

2009 SPEAKER BIOGRAPHIES

WELCOME ADDRESS

Joy McKinnon, Algonquin College of Applied Arts and Technology

Joy McKinnon has dedicated her career to post-secondary education and adult learning in industry, the community and the college sector. Appointed in September 2008 to the position of Vice President, Business Development at Algonquin College, Joy has over nineteen years of administrative experience in the Ontario College system. From 1989 to 1997, Joy served as an Academic Chair at Algonquin College managing new program development and program delivery first in construction trades and later in mechanical and manufacturing technologies. Joy also served as Algonquin's Head of Apprenticeship Training and chaired Ontario's Heads of Apprenticeship Committee.

Joy joined George Brown College in 1997, where she served as Dean of Technology and later Vice President of International and Applied Research until returning to Algonquin this year. As George Brown's Dean of Technology, Joy collaborated with industry to lead the development and launch of the Centre for Advanced Building Technologies and the successful \$5 million "Technology in the City" capital campaign. As VP of International and Applied Research, Joy built numerous educational and research partnerships with industry, universities and educational institutions from India, China and Mexico.

Currently, Joy is a member of the National Steering Committee of the Information and Communications Technology Council's (ICTC) Internationally-Educated Professionals (IEP) Integration Initiative and is a member of the Association of Canadian Community Colleges' Advisory Committee on International Academic Mobility.

Joy holds an Honours Bachelor of Arts degree in French and English and a Masters in Business Administration and is currently in the dissertation phase of a Doctorate in Business Administration.

Amelita Armit, Parliamentary Centre of Canada

Amelita Armit is President and CEO of the Parliamentary Centre of Canada, a non-governmental organization engaged in enhancing the effectiveness of parliaments as institutions for democratic governance. Prior to this, Mrs. Armit spent more than thirty years as a senior public servant with the Governments of Canada and Alberta in a various capacities including Vice President of Staffing and Recruitment Programs, Public Service Commission; Assistant Deputy Minister Health Services and Promotion, Health Canada; Director General, National Transportation Agency; and Assistant Deputy Minister, Alberta Health and Social Services.

Amelita has a Bachelor of Science in Business Administration (Economics) from the University of the Philippines and a Master in Public Administration from Harvard University. An active volunteer, Mrs. Armit was the first chair of the Philippine Centre Canada and served as Edmonton Regional Group Chair, Chairman of the Research Committee and Board Member of the Institute of Public Administration of Canada.

Canada recognized her distinguished service to her profession and community with the Queen Elizabeth Silver and Golden Jubilee Medals in 1977 and 2002 and the Commemorative Medal for the 125th Anniversary of the Confederation of Canada in 1992. Amelita was also awarded the *Pamana* Award from the Government of the Republic of the Philippines for Professional Achievement and Honour to the Philippine People in 2000. Amelita was re-appointed for a second three-year term on the Board in September 2007. She has served as a member of the Executive Committee since 2006-07 and is currently the Chair of the Governance Committee.

George Sapounidis, “Chairman George”

George Sapounidis ‘Chairman George’ (vocals, guitar, bouzouki) has been called a poster boy for Canadian multiculturalism. He is a Greek-Canadian Ottawa-based performing artist and a polyglot who sings international folksongs in English, French, Greek, Spanish, Mandarin Chinese, Hebrew, Arabic, Persian and Russian.

He performs regularly in China where he cuts a striking figure as he dramatically crosses cultural boundaries by belting out traditional and pop music standards as well as original compositions in fluent Mandarin and Greek from back alley Hutongs to the Olympic and Paralympic Villages in Beijing and for millions of delighted Chinese on state television and radio.

He is a two-time Olympic Torch Bearer (Beijing 2008, Athens 2004) of Pontic Greek descent who has appeared at international performing arts festivals across China, in Beijing’s Forbidden City Concert Hall, at the Great Hall of the People and on stage beside some of China’s pop music icons including Cui Jian and Mao Ning.

In 2005 he was the subject of the award-winning W5 CTV / BBC international television documentary *Chairman George*. His CD *George from Athens to Beijing* was nominated for Best World Music at the 2005 Canadian Folk Music Awards. Tianjin Satellite Television in China is currently producing Part III of a documentary mini-series about Sapounidis to air across China in 2009.

George Sapounidis holds a Ph.D. in mathematical statistics from the University of Toronto.

www.chairmangeorge.com

KEY NOTE SPEAKER – Morning Plenary Session

Guillermo Mena, Usaquen Associates

Guillermo is the president and CEO of Usaquen Associates, a global leadership development firm that specializes in the development of personal leadership and change/transition management skills for individuals and organizations interacting in multicultural environments.

He has successfully delivered leadership and change management programs in more than 15 countries in Asia, North America, South America, Central America, Africa, Eastern Europe and the Caribbean. Guillermo's programs bring an insightful perspective on issues of diversity, inclusion and the power of uncovering opportunities from adversity. His audiences walk away with practical tools to establish ambitious goals and take the necessary actions to achieve their personal potential, and sustain the motivation to keep going.

After several years of a very progressive career in the financial services industry in Colombia, Guillermo decided to move to Canada and challenge himself with a brand new language, culture and environment. This led to a passion about effecting change and helping individuals "launch" their personal and professional dreams beyond success to life fulfillment. Following his passion, he leveraged his life experiences to create Usaquen Associates.

Guillermo holds a Masters of Finance and a Masters of Financial Legislation from the Los Andes University in Colombia, and an MBA from the University of Western Ontario, in Canada.

ENGINEERING & RELATED PROFESSIONS

Facilitator: *Douglas Hall, Project Co-ordinator, ITCET Bridging Program*
Algonquin College of Applied Arts & Technology

Sam Cheung, Ministry of Transportation

Sam Cheung, Manager of Regional Contracts Office, Ministry of Transportation is responsible for the deliveries of provincial highway networks that are safe, provide mobility for people and goods and promotes economic, environment and social sustainability. Sam began his career with the Ministry of Transportation in 1977 in the construction field as a Construction Technician. He worked in the construction materials and pavement design field from the mid 1980's to the mid 1990's where he held various positions such as Pavement Designer, Bituminous Engineer, and Head of Geotechnical Section. Transferred to the highway construction office in the mid 1990's, Sam assumed the role of Manager, Regional Construction Office until 2003. In addition

to the highway construction responsibility, he also assumed the responsibility of highway maintenance.

William D. Taylor, P. Eng., Morrison Hershfield Group

A professional engineer with a civil engineering degree, Bill is a Senior Principal with Morrison Hershfield Group, a consulting engineering firm. A former President of Morrison Hershfield Limited (MHL) the Canadian operation of the Morrison Hershfield Group, Bill has gained a wide range of expertise and experience through his 35 year career where he has held progressively senior roles and responsibilities in the public sector (local and regional government levels) as well as in the private consulting engineering sector with Morrison Hershfield.

Bill offers a well-rounded perspective to solving both organizational and operational issues facing both public and private sector engineering organizations in today's marketplace.

Morrison Hershfield is an employee owned multi-disciplinary engineering company with offices in Canada and the United States. Our main focus is in the Buildings, Transportation, Municipal, Telecom and Technology sectors.

Moody Samuel Farag, M.Eng., P.Eng., Professional Engineers Ontario

The Manager of Admissions at Professional Engineers Ontario since March 2002, Mr. Farag comes to this position from a solid manufacturing base in both Canada; where he was a senior Process Engineer for six years at Celestica/IBM; as well as in Sudan, where he supervised the engineering manufacturing team and was assistant production manager at a large pharmaceutical company. Mr. Farag obtained his Bachelor's degree in Mechanical Engineering from the University of Khartoum, Sudan and a Masters degree in Mechanical Engineering from the University of Toronto, Canada. He came to Canada in 1991.

Professional Engineers Ontario licenses Ontario's 70,000 professional engineers, grants temporary, limited and provisional licences to practice professional engineering, and authorizes businesses to provide engineering services to the public. It sets standards for and regulates engineering practice. Under the Professional Engineers Act, its statutory mandate is to serve and protect the public interest where engineering is concerned. Rigorously educated, experienced and committed to a Code of Ethics that puts the public first, licensed professional engineers can be identified by the P.Eng. after their names.

Trishia Smith, Ontario Association of Certified Engineering Technicians & Technologists (OACETT)

Trishia Smith manages OACETT's (Ontario Association of Certified Engineering Technicians & Technologists) employer and college outreach programs, along with educating internationally

trained professionals on receiving certification as a technician or technologist in Ontario. Trishia has a background in training and business development with a number of organizations including Canada's Wonderland and REITMANS Canada.

Chris Frauley, P.Eng., LEED AP, McKee Engineering

After graduating from Carleton University in 1983, Chris advanced from Design Engineer to General Manager of Eastern Ontario with SNC Lavalin Inc. In this capacity, he had responsibility for administration of professional and technical staff, business development, preparation of reports, and all mechanical design aspects of projects. In 2000, Chris joined McKee Engineering as a Senior Mechanical Engineer, and in 2002 became a Partner. With a client base that includes high tech, educational, institutional, heritage, and commercial office, Chris has spearheaded many innovative design solutions to meet the functional and budgetary requirements of his clients. Chris graduated from Carleton University in 1983 where he obtained a Bachelor of Mechanical Engineering, is a LEED® Accredited Professional and maintains a Top Secret Security Clearance.

Thierry Guillaumont, Global Experience Ontario, Ontario Ministry of Citizenship and Immigration (MCI)

Thierry Guillaumont is a Bilingual Information and Referral Officer at Global Experience Ontario (GEO). GEO is the Access and Resource Centre for the Internationally Trained with the Ontario Ministry of Citizenship and Immigration (MCI). Thierry came to Canada in 1987 after working in Europe, Africa and Asia in various positions in the private and public sectors. Thierry has more than 19 years of work experience in ministries of the Ontario Public Service. Prior to joining MCI in 2006, Thierry was an Information Counsellor with the Ministry of Training, Colleges and Universities. He is also an active member of the Editorial Team of the provincial newspaper Ontario Prospects produced by the Ministry of Education.

Luis Alperin, Delcan

Luis Alperin was educated in Argentina and holds a Degree in Mathematics. He has worked 32 years in the Engineering Consulting business of which 17 have been in Canada. Luis's technical expertise is in modeling, particularly related to urban waters. He joined Delcan in 1999 as a Senior Project Manager and since 2003 is the Manager of the International Business for Delcan's Water Division."

HEALTH & RELATED PROFESSIONS

Facilitator: *Marlene Tosh, Chair, Faculty of Health, Public Safety & Community Studies
Algonquin College of Applied Arts & Technology*

Panelists:

Karin Decloux, Medical License Bridging Program & Career Transitions, Catholic Immigration Centre

Karin began her professional career in advertising and then moved to Toshiba of Canada - IES in Markham overseeing corporate communications and sponsorships. During this period she became very active in Markham business development through her volunteer work as a Director on the Markham Board of Trade and later as an Executive Director.

In 1989, Karin developed her own business creating and writing newsletters. A bit later, in partnership with her husband, she opened a food and beverage consulting firm that led to relocating to Moscow, Russia.

Her ability to look at different perspectives of life – to adapt and accept change - her ability to network – and understanding her capabilities and transferable skills – led to the perfect role where Karin was able to apply the skills she had learned to help someone else: assisting International Medical Doctors adapt their skills and knowledge to their new Canadian home through two programs delivered by the Catholic Immigration Centre and World Skills – Career Transitions and the Medical License Bridging Program.

Riek van den Berg, The Ottawa Hospital

Riek van den Berg is Corporate Coordinator, Nursing Education, Nursing Professional Practice Practice at the Ottawa Hospital. Reik has been with the hospital for a number of years and are known to many nurses through their work in nursing. Reik is responsible for funding, orientation, special educational events and programs, internal and external liaison with education partners and departmental supervision.

The Nursing Professional Practice department continues to adapt to meet the present and future need of nurses at the Ottawa Hospital

Roosevelt Phanor, Bsc.Env. Health, CPHIC(C), Ottawa Public Health

Roosevelt Phanor graduated with a Bachelor of Science in Environmental Health at Ryerson University in Toronto Ontario in 1985. He has been working as a Public Health Inspector with

Ottawa Public Health since January 1986. Roosevelt is involved in community work in Ottawa and is the father of two girls. Prior to arriving to Canada, Roosevelt was a Medical Technologist from Haiti.

Wayne Oake, HealthForceOntario

Wayne is the Director of the Access Centre for Internationally Educated Health Professionals; a key component of the Ontario Ministry of Health's operational service agency, HealthForceOntario. Prior to establishing the Access Centre, Wayne was responsible for a number of portfolios within the Ministry of Health including, Community Health Centres, Diabetes, Chronic Disease and Mental Health. His professional involvement in the health sector began as the founding Director of the Oshawa Community Health Centre in 1989.

Wayne has an MA in Community Psychology from Wilfrid Laurier University and a BA from Indiana University.

Rena Bowen, Salvation Army Ottawa Grace Manor

Rena Bowen has held several positions in health-care and long-term-care facilities.

Director of Resident Services at the Salvation Army Ottawa Grace Manor, 128 long term care bed, Regional Knowledge Manager for Central Park Lodges, Administrator of a 112 Retirement Home in Morrisburg Ontario, Administrator of a 114 bed long term care home in Long Sault Ontario, Administrator of a Shelwin House a women's shelter in Yorkton, Saskatchewan; Part time teacher at the Parkland Community College in Yorkton Saskatchewan.

Her current role is that of Director of Special Services with Almonte General Hospital/Fairview Manor and Lanark County Ambulance Services. This portfolio consists of Infection Control, Occupational Health and Safety and Education. This culminates 32 years of nursing.

As part of the Algonquin College continuing-education program, she teaches: an eight-week course on Care giving Skills; Some of the in-services she has provided for the college are; pain management, depression, the 3D's and cognitive impairment among the elderly.

Kathleen Leblanc, Montfort Hospital

Kathleen Leblanc has been a Human Resources Advisor at the Montfort Hospital for over 5 years. She has two years of experience as a generalist in the private sector and various other experiences in the field of industrial relations.

Kathleen holds a bachelor's degree in industrial relations and a certificate in administration from Laval University. Her 10 years of experience in industrial relations and human resources has

enabled her to develop strengths in specific areas including: staffing, training, organizational development, benefits, labour relations, planning and development of labour and health and safety.

Kathleen's responsibilities as an advisor took her to develop various projects in an environment of continuous changes. For that reason, Kathleen is continuously informed of new management practices and trends. She has also learned throughout her career to manage operations, assist managers in HR operations and provide consulting services in all areas of human resources and for different customers.

Kathleen's experience in the last 5 years at the Montfort Hospital has allowed her to develop excellent knowledge of the health and issues of the francophone community.

INFORMATION & COMMUNICATIONS TECHNOLOGY

Facilitator: *Ruth Richardson, ITCET Mentorship Co-ordinator*

Algonquin College of Applied Arts & Technology

Panelists:

Bob Hall, TIX

Bob Hall, Chief Information Officer of TIX brings to UBAPPS a very unique and invaluable understanding of IT technical environments coupled with an extensive background in analyzing business requirements and successfully mapping these requirements to the optimum enabling technology. He is a seasoned senior manager with expertise in the areas of web solution development, business continuity strategies, project management, and infrastructure planning for both global and small to medium enterprises.

Mr. Hall has successfully managed over 100 IT projects of varying sizes and scope from conception to completion. He is skilled in helping organizations to define their requirements, identify process improvements, recommend supporting technologies, and provide oversight for any ensuing projects from both an ROI and customer satisfaction perspective to successful completion.

Prior to joining UBAPPS he gained a tremendous wealth of experience in a variety of management roles with Cognos Inc. He was responsible for, amongst other things, ensuring that Cognos' technology was well aligned, positioned, and available to respond to the needs of their clients around the world. Mr. Hall also held key positions with Denalt Inc., and was an Independent Consultant specializing in providing advice and professional services related to application and web based solutions for small and medium businesses.

Walter Pranke, Adobe Systems Canada

Walter Pranke, Senior Human Resources Manager - Canada/East Coast is certified as an HR Professional by the HR Professional Association of Canada, has been with Adobe Systems Canada since early 2007. Prior to that Walter has been a leader for 17 years in HR roles within various High Tech, Health and Manufacturing companies. He sits on several committees' while mentoring aspiring HR professionals and entrepreneurial start-ups. Having a true generalist background his passion is around - leadership and development.

Adobe revolutionizes how the world engages with ideas and information. For 25 years, the company's award-winning software and technologies have redefined business, entertainment, and personal communications by setting new standards for producing and delivering content that engages people virtually anywhere at anytime. From rich images in print, video, and film to dynamic digital content for a variety of media, the impact of Adobe solutions is evident across industries and felt by anyone who creates, views, and interacts with information. With a reputation for excellence and a portfolio of many of the most respected and recognizable software brands, Adobe is one of the world's largest and most diversified software companies.

Greg Lane, Canadian Information Processing Society (CIPS)

Greg Lane I.S.P., Canadian IT Professional, MBA, is the current Chair of the Canadian Council of Information Technology Professionals (CCITP) of the Canadian Information Processing Society (CIPS).

In this capacity, Greg is spokesperson on Information Technology (IT) issues related to the profession, the industry, and the organization. Greg also works closely with government, employers and academia to create awareness and a better understanding about the importance of the I.S.P. designation. He previously served as CIPS President from 2003 to 2004.

From May 2001 to May 2002, Greg was a CIPS Director-at-Large and appointed as the organization's Marketing Director. At that time, Greg played a vital role in the promotion of CIPS's four, national programs: [I.S.P. Week](#), [Women in IT](#), [IT Week](#) and [INFORMATICS](#). The programs demonstrated CIPS as a truly, national organization to the IT industry and the Canadian government.

Greg served as President of CIPS Ottawa from 1999 to 2000. Prior to 1999, he was a member of the CIPS Ottawa Program Committee. Greg is a former Chair of the Public Sector Business Committee for the Information Technology Association of Canada (ITAC).

Greg is currently employed with Avanade as the Director Business Development Public Service for Canada. Prior to joining Avanade Greg worked with Accenture in a Business Development role in the Public Service Group in Ottawa. Greg has also held senior leadership roles at Microsoft, Deloitte Consulting, Bell Canada and EDS.

Greg has lectured at the University of Ottawa in the administration faculty on Governance and IT and is a fellow of the Centre on Governance. Greg has also contributed to Lac Carling Review on the same topic.

Greg holds an MBA from Massey University in New Zealand and the I.S.P. from CIPS. Greg and his wife Elisa are also the proud parents of five children.

Geoffrey Thompson, Robert Half Canada

Geoffrey is a Vice President for Robert Half Technology, a leading provider of highly skilled information technology professionals on a project and full-time basis. In this role, he is responsible for business development for Robert Half Technology locations throughout Canada, Michigan and Upstate New York. The firm places IT professionals for initiatives ranging from web development and multiplatform systems integration to network security and technical support.

Geoffrey joined Robert Half International in 2000 as an Account Executive for the Robert Half Technology division. He then became Division Director overseeing IT staffing operations in the Ottawa area, and later served as Vice President of Major Accounts for Ottawa and Montreal. In addition to his tenure with Robert Half Technology, Geoffrey has more than 10 years of sales and management experience, primarily in the retail, hospitality and high tech sectors.

Tony Bailetti, Carleton University

Tony Bailetti holds a faculty appointment in both the Department of Systems and Computer Engineering and the Eric Sprott School of Business at Carleton University, Ottawa, Canada.

Professor Bailetti has been the Director of the M.Eng. in Telecommunications Technology Management (TTM) program since 1998. He was the Director of Carleton University's School of Business from 1981 to 1988 and worked at Bell-Northern Research (today a part of Nortel Networks) from 1988 to 1992.

Professor Bailetti has published in engineering management journals such as *IEEE Transactions on Engineering Management*, *Journal of Product Innovation Management*, *Research Policy*, and *R&D Management*.

Professor Bailetti has twenty-seven years experience as a faculty member, 24 years at Carleton University (1969-2003) and three years at the University of Manitoba (1966-1969). He has taught for the Executive M.B.A. program offered by Queen's University in Ottawa since 1996.

Professor Bailetti provides consulting services to some of the leading suppliers of telecommunications equipment in the world as well as Canadian service providers, banks, small technology companies, and federal government departments.

Professor Bailetti was born and raised in Peru. In 1970, he was awarded a Fulbright Scholarship to study in the United States. He received his M.B.A. and Ph.D. degrees from the University of Cincinnati in 1973 and 1976 respectively. He won an American Iron and Steel Institute Doctoral Fellowship in 1976. In 1996 he won a Carleton University Teaching Award.

He is the father of Marco Antonio, Maria Katia, Sean Alexander and Carlos Eduardo. They are the treasures at the centre of his life.

Denise Woods, CompTIA

Denise Woods is the Director of Industry Development, Canada and has been with CompTIA for 7 years. Denise most recently worked on The IT Career Guide for Canada was also a project in which Denise co-chaired and most recently was mailed to over 4700 high schools in Canada to get more high school students engaged in IT careers. It will also be available for all Government offices. www.itcareerguide.com

Denise continually evangelizes Certification in Canada to students and employers to increase hiring practices.

She sits on many advisory boards for various CompTIA members and IT Associations in Canada.. Denise prides her work on her passion for life long learning and no days being the same!

BUSINESS MANAGEMENT – Human Resources, Sales & Marketing

Facilitator: Rosann Mullins, Manager, Strategic Partnerships

Algonquin College of Applied Arts & Technology

Ruben Benmergui B.A., M.I.R., CHRP, Breakthrough HR Solutions

Ruben Benmergui is A Certified Human Resources Professional with over 35 years of experience in all aspects of Human Resources Management. He has significant experience in senior management roles in the private and public sectors.

He holds a Bachelor of Arts degree from McMaster University, a Master of Industrial Relations degree from Queen's University, and is a Master of Laws candidate at Osgoode Hall Law School, of York University.

He is an independent Consultant based in Ottawa and teaches in the Department of Law at Carleton University and the Sprott School of Business at Carleton.

He is a published author and has been involved with foreign-trained worker issues for a number of years in southern Ontario and Ottawa. He served for many years on the Board of HRP Ontario, and it's Foreign Trained Professionals Task Force. He is also on the Board of the Nepean Rideau Osgoode Community Resource Centre and is associated with OCISO the Ottawa Community Immigrant Services Organization.

Kevin Murnaghan, Xerox Canada Limited

Kevin Murnaghan is Marketing Manager, Eastern Operations, Xerox Canada Ltd. He was appointed to this position in January 2008. In this role, Murnaghan is responsible for leading the organization's go to market strategy throughout all of Eastern Canada, a region that includes the St. Lawrence Seaway, the Maritimes, Newfoundland, and Ottawa/Gatineau. Murnaghan also supports Xerox's relationship with the Federal Government of Canada. He is responsible for overall sales coverage, marketing, and customer support programs.

Prior to this appointment, Murnaghan was an Office Systems Specialist responsible for supporting all Ottawa/Gatineau sales teams with large strategic, IT contracts.

In his six years with Xerox, Murnaghan also held a variety of field sales positions including high tech, municipalities, hospitals and commercial printers. In addition to his time with Xerox, Murnaghan served as an Executive Assistant to a Member of Parliament, and also spent two years as an elementary school teacher.

Murnaghan holds a Bachelor of Arts from the University of Western Ontario, and a Bachelor of Education from Lakehead University.

He lives in Ottawa with his wife Laura.

Susan Landry, Sun Media Corporation

Susan Landry is currently the Human Resource Manager for Sun Media Corporation supporting the Service Centre, The Ottawa Sun publications and the press hall for the Ottawa Area. She is currently an active board member for the Human Resource Professional's Association, Ottawa Chapter.

Sun Media Corporation, a member of the Quebecor family of companies, is Canada's largest newspaper publisher. With 43 paid-circulation and free dailies in Canada's key urban markets and more than 200 community newspapers, shopping guides and other specialty publications, Sun Media's English- and French-language papers are leaders in providing local news and information to more than 10.5 million readers every week.

Debra Daniels, TD Canada Trust

Debra Daniels is the Recruiter for TD Canada Trust. Her primary role is to recruit external and internal candidates for a variety of customer service and sales positions within the bank. Debra also manages an internal temp agency within TD Canada Trust called Your Choice. This internal program functions similar to a temp agency and currently employs approximately 25 customer service representatives who take assignments at various branches within the Ottawa area.

Debra has been a proud member of the TD Canada Trust team since 2001, and has been recruiting for the 126 branches in the Ontario North and East Region for the past 2 years.

Debra is a chairperson of the TD Canada Trust's Regional Diversity committee and is committed to promoting and fostering an inclusive, barrier-free work environment, where every employee feels valued, respected and supported.

FINANCE & ACCOUNTING

Facilitator: *Brian Burns, Director, Institutional Research*

Algonquin College of Applied Arts & Technology

Panelists:

Tanya Dafnas, Certified General Accounts Ontario

Tanya is a graduate of Laurentian University with an Honours Bachelor of Commerce and has eight years experience in professional practice. She recently joined CGA Ontario as the Business Development Manager for the eastern region, and has the opportunity to travel around to schools speaking with students and faculty about the CGA program.

An affiliate of CGA Canada, the national body representing more than 68,000 CGAs and students, the Certified General Accountants Ontario is a self-governing body, which grants the exclusive right to the CGA designation and controls the professional standards, conduct and discipline of its approximately 19,000 members and 8,000 students in the province of Ontario.

The CGA designation is achieved by successfully completing assignments and national examinations, passing a comprehensive final examination on all aspects of the program, fulfilling practical work experience requirements of the CGA program of professional studies, and meeting a university degree requirement. The program's flexibility enables individuals from a variety of academic backgrounds to fulfill their need to succeed.

Cheryl Banks, BA CMA, Certified Managerial Accountants

Cheryl Banks specializes in the placement of Accounting & Finance professionals within the Ottawa market. A Certified Management Accountant with over eleven years of experience in finance, accounting, business development and sales, Cheryl brings a wealth of experience to her recruiting role.

Cheryl joined David Aplin and Associates in 2006 and is currently serving as a board member of the CMA Ontario Board of Governors and is also very active in the local Ottawa CMA district board. She is a graduate of the Accountant University of Toronto with a degree in Economics.

Cheryl has lived in Ottawa since 1976 and is a proud mother of a son who has graduated from Ryerson University that works in Toronto and a daughter that has graduated from the University of Toronto and lives in Taiwan.

Kathryn Cook, David Aplin and Associates

Kathryn Cook specializes in the placement of Accounting & Finance professionals. A fully bilingual Chartered Accountant, Kathryn has an outstanding record of project and change management within the financial sector and has a proven history of business success in the Ottawa market.

David Aplin Recruiting specializes in placing top-tier accounting and finance professionals with companies offering exciting accounting and finance jobs in Canada.

Robert Lee, Financial Advisors Association of Canada (ADVOCIS)

Robert Lee is the Vice President and Director of Education & Professional Development, ADVOCIS (Ottawa Chapter) and currently Financial Advisor /Planner, Freedom 55 Financial has over 40 years of extensive management experience in the financial services industry (Bank, Trust Company & Insurance). Robert is a graduate of the University of Toronto, Institute of Canadian Bankers, Trust Companies Institute, IFIC, and ADVOCIS (CFP).

ADVOCIS is the largest professional membership association of financial advisors in Canada, representing approximately 10,000 members across the country. Benefits to membership include advocacy, standards, designation programs, continuing education programs and practice management tools.

Kevin Little, CA, Robert Half Management Resources

Kevin Little is a Division Director with Robert Half Management Resources, a division of Robert Half International. Working out of the Ottawa office, Mr. Little is responsible for helping his clients find highly skilled accounting and finance professionals to fill temporary and contract positions for interim and project based needs. Prior to joining Robert Half, Mr. Little first earned his Chartered Accountant designation in 1996 while with Ernst & Young and spent 10 years in senior financial roles in the real estate industry. He is also active in the community as volunteer Treasurer and Member of the Board of Directors with the Nepean-Kanata Barracudas Swim Club.

Geoffrey Mwangi, MBA, CPA (Kenya), CBV, KPMG

Geoffrey Mwangi is a Chartered Business Valuator and Senior Manager with KPMG LLP Valuation Services, Ottawa. Geoffrey's primary responsibility is to provide valuation-related services for a variety of purposes including tax planning, divestitures, capital raising, purchase price allocation and shareholder reorganizations.

Prior to KPMG, Geoffrey worked with Ernst & Young Toronto and Deloitte & Touche East Africa where he provided valuation and corporate finance services for a variety of clients. He has also worked with Crocus Investment Fund, a labor sponsored venture capital fund, where he was directly involved in investments and portfolio valuations in a wide range of sectors.

Geoffrey has more than 14 years experience in the valuation of large public and private companies and has prepared numerous valuations of intangibles for financial reporting purposes primarily for technology and resource companies in Canada.

He is a member of the Canadian Institute of Chartered Business Valuators; Member of the Institute of Certified Public Accountants of Kenya; achieved a Master of Business Administration Degree, Kurukshetra University, India; and a Bachelor of Commerce Degree, Punjab University, India.

KPMG LLP is one of the largest professional services firms in the world, providing audit, tax, and advisory services to a wide range of clients. The firm is a global network of professional services firms with over 135,000 people working together to deliver value in more than 140 countries. At KPMG our goal is to create an inclusive work environment that not only respects each and every member of our team, but also celebrates and encourages the variety of perspectives our people bring to the table. KPMG has over 5,400 employees in Canada.

Joy Creed, Global Experience Ontario

Joy Creed is an Information and Referral Officer at Global Experience Ontario (GEO). GEO is the Access and Resource Centre for the Internationally Trained with the Ontario Ministry of Citizenship and Immigration. In her capacity at GEO, Joy provides in-depth assistance to GEO

clients who are navigating the registration process in their regulated profession. This involves working directly with Ontario Regulatory Bodies in order to have the most up to date information for GEO clients.

Through all of her years in the Ontario Public Service, Joy has worked with internationally educated individuals, providing guidance to clients on the registration process in their respective regulated profession and information on employment-related issues. Joy is currently completing her degree in Psychology at York University.

EMPLOYMENT TRENDS PANEL – Afternoon Plenary Session

Moderator - Sylvio (Syd) A. Gravel, M.O.M, former Ottawa Police Services

Ian Lee, Sprott School of Business

Ian Lee is the Director of the MBA program at the Sprott School of Business.

Ian has taught Strategic Management since 1988 at Carleton University as well as having taught the strategic management course for Carnegie Mellon, University of Washington, University of Pittsburgh, SUNY Buffalo, University of Calgary, Dalhousie, Carleton, UQAM and the University of Ottawa, for EMBA programs in China, Poland, Romania, Iran, Cuba, Latvia, Ukraine, Slovenia, Croatia. From 2001 to 2003 he taught strategy at California State University at Monterey (near Silicon Valley).

Prior to returning for his PhD, he was employed for almost 10 years in the financial services sector as a loan manager in consumer, mortgage and commercial credit for an American multinational and subsequently the Bank of Montreal. After completing his Masters degree, he was employed in the head office of Canada Post as a financial policy analyst. While completing his doctoral studies, he was employed for a summer in the Privy Council Office (supports the Prime Minister and cabinet) in the Machinery of Government Directorate.

Ian has completed consulting work with the World Bank, CIDA, Coca Cola and France Telecom. He has also been an invited lecturer to various countries. In addition, he provided expert commentary conducting over hundreds of interviews with various media which include CBC, CTV, Global, Wall Street Journal, Globe and Mail and the National Post. He has testified before committees of the Canadian House of Commons.

Corinne Pohlman, Canadian Federation of Independent Business (CFIB)

Corinne Pohlmann is Vice President, National Affairs for the Canadian Federation of Independent Business (CFIB), a not-for-profit organization representing more than 105,000 small and medium-sized business members across Canada. Corinne is based in Ottawa and is responsible for managing CFIB's strategic direction on national affairs, and sensitizing governments to the needs of Canada's independent businesses.

Since joining the Federation in 1998, Corinne first worked in research, where she authored several research reports on a variety of public policy and economic issues, and then worked as the Manager of Member Services. In 2000, Corinne became CFIB's Director of Provincial Affairs for Alberta/NWT based in Edmonton and spent almost six years representing the interests of Alberta and NWT members to all levels of government. Corinne moved to Ottawa in 2006 to pursue her current position.

Corinne was born and raised in Montreal where she attended McGill University - graduating with both a Bachelor and a Masters Degree in Geography. Prior to joining CFIB, Corinne spent a few years in Ottawa with a national travel trade association, and as a college instructor, before moving to Toronto to start her career with CFIB.

Kelly McGahey, Hire Immigrants Ottawa

Kelly McGahey is the Director of Stakeholder Relations for Hire Immigrants Ottawa, a local initiative that works with employers to enhance the integration of skilled immigrants into the workforce. Kelly's roles include facilitating the development and execution of strategic action plans with sector specific working groups, along with providing knowledge transfer and project management expertise.

Kelly has extensive experience working in the field of labour market integration of internationally trained individuals, in both front line and in strategic planning capacities.