Communications, Government Affairs and Indigenous Relations, Hydro-Québec*

4:30 pm | Conference Adjourns

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“An excellent forum to engage with like-minded professionals who share the same challenges and an opportunity to network and learn from each other.”

*District Sales Manager, G&W Canada*

“The Leadership Conference was very inspiring and motivating. The quality and content of the presentations and speakers was outstanding. I walked away from the event with a sense of pride to be part of such an amazing group of women in energy.”

*Sales Director-Power and Grids, ABB*
PRE-CONFERENCE WORKSHOP

Forget the Apologies and Learn to Lead with Confidence

MONDAY, APRIL 6, 2020

8:00 – 9:00 am Registration & Continental Breakfast
9:00 am – 12:00 pm Workshop Timing

OVERVIEW

Apologies are confidence killers. So, why are women apologizing all the time? Apologies matter, and with every unnecessary apology we give, we chip away at our confidence. Our mission in this workshop is to turn our apologetic communication styles into confidence building lingo. Apologies have become our habitual way of communicating and it’s intimately linked to our feelings of being an imposter. The imposter syndrome ensures we never feel “good enough”; we constantly undervalue ourselves and feel like we don’t belong. Feeling like an imposter is demoralizing and exhausting, but most of all, it kills our confidence and ability to step out of our comfort zones, take a risk and play big.

The first half of this workshop will focus on communication blunders and you’ll learn:
- Why apologies hurt our confidence and how to stop needlessly apologizing
- How to strengthen your communication skills by avoiding minimizing and disqualifying lingo
- How to switch out common communication pitfalls for more confident lingo
- To slay your fears around constructive feedback by learning how to give & receive criticism
- Practice public speaking drills in 1-minute intervals

The 2nd half of this workshop will focus on the imposter syndrome and you will learn:
- What the imposter syndrome is and the main fears behind it
- How to contextualize imposter syndrome feelings, instead of personalizing them
- What the main characteristics are and how it shows up in your life
- The poor coping strategies most people employ that lead us to play safe and keep small
- How to deal with failures so you don’t internalize them

“I am so happy that I chose to take the leap and register for the pre-conference workshop. Wow! Professor Maja far surpassed my expectations on the caliber of speaker and material covered. With humor and wisdom, she really caught our attention on Forget the Apologies & Learn to Lead with Confidence.”

Concept Engineer, Shell
INSTRUCTOR

Maja Jovanović Ph.D. (Professor Maja)

Professor Maja is a sociologist, professional speaker, author, and TEDx speaker. She’s also an apology-hater, confidence-builder and recovering make-up addict. You can catch Professor Maja on CTV’s The Social and Breakfast Television Toronto where she is a guest expert. Professor Maja runs a leadership organization that trains women to improve their confidence, communication, and mindset. Maja speaks to women of all ages on topics such as: confidence, perfectionism, imposter syndrome, people-pleasing, negative mindsets, multi-tasking and time-management, and lastly, body positivity. Professor Maja has authored two books: Hey Ladies, Stop Apologizing…and other career mistakes women make and Hey Ladies, Stop Apologizing, THE WORKBOOK. Her third book dealing with perfectionism is due in 2020. Her audiobook, a best-of compilation of her two books is available on Audible.

Connect with Professor Maja: Website: www.professormaja.com Email: infoprofessormaja@gmail.com Twitter/IG/LinkedIn: @professormaja

“The speaker was amazing. She added humor and kept everyone engaged in the content. Everything discussed was something that I deal with and she helped provide tools to get better.”

Manager, Williams

“This session has helped me to understand the importance of self-compassion and to give permission to myself to recognize where I am and that it’s okay to fail. Also, it has been a great opportunity to be aware of where we sit out when we are constantly apologizing for anything. What a great way to self-reflect when we say sorry that we really mean it.”

Supervisor, Enbridge

“Inspiring and moving”

Program Manager, PMC
INSTRUCTIONAL METHODS

Case studies and PowerPoint presentations will be used in this event.

REQUIREMENTS FOR SUCCESSFUL COMPLETION

Participants must sign in/out each day and be in attendance for the entirety of the conference to be eligible for continuing education credit.

IACET CREDITS

EUCI has been accredited as an Authorized Provider by the International Association for Continuing Education and Training (IACET). In obtaining this accreditation, EUCI has demonstrated that it complies with the ANSI/IACET Standard which is recognized internationally as a standard of good practice. As a result of their Authorized Provider status, EUCI is authorized to offer IACET CEUs for its programs that qualify under the ANSI/IACET Standard.

EUCI is authorized by IACET to offer 0.9 CEUs for the conference, 0.3 CEUs for the workshop.

CPE CREDITS

EUCI is registered with the National Association of State Boards of Accountancy (NASBA) as a sponsor of continuing professional education on the National Registry of CPE Sponsors. State boards of accountancy have final authority on the acceptance of individual courses for CPE credit. Complaints regarding registered sponsors may be submitted to the National Registry of CPE Sponsors through its website: www.learningmarket.org.

Upon successful completion of this event, program participants interested in receiving CPE credits will receive a certificate of completion. EUCI is authorized by CPE to offer 11 credits for the conference and 3 for the workshop.

There is no prerequisite for this conference.

Program Level: Beginner  Delivery Method: Group-Live  Advanced Preparation: None

REGISTER 3, SEND THE 4TH FREE

Any organization wishing to send multiple attendees to this conference may send 1 FREE for every 3 delegates registered. Please note that all registrations must be made at the same time to qualify.

EVENT LOCATION

The event is located at Hyatt Regency Toronto, 370 King Street Box 137 Toronto, ON M5V 1J9, CA. A room block has been reserved for the nights of April 5-6, 2020. Room rates are $289 CAD. Call +1-416-343-1234 for reservations. Mention the EUCI event to get the group rate. The cutoff date to receive the group rate is March 8, 2020 but as there are a limited number of rooms available at this rate, the room block may close sooner. Please make your reservations early.
EVENT LOCATION

The event is located at Hyatt Regency Toronto, 370 King Street Box 137 Toronto, ON M5V 1J9, CA. A room block has been reserved for the nights of April 5-6, 2020. Room rates are $289 CAD. Call +1-416-343-1234 for reservations. Mention the EUCI event to get the group rate. The cutoff date to receive the group rate is March 8, 2020 but as there are a limited number of rooms available at this rate, the room block may close sooner. Please make your reservations early.

LEADERSHIP CONFERENCE FOR WOMEN IN ENERGY – CANADA CONFERENCE AND PRE-CONFERENCE WORKSHOP:

FORGET THE APOLOGIES AND LEARN TO LEAD WITH CONFIDENCE
APRIL 6-7, 2020
$2995 CAD + 13% HST ($2593.35 CAD),
EARLY BIRD on or before MARCH 20, 2020: $2095 CAD + 13% HST ($2367.35 CAD)

APRIL 6-7, 2020: $1895 CAD + 13% HST ($2141.35 CAD),
EARLY BIRD on or before MARCH 20, 2020: $1695 CAD + 13% HST ($1915.35 CAD)

LEADERSHIP CONFERENCE FOR WOMEN IN ENERGY – CANADA CONFERENCE ONLY

APRIL 6-7, 2020: $1895 CAD + 13% HST ($2141.35 CAD),
EARLY BIRD on or before MARCH 20, 2020: $1695 CAD + 13% HST ($1915.35 CAD)

How did you hear about this event? (direct e-mail, colleague, speaker(s), etc.)

Print Name
Job Title

Company

What name do you prefer on your name badge?

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OR Enclosed is a check for $ to cover registrations.

Substitutions & Cancellations
Your registration may be transferred to a member of your organization up to 24 hours in advance of the event. Cancellations must be received on or before March 6, 2020 in order to be refunded and will be subject to a CAD $295.00 processing fee per registrant. No refunds will be made after this date. Cancellations received after this date will create a credit of the tuition (less processing fee) good toward any other EUCI event. This credit will be good for six months from the cancellation date. In the event of non-attendance, all registration fees will be forfeited. In case of conference cancellation, EUCI’s liability is limited to refund of the event registration fee only. For more information regarding administrative policies, such as complaints and refunds, please contact our offices at 303-770-8800.

EUCI reserves the right to alter this program without prior notice.

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