





Fresh Thinking. Shared 2018

BREAK OUT SESSIONS

Please choose 2 break out sessions that you would like to attend.

Break Out Session 1	
Title	Aligning Operations with Growth – Making Operations a part of your competitive advantage
Description	<p>Businesses are facing unprecedented challenges and uncertainties. New technologies and operating environments, such as cyber-physical systems and the Internet of things, are game changers. The advent of the digital age and Industry 4.0 are presenting significant threats, but also opportunities, for those who can anticipate and adapt.</p> <p>Operations need to be an integral part of strategies in order for them to execute flawlessly and realize their full potential.</p> <p>With the focus on growth and revenue, the importance of Operations is frequently underappreciated and under estimated.</p> <p>Smart companies like Subway, Amazon, Toyota, FedEx and Tim Hortons know that their short and long term viability depend on continuously improving their operations. That’s why they spend as much time understanding and focusing on their operating systems as they do on strategies.</p>
3 Key Take-Aways for the Audience	<ol style="list-style-type: none"> 1. Operations need to be an integral part of strategy 2. The key elements of an Operating system and how they are interdependent 3. How to start thinking about aligning Ops with growth
Bio of Presenter(s)	<div style="display: flex; align-items: flex-start;">  <div> <p>Jeff Holland B.Eng, has worked in major operations-intensive corporations like Toyota, Honda and J.D. Irving. As a consultant with McKinsey & Company, he led engagements in North, Central and South America, Europe, Africa and Asia.</p> <p>As VP and Group Lead of Operations and Organization with Spyder Works, Jeff focuses not just on improving operations but also linking operational change to the overall business strategy, mission and vision. An important part of that alignment is understanding and overcoming broader organizational issues affecting performance, health and agility - issues such as culture, organizational design and leadership development.</p> </div> </div>


Fresh Thinking. Shared 2018

Break Out Session 2	
Title	The Changing Workplace: What CEOs can do to better understand sexual harassment and the new marijuana laws, change their company culture and avoid costly implications of failing to discharge your employer obligations.
Description	<p>The subject of sexual misconduct has dominated today's news headlines while studies show how frequently sexual harassment occurs. The #MeToo Revolution has forced C-suite executives to examine their company's policies and put their corporate culture under a microscope. It's not just large, global companies or famous Hollywood studios who need to take preventative measures. Since SME's are more susceptible to incidents of sexual misconduct it's vital to be prepared and vigilant.</p> <p>The <i>Cannabis Act</i> is intended to legalize recreational marijuana in Canada by July of 2018. While most of the attention to-date has been on how cannabis will be sold, C-suite executives are wondering how legalization will affect their workplaces and how they can prepare for the HR and human rights issues that may arise.</p>
3 Key Take-Aways for the Audience	<ol style="list-style-type: none"> 1. Have a better understanding of their legal responsibilities and the damaging consequences of failing to discharge them. 2. Know how to have meaningful one-on-one conversations about difficult issues 3. Understand how to implement a culture change that respects diversity and inclusion
Bio of Presenter(s)	 <p>Nav Bhandal is an associate in the Labour & Employment practice group at Keyser Mason Ball, LLP.</p> <p>Nav assists employers with preparing and reviewing employment agreements, handbooks, employment policies and severance agreements; representing companies in wrongful dismissal complaints and other litigation, including human rights, labour relations, Ministry of Labour and Canada Labour Code disputes; and providing advice on progressive discipline and termination issues, union certification drives, compliance with Provincial and Federal employment-related legislation, and employment issues applicable to corporate transactions. He also conducts workplace investigations in the areas of harassment, discrimination and bullying.</p>




Sherine is an international award-winning speaker who has fostered the success of professionals in Fortune 500 companies, universities, government agencies, corporations and healthcare facilities. Sherine spent many years in the corporate world dealing with the ins and outs of business management, customer and employee relations, and key sales strategies. Corporate employees and organizations across the globe have benefited from her leadership guidance, from Canada to the United States, England, Scotland, Australia and back again. She's lent her career service and business management expertise to Air Canada, Ernst & Young, Honda, Estee Lauder, Lockheed Martin, Mercedes-Benz, Samsung, United Way and many other reputable organizations.

Fresh Thinking. Shared 2018

Break Out Session 3	
Title	Succession: Building to Sell
Description	In this session we focus on value creation with a focus on the <i>Hire Your Buyer</i> option. <i>Hire Your Buyer</i> is an alternative to the traditional sale process. For the right person who likes team building, it is very effective and can increase the value of your business by 400 – 1000%
3 Key Take-Aways for the Audience	<ol style="list-style-type: none"> 1. Is my business transferable? Can I give up control? 2. Is my business strategically ready for a sale? 3. Hire Your Buyer – Why should I let someone use my own money to buy my company? Why would an employee work hard to build value and pay more?
Bio of Presenter(s)	<div style="display: flex; align-items: flex-start;">  <div> <p>John Mill LL.M. John has 30 years' experience as a tax litigation, and a tax and succession planning lawyer. He is a frequent speaker and knows how to the rock the room. John has written a book <i><u>Hire Your Buyer: a Philosophy of Value Creation</u></i>. BMO Global Wealth Management recently published an article about the book called <i><u>Succession Planning: the Problem is Growing</u></i>. Phillip Evenden of Integrity Wealth Management recently recorded a podcast about the book called <i><u>How to Avoid the Emergency Exit</u></i>.</p> </div> </div>

Fresh Thinking. Shared 2018

Break Out Session 4	
Title	Succession: Being Sale Ready
Description	In this session we focus on Positioning your company for Maximum Sale Value
3 Key Take-Aways for the Audience	<ol style="list-style-type: none"> 1. Who are your potential buyers? 2. What is your value creation roadmap? 3. Are you sale-ready?
Bio of Presenter(s)	 <p>Paris Aden is a Partner and co-founder of Valitas Capital Partners. Mr. Aden has broad industry experience, with a focus on the energy, materials, industrial and consumer industries. Since 1994, he has been involved with more than 100 M&A transactions with an aggregate value in excess of \$80 billion. He has advised clients at Morgan Stanley, Credit Suisse and RBC Capital Markets and has acted as a private equity investor at Clairvest Group where he served on portfolio company boards. Paris was also a co-founder of Alluence Capital Advisors, a mid-market M&A advisory boutique that focuses on cross-border transactions. Paris is a former lecturer at the Stephen J.R. Smith School of Business at Queen's University in their Master of Finance (MFIN) program and is an instructor and facilitator for Moody's Analytics' Advanced Capital Markets Program for capital markets professionals as an M&A subject matter expert. Paris holds a Bachelor of Arts degree in Economics, a Bachelor of Commerce degree (with Distinction) from the University of Calgary, and is also a CFA Charter holder.</p>