eko LEADERSHIFT 2024

Nov 6 & 7, 2024
The ROM, 100 Queen's Park,
Toronto, ON · M5S 2C6

AGENDA

WEDNESDAY NOVEMBER 6, 2024
ROYAL ONTARIO MUSEUM, C5 LOUNGE, LEVEL 5

TIME	TOPIC
8:00 – 8:30	**Continental Breakfast**
8:30	**Welcome and Land Acknowledgement** **Jennifer Churchill** EKO President & CEO and Co-chair, EKO Leadership Council and **Noella Klawitter** Director, KidsInclusive Centre for Child & Youth Development and Co-chair, EKO Leadership Council
9:00 – 10:15	**Navigating the Future of Work: Workforce Choices for 2025 and Beyond** **Stephen Harrington** Partner | Workforce Transformation, Deloitte As we head toward 2025, the hangover of the pandemic has ended and organizations have an opportunity to make clear strategic choices about the direction of their workforce strategy. Will you offer hybrid work, and how will you manage it? Is GenAI core to the design of work for your organization's future, or will you wait to see how others experiment? Will you bend the changing preferences of the workforce, or insist upon a more traditional value proposition? Join Stephen as he explores future trends in skills, changing worker preferences, and the pursuit of productivity in the emerging era of AI.
10:15 – 10:30	**Break**
10:30 – 11:15	**Introducing the EKO Data Integration and Dashboard Scoping Project** **Jennifer Churchill** EKO President & CEO **Stacey Weber** Director, Integration and Program Services Branch, Ministry of Children, Community and Social Services, **Gordon Uszkay** Senior Practice Lead, Levio and **Doug Sartori** Owner and Principal, Parallel 42 Systems Work is about to begin to modernize the sector wide reporting environment. This initiative will reduce manual data entry, support provincial monitoring, and improve data breadth and quality for better program oversight and decision making, both locally and provincially. The goal is that data connectivity and collection is automated, with data being extracted from the primary Client Information System and stored in an MCCSS data warehouse. Data will be available as a business information platform for MCCSS, the sector and EKO.
11:15 – 11:30	**Break**
11:30 – 12:15	**The Real Conversations Project** **Stephanie Dixon,** CM, MSc, PLY (she/them) and **Elisabeth Walker-Young,** CM, LLD, PLY Stephanie and Elisabeth return to Leadershift to introduce a new series produced exclusively for EKO members. Created by three disabled activists with the engagement of four EKO Scholars, Real Conversations shares personal experiences of disability and ableism. Many kinds of barriers exist for disabled individuals which often means that their voices are not heard. This conversation series created a community and platform (for and by disabled folks) where unheard and excluded voices could feel supported and safe enough to be heard. The power, connection, and healing found within these conversations has been transformative and profound for those involved, all of whom are honoured to share these stories so members of the EKO community can engage, and find meaningful ways to influence perceptions, policies, and practices. *"...From the moment we are born to the time we continue on our spirit journey, we are involved in the creation of the story of our time here. It is what we arrive with. It is all we leave behind. When we can do that and we take the time to share those stories with each other, we get bigger inside, we see each other, we recognize our kinship – we change the world, one story at a time..."* Richard Wagamese, Ojibwe novelist and storyteller
12:15 – 12:30	**Break**
12:30 – 1:30	**Lunch**
1:30 – 2:30	**The Future is Here. Be Prepared.** **Jaime Watt** Navigator Executive Chairman and Founder, the Canadian Centre for the Purpose of the Corporation and **Jennifer Churchill** EKO President & CEO The world is changing at an overwhelming pace. We're already closing the first quarter of this century and trends tell us: ▪ We no longer think hard work guarantees economic security, a family, and a home of our own. Young people are more likely to work in unstable jobs within the gig economy, homeownership is declining, and birth rates are falling—in Canada to the lowest recorded in more than a century of data. ▪ The vast majority of business for today's most valuable companies like Apple, Microsoft, Amazon, is no longer physical products. These companies are "virtual empires" that use technology, machine learning algorithms, and direct marketing to bypass competition and extract maximum profit from consumers. ▪ AI is the hottest thing since the Internet, and has many more practical applications than the Metaverse. According to the IMF, almost 40 per cent of global employment is exposed to AI. There is no question that companies will replace human labour with AI once the technology is more productive and less expensive. What uses and abuses can we expect to encounter? ▪ We've become comfortable relying on historical memory. In the last ten years 41.7 per cent of the Hollywood movie box office went to sequels—and that's just one example. Are we playing it safe and being rewarded for the familiar rather than exploring the unknown? The greatest danger is not being prepared for the future. Jennifer Churchill sits down with Navigator Executive Chairman, Jaime Watt, to talk about how we can seek new opportunities if today's best practice is tomorrow's dead end.

After each day's Leadershift program, attendees are invited to explore any of the ROM Galleries, open until 5:30 p.m.

PRESENTERS

Stephen Harrington is a Partner with Deloitte and national leader for Workforce Strategy. Stephen has been a writer, speaker, and advisor on the future of work since 2011. With over 20 years' experience in Consulting, Stephen leads transformations in workforce strategy that enable Deloitte's clients to feel personal purpose and impact, as the business drives improved results. Most recently Stephen has been named a lead author for Deloitte's Global Human Capital Trends report, the largest annual trends study in the Human Capital space, regularly hearing back from over 10,000 HR and business leaders from around the world.

Gordon Uszkay, Senior Practice Lead, Levio

Gord is a senior practice lead for the sales and execution of data, analytics and data science services at Levio. He has 25 years of experience with data projects including data architecture, migration, analytics warehouses, and BI strategy. Gord led the Levio team migrating Children's Treatment Centres from their previous client record system provider, bringing strategic direction for some new data related initiatives. He has also worked on over a dozen AI related projects, with a particular expertise in natural language processing, fraud detection and sales enhancement solutions. Gord received his Bachelor's degree in Mathematics from University of Waterloo, and an MSc in Computer Science from McMaster University. He initially worked in high performance computing and developing database software before focusing on data-intensive solution design and delivery.

Stacey Weber, Director, Integration and Program Services Branch, Children with Special Needs Division, Ministry of Children, Community and Social Services

Stacey has worked with the Ontario Public Service for over 20 years, supporting policy and program development, implementation, operations, IT strategy and data analysis for early intervention programs and programs for children with special needs. As Director of the Integration and Program Effectiveness Branch with the Ministry of Children, Community and Social Services, Stacey has oversight for over 20 programs and services, multiple technology and digital initiatives, research projects and performance measurement and evaluation. With her team of multidisciplinary professionals, renowned clinical experts and excellent community partners, her focus is on effective, family centred, evidence-informed services to help children with special needs and their families achieve their best possible outcomes.

Doug Sartori, Owner & Principal, Parallel 42 Systems

Doug Sartori has more than twenty years experience in software. For the last eleven years he has been Principal Consultant at Parallel 42 Systems. Doug's work as a software developer, consultant, database engineer, and technical director prior to founding Parallel 42 informs his practice.

An experienced communicator, over the years Doug has led hundreds of training sessions, tech talks and community discussions as well as developing and teaching college courses in the software and technology field.

Doug's technical work includes software development, implementation and system integration work. He has worked in numerous roles across these project types from individual contributor to solution architect and people manager.

Career highlights for Doug include supervising the development, release and support of a commercial software product; designing a data warehouse and data transformation solution for a community poverty initiative; leading the development of a national, public-facing web application focused on the housing crisis; and planning large-scale software deployments for Canada's largest banks and telecommunications companies.

Stephanie Dixon C.M., MSc, PLY (she/them)

Stephanie is a white disabled settler who spent the last decade living and working in the territory of the traditional territories of the Ta'an Kwäch'än Council and the Kwanlin Dün First Nation, commonly known as Whitehorse, Yukon. Stephanie competed in three Paralympic Games, served as Chef de Mission for the 2020 Paralympic Games, and was appointed to the Order of Canada in 2018. Stephanie now engages as a researcher, facilitator, and advocate within collaborative projects that imagine and create spaces where more of us can feel welcome, valued, and included in meaningful ways.

Elisabeth Walker-Young CM, LLD, PLY (she/her)

Elisabeth Walker-Young is a white disabled (congenital) settler, mom, adoptee, and Paralympian. Elisabeth has extensive experience in the sport and disability sectors and is the co-founder of Inclusive Experiences, a consultancy focused on anti-ableism across all industries. She is a skilled facilitator who combines dynamic storytelling with both lived and learned expertise. Elisabeth has studied Occupational Therapy, Movement & Disability Studies and served on multiple accessibility advisory committees. She competed in four Paralympic Games, served as assistant chef de Mission (London 2012), chef de mission (Toronto 2015), and was appointed to the Order of Canada in 2019. Her work is driven by the importance of delineating the difference between accessibility and anti-ableism, with a strong commitment to amplifying the voices and experiences of disabled individuals.

Jaime Watt, Navigator Executive Chairman and Founder, the Canadian Centre for the Purpose of the Corporation

A best-selling author, Jaime specializes in complex public strategy issues, serving both domestic and international clients in the corporate, professional services, not-for-profit and government sectors.

Currently Jaime is the Chancellor of OCAD University. He also serves on the board of the University Health Network, Children's Aid Foundation of Canada, CANFAR, and the Shaw Festival in Niagara-on-the-Lake.

He is an adjunct faculty member of the Directors Education Program, jointly developed and administered by the Institute of Corporate Directors and the Rotman School of Management at the University of Toronto.

A highly regarded speaker, Jaime often appears as a public affairs commentator in the media and writes a column for the *Toronto Star*.

His debut book, titled *What I Wish I Said: Confessions of a Columnist* is a national best-seller.

TUESDAY NOVEMBER 7, 2024

ROYAL ONTARIO MUSEUM

LEADERSHIP COUNCIL MEETING

RBC FOUNDATION GLASS ROOM, LEVEL 4

8:00	**Continental Breakfast**
8:30 – 10:30	**Leadership Council Meeting**
10:30 – 11:00	**Break**
11:00 – Noon	**Meetings resume**
12:00	**Lunch and wrap up**

CLINICAL DIRECTORS COMMITTEE MEETING

C5 LOUNGE, LEVEL 5

8:00	**Continental Breakfast**
8:30 – 10:30	**Clinical Directors Committee Meeting**
10:30 – 11:00	**Break**
11:00 – Noon	**Meetings resume**
12:00	**Lunch and wrap up**

Please note: Meeting agendas are available on the EKO Members' Portal