

ASPER
SCHOOL OF BUSINESS



THE ASSOCIATES

SPEAKERS DIRECTORY

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Manny Atwal

President & Chief Executive Officer

Manitoba Liquor & Lotteries

Industry: Entertainment, Retail, Sales



Manny joined Manitoba Liquor & Lotteries in November 2019 and is responsible for the corporation's annual business performance, daily operations, and the achievement of strategic goals. All members of the Executive Management Committee report to him.

Previously, Manny Atwal was the Vice-President of Helicopter Programs at StandardAero in Winnipeg, Canada. Over the past 20 years, he has held various Executive positions within StandardAero including Vice-President of Turboprop Programs, General Manager of PT6 and PW100 Programs, and Director of Marketing and Business Development. Manny has extensive experience in management of international businesses within the Aerospace sector.

Topics of Interest:

Strategy

International Business

Leadership

Marketing

MIS / Business Technology

Manny graduated from the I.H. Asper School of Business in 1994 with a B. Comm (Hons) degree. He has been an active member of the Young Associates including over 10 years as a Board Member and also as Vice-Chair, Chair, and Past Chair of the organization.



Al Babiuk

President and Chief Operating Officer

Loewen

Window and Door Manufacturing and Distributing

Al has been with Loewen, a manufacturer and distributor of architectural windows and doors, since 2003, in the roles of President and Chief Executive Officer (2010-2019), Chief Operating Officer (2008-2010), and Chief Financial Officer (2003-2008). In July 2013, Al joined with a group of private investors who purchased Loewen, while assuming the role of President and Chief Executive Officer. Prior to joining Loewen, Al held positions as Vice-President Finance and Vice-President and Treasurer at Investors Group Inc., Corporate Controller at Ceridian Corporation, and Divisional Controller at Standard Aero Limited.

His career began in public practice accounting with Deloitte Touche, where he obtained his Chartered Accountant (CA) designation. Al also obtained the Certified Public Accountant designation (CPA) for the United States in 2006, and completed the Family Enterprise Advisory program in 2016. Al's undergraduate degree is a Bachelor of Commerce (Hons.) degree from the University of Manitoba. Al was recognized by his peers with the Fellowship of Chartered Accountant designation (FCA) in 2013.

Al also is and has been actively involved in various community and business organizations:

- Business Council of Manitoba
- Board of Advisors, Private building products distribution company in Western Canada
- Board of Directors - The Associates of the Asper School of Business
- Board of Directors (Chair) - Window and Door Manufacturers' Association
- Chair, Development and Finance, Centennial Committee - Winnipeg Art Gallery
- Board of Governors - Winnipeg Art Gallery, Chair of Finance Committee
- Board of Directors (President) - Winnipeg Boys and Girls Clubs

Topics of Interest:

Strategy

Finance

Leadership



Chip Batten

President and Chief Executive Officer

Color Ad Packaging Ltd.

Chip has worked in the North American packaging industry for almost 35 years. After graduating from University of Waterloo with an Honors BES degree, Chip began work at Batten Graphics, his family's graphic arts business. From 1978 through to 1989 Chip significantly built and developed the packaging gravure engraving market for this firm, learning the business from the ground up. He eventually grew to become plant manager and then sales manager for this business unit.



As the family business chose to refocus its attentions on its more profitable publications business and away from its packaging interests, Chip moved to work for Roto-Tone Engravers as its Sales Manager. In early 1993 Chip teamed up with a number of industry contacts to establish Southern Graphic System, Canada. From its initial sales volume of \$280,000 Southern Graphics, Canada grew to posting sales of over \$75,000,000 in 2007 when Chip stepped down after eight years of service as Executive Vice President of Canadian Operations.

Topics of Interest:

Supply Chain / Logistics

Strategy

Leadership

Marketing

Chip joined Color Ad in early 2008 to head up and re-focus the sales team with the goal of driving Color Ad's sales through exemplary customer focus and a clear market focus. He has been successful in that role, securing key accounts in the boutique market segments that set Color Ad apart in the market. In 2012 Chip succeeded the interim CEO, brought in to restructure the organization, and took over the position of President and Chief Executive Officer.

Since then Chip and his team have grown Color Ad Packaging Ltd. from a 30 million dollar business to this year topping 82 Million.

Color Ad Packaging is a high end food products, flexible packaging manufacturer. Our operations include gravure and flexographic print, multi-layer laminations, as well as bag, pouch, and roll stock converting capabilities.



Gary Bernard

Head of Commercial and Corporate Banking, Manitoba

HSBC

Banking

Gary is a graduate of the University of Manitoba with a BA, majoring in Economics. In 2001, he completed his Securities License. He has 21 years of banking experience, including fifteen years in business, commercial, and corporate banking roles - spending the last seven years in management roles.

Gary has worked for the financial institutions RBC, CIBC, and HSBC. He is currently serving as a board member of Manitoba New Home Warranty and volunteers with United Way as an Agency Liaison. Gary's strengths include business development, relationship management, credit writing, and financial analysis.

Topics of Interest:

Finance

Leadership

Entrepreneurship



Silvia de Sousa

Partner

Thompson Dorfman Sweatman LLP



Silvia's practice is concentrated in the area of business law with an emphasis on intellectual property law and technology law. Her practice also includes intellectual property transactions, cannabis advertising and marketing, intellectual property protection, trademarks, copyrights, patents and licensing matters.

Silvia received a Bachelor of Arts and Bachelor of Law from the University of Manitoba. She is nationally recognized as a Woman of Influence by the Women of Influence Inc., and was awarded Best Lawyers in Canada 2016-2018 in Technology Law.

Topics of Interest:

Intellectual Property

Along with Silvia's numerous community involvements and speaking engagement, she is also a Seasonal Lecturer for the University of Manitoba, Faculty of Law and Asper School of Business on solicitor transaction matters, intellectual property matters, licencing matters and international law matters.

Elliott Garfinkel, P.Eng., MBA

Managing Partner

MCW Consultants Ltd.

Industry: Mechanical and electrical consulting professional engineers

Elliott Garfinkel received his B.Sc. in Electrical Engineering from the University of Manitoba in 1985. Since then he has gained over 30 years of award-winning electrical engineering experience for clients in public and private sectors, coupled with over 20 years of experience in effective management in the field. Elliott's success as an engineer and leader in the industry has helped him become a Managing Partner at the Winnipeg office of MCW Consultants Ltd., a leading electrical and mechanical engineering consulting firm with offices throughout Canada.

Elliott prides himself on his excellence in engineering, including specialized knowledge in custom lighting designs and illumination techniques. However, his MBA degree, which he earned from UofM in 1997, has been an invaluable complement to his expertise, having enhanced his skillset as a leader in his office and as a mentor to his engineering staff. Elliott's business savvy has also equipped him with the tools to provide comprehensive management support for several large, complex, and innovative projects. Some of the projects involved innovated energy efficient design and numerous sustainable and environmentally friendly measures.

As a Managing Partner at MCW, Elliott's day-to-day responsibilities include project and client management through all phases of a project. He works closely with other engineers, contractors, architects, and owners to ensure that the best design solutions and client satisfaction are achieved. Elliott attributes his success in these areas on his foundational knowledge in business administration.

Topics of Interest:

Strategy

Human Resources

Leadership

Marketing

Rosanne Hill Blaisdell
Managing Director & COO
Harvard Developments Inc.

Rosanne Hill Blaisdell is the Managing Director & COO of Harvard Developments Inc., a long-standing full service real estate company headquartered in Regina, Saskatchewan. After working in commercial banking and investment management for a number of years, in 1997, Rosanne as the fourth generation of the Hills, joined the family business. Today, she oversees the Corporate Head Office for The Hill Companies and the company's Canadian real estate operations with portfolio holdings of 10 mil.sq.ft.

Topics of Interest:

Real Estate Development

She is currently leading several mixed-use and transit-oriented development projects, totaling 2.5 mil.sq.ft. in Western Canada.

Rosanne holds an MBA, and a CCIM real estate designation. She is a past Business Advisory Board member for SaskPower and Regina Economic Development.

She currently serves on the Regina Exhibition Association Futures Committee and St. Mary's University College Board of Governors.

She is a member of NAIOP, the Regina Chamber of Commerce, IWF, YPO and ICSC.

Chris Isford

Vice-President & Controller

Air Canada

Industry: Air Transportation



Chris Isford was appointed Controller for Air Canada in October 2006, responsible for the airline's financial reporting.

Mr. Isford previously held the position of Senior Director, Financial Reporting with Air Canada and has been involved with numerous of the airline's financing transactions over the years. Prior to joining Air Canada in 2000, Mr. Isford had been with a major accounting firm as a manager of audit services.



Mr. Isford holds a Bachelor's degree in Commerce (Hons.) from the University of Manitoba and is a Chartered Professional Accountant.

Topics of Interest:

Accounting

Strategy

Finance

Leadership

MIS / Business Technology



Debra Jonasson-Young MBA, CCP

Executive Director

**Stu Clark Centre for Entrepreneurship
I.H. Asper School of Business
University of Manitoba**

Debra is a strategic and visionary leader who has consistently excelled at building strong and profitable organizations and has been active within the Winnipeg business community for over 30 years.

Debra is currently the Executive Director for the Stu Clark Centre for Entrepreneurship at the Asper School of Business and is responsible for the strategic development and execution of the centre's mandate to spark entrepreneurial spirit within the University of Manitoba. In her previous role as Director of Executive Education for the Asper School of Business, Debra was responsible for the creation and execution of the Executive Education program in support of delivering leading edge programming for senior leadership in both the public and private sectors.

Debra was previously President of People First HR Services and was responsible for the strategic leadership and operations of the organization. Prior to People First, Debra was Vice-President of Dufresne Furniture and Appliances. In this position, she was responsible for the strategic direction and operation of the retail division, as well as, the furniture wholesale alliance with the North West Company and the Dufresne Retail Solutions Group, a buying group supplying retail solutions to over 80 independent furniture retailers across Canada.

Debra has also held the positions of Vice-President for Shopper's Optical, responsible for the strategic direction and operation of the national chain's 75 locations across Canada and Vice-President and General Manager of Videon CableSystems. Debra spent the majority of her earlier career within Eaton's Department Store working her way up through successive positions, latterly as the General Manager of the Manitoba North Western Ontario division. Debra holds an MBA from the Asper School of Business at the University of Manitoba.

Active within the community, Debra is Past-Chair and currently sits on the board of the Associates of the IH Asper School of Business at the University of Manitoba. In 2019, she was appointed to the Manitoba Women's Advisory Council (Status of Women Provincial Government). She is Past-Chair of the Women of Winnipeg, is on the Executive of the Institute of Corporate Directors Manitoba Chapter, sits on the Advisory Board of TEC, and until recently sat on the board of Value Partners investment firm. She was a Governor of the Manitoba Museum for nine years, and was on the board of Manitoba Hydro Board. As well, Debra served both on the board and as Chair of the Winnipeg Downtown Business Improvement Zone, sat on the board of Tourism Winnipeg and acted in an advisory role to the University of Manitoba, Continuing Education Division as well as the Red River College, Business Administration program.

Topics of Interest:

- Strategic Development
- Execution & Implementation
- Operations Management
- Consumer Behaviour
- Marketing
- Leadership
- Entrepreneurship
- Human Resource Mgmt.



Jamie Alyce Jurczak

Partner

Taylor McCaffrey LLP, Barristers and Solicitors

Industry: Law

TAYLOR
McCAFFREY
LAWYERS

Experienced in all facets of management-side labour and employment law, and an experienced civil litigator, Jamie's experience allows her to assist clients with a variety of workplace matters, including wrongful dismissals, grievance and interest arbitrations, policy and contract development, collective bargaining and negotiation. Her practice has a special focus on occupational health and safety (OHS) matters. She is experienced in defending employers charged under provincial and federal OHS legislation, and is well versed in assisting clients in responding to serious workplace accidents, addressing administrative appeals of regulatory orders, and policy development.

Topics of Interest:

Legal

Human Resources

Entrepreneurship

Small Business

Leadership

Marketing

Since the legalization of cannabis in Canada, and the abundance of provincial legislation that came with it, Jamie has become a thought leader in working to develop and update cannabis, drug and alcohol policies for Canadian companies. Additionally, Jamie is a skilled human rights lawyer capable of conducting independent investigations. As such, she has experience dealing with a variety of workplace harassment (including sexual harassment) and violence situations.

She is the author/editor of the OHS (West) and WCB (West) titles of the Canadian Encyclopedic Digest and she is recognized as a leading practitioner in OHS and Workplace Human Rights by the Canadian Legal Lexpert® Directory.

Jamie is also a small business owner, as co-director of Maples Academy of Dance, where she continues to actively teach. She enjoys engaging with the local business community through her involvement with both the Manitoba Chambers of Commerce (past-chair) and the Winnipeg Chamber of Commerce, where she is currently a member of the Advocacy Leadership Counsel.

To request this speaker, contact info@associatesmb.ca.



Kristen Kennedy
Regional Vice President
BMO Bank of Montreal

Kristen Kennedy is the Regional Vice President of the Winnipeg market for BMO Bank of Montreal. She's responsible for the largest branch network in the region, managing personal banking services in Winnipeg and surrounding area.

Kristen brings over 20 years of experience in the financial services industry. Throughout her tenure, she's held progressive leadership roles across both the business commercial bank as well as retail banking. She was appointed to her current role in 2012, supporting the southern prairies market from Brandon, Manitoba, and relocated to join the Winnipeg team in August of 2018.

Kristen's time with BMO has centered on workforce retention and development, and managing the evolution of customer expectations in a rapidly changing - and highly digital banking environment. She's responsible for upwards of 200 employees and has experience leading across urban and rural markets.

A believer in the value and importance of community and giving back, Kristen leads the annual campaigns for the banks national partners, Kids Help Phone and Employee Giving. She also champions women in business and BMO Pride.

A proud Manitoban, Kristen holds a Bachelor of Commerce Honours from the University of Manitoba.



Topics of Interest:

Finance

Leadership



Paul Lacap

Director, Digital Strategy & Engagement

University of Manitoba External Relations

Paul is a 16-year veteran leading interactive media and digital marketing initiatives. His client portfolio has included multiple Fortune 500 companies that contain the world's largest beverage, entertainment, food, pharmaceutical, restaurant, retail, sports and technology brands.

In 2017, Paul took a departure from agency life and began leading an institution-wide digital transformation at the University of Manitoba. The University of Manitoba is the largest educational institute and Manitoba, one of the U15 research universities and the first university in Western Canada. Paul is also a board director at Assiniboine Credit Union, one of the largest credit unions in Canada. As a trusted leader around the table, after a relatively early tenure with ACU's Board, Paul currently serves as the Chair of the Human Resource Policy & Compensation Committee.

Paul has been involved as a thought leader on numerous industry boards and councils including The Canadian Marketing Association's Martech Council, The Brand Activation Association and The Association of National Advertisers. In addition to his professional career, Paul has volunteered with numerous boards and councils including Imagine Canada, United Way, The Associates, The Young Associates, Red River College, Artspace, Futurpreneur, CCEDNET and the Manitoba Marathon Foundation.

In his personal life, Paul spends his time with his wife Signy, his son Nate and their dog, Aurora.

Topics of Interest:

Marketing

Communications

Design

Technology

Project Management



Shawn MacDonald

**Regional Vice President, Business Financial Services,
Manitoba, Saskatchewan & Northwestern Ontario**

RBC Royal Bank

Industry: Financial

Mr. Shawn MacDonald is the Regional Vice President, Business Financial Services at the Royal Bank of Canada. In his position, he is responsible for leading RBC's commercial and small business team across the Manitoba, Saskatchewan and Northwestern Ontario Region. Shawn joined RBC 24 years ago and has held various positions across the organization. This has included experience in sales leadership, strategy development and execution, program management, change management and international experience. Shawn has a Bachelor of Arts from Dalhousie University and a Bachelor of Commerce degree from Saint Mary's University. He also has a Master's of Business Administration from the Rotman's School of Business at the University of Toronto. Shawn has previously and continues to be very active in various Boards and Committees. He is currently on the Board of Directors for Winnipeg Harvest and YES (Youth Employment Services).

Topics of Interest:

Supply Chain

Strategy

Entrepreneurship

Human Resources

International Business

Leadership

MIS/Business Technology



Carmine Militano, P.Eng.

Senior Vice President

Bockstael Construction Limited



Topics of Interest:

Strategy

Leadership

Marketing

Carmine Militano is a Principal at Bockstael Construction and the Senior Vice President. He brings a "360 degree perspective" to the Bockstael team with more than 39 years' experience across the entire design-construct life cycle, including consulting engineering, construction and manufacturing. He is an acknowledged specialist in business development, project management, strategic business planning and facilitation. Prior to joining Bockstael, Carmine was the Practice Leader for Buildings Engineering at Stantec Winnipeg, and prior to Stantec was a Vice President with CH2M Hill, one of the world's largest full service design-construct-operations firms. Carmine has been a guest lecturer at the University of Manitoba and Red River College and has presented at numerous conferences. He is a member of the Associates of the Asper School of Business and most recently was a guest lecturer to the MBA Capstone class.

He has always believed in making a contribution to the community. Carmine is currently: a Vice Chair of the St. Boniface Hospital Foundation Board; Director of the Holy Names House of Peace Board; and a Director on the Winnipeg Chamber of Commerce Board.

Bockstael Construction – Manitoba's Builder – has been in continuous operation in Manitoba for over 106 years.



Petar Pejovic

Portfolio Manager

RBC Dominion Securities | Pejovic & Associates Private Wealth Management

Industry: Financial Services

With RBC Dominion Securities Inc. since 2002, Petar began his career in the financial services industry in 1997. A graduate of Simon Fraser University, he holds a B.A. in Economics, specializing in International Finance.

Petar became accredited as a Portfolio Manager by earning his Canadian Investment Manager designation (CIM®) through the Canadian Securities Institute, and through an intensive screening and application process by RBC Dominion Securities.

As a result, Petar manages a successful team of Wealth Management Professionals, specializing in Discretionary Asset Management and Wealth Management for High Net Worth Families, Corporations, Trusts and Pension Plans. Petar's direct responsibilities and expertise involves Global Financial Markets; including Global Equities, Global Bonds, Precious Metals and Technical Analysis.

An accomplished athlete, Petar played U.S. College Football as an Offensive Lineman at Simon Fraser University before being drafted in 1995 by the Winnipeg Blue Bombers.

Fluent in both English and Serbo-Croatian, Petar's hobbies include competing in sports as well as researching a wide variety of personal interest topics that include health and medical subjects, diet and nutrition, geopolitics and world affairs.

Petar is a volunteer football coach. He is married to his wife Allison and they have three children; Aleksandar, Milena and Ella.



Wealth Management
Dominion Securities

Pejovic & Associates
Private Wealth Management

Topics of Interest:

Finance

Leadership

Marketing



Nolan Ploegman, MBA

President & CEO

Concord Projects

Industry: Construction

Nolan Ploegman joined Concord Projects Ltd. in 2005 and oversees all aspects of the company.

Nolan has attained a Master of Business Administration (MBA) as well as a Bachelor of Commerce (Honours), majoring in finance and accounting, from the Asper School of Business. Nolan's experience and knowledge in real estate development, real estate investing and property management also provide clients with added value. Nolan also manages the finance, accounting, marketing, human resources and technology aspects of the company.



Topics of Interest:

Finance

Accounting

Sales

Marketing

Human Resources

General Management

Construction Management

Project Management

Real estate development,
real estate investing and
property management

Nolan is also on the Board of Directors at Youth For Christ Winnipeg and is passionate about non-profit and charitable organizations and related initiatives.

Jobsite tours can be

arranged if interested

www.concordprojects.com

To request this speaker, contact info@associatesmb.ca.



Paul Provost

President

6P Marketing

Industry: Marketing, Advertising Agency

Paul Provost is the founder and president of 6P Marketing. Paul began his career in business planning and operations. After 20 years of progressive marketing experience most in advertising agencies in Calgary and Winnipeg, Paul and a small team of communications specialists started a small studio in Winnipeg, Manitoba. This studio would grow and evolve into 6P Marketing, a full-service progressive marketing agency.



Since 2007, 6P has blended innovative technology with engaging creative and progressive marketing strategy, helping Winnipeg businesses find and share their passion. 6P Marketing specializes in brand development, CMS websites, email marketing, advertising and Customer Relationship Management (CRM) solutions, all tailored to the specific needs of entrepreneurs and brand leaders.

Topics where I have a presentation ready:

- Developing Marketing Plans
- Managing your Brand:
Developing a brand strategy
- Marketing tactics 101
- Activating your Website
- Intro to Facebook
- Intro to LinkedIn
- Educate your Audience
- Internal Marketing:
Engaging your team to
Growth

Topics with expertise:

- Small Business Marketing
- Online Marketing & Social
Media
- Entrepreneurship

6P is pleased to actively provide services to over 100 growth-oriented clients in the following industries: Technology (ICTAM, Ubisoft Winnipeg, Eagle Software, Broadband Communications North), Not-for-profit / Associations (The Associates, MB Pork, CCGA, Economic Development Winnipeg, MMF, MB Chambers of Commerce), Professional Services (Crosier Kilgour Partners, Crosstown Civic Credit Union, Standard Insurance), Agri-Business (G3, O&T Farms, Fort Garry Brewing, Hylife, Medallion Milk, Hemp Genetics), Manufacturing (State Industries, EastSide Group, Convicon), Construction / Real Estate (Genstar, Priority Restoration, Concord Projects), as well as Manufacturing (Convicon, Eastside Group, State Industries) among others

Paul holds a Bachelor of Commerce Honours degree from the Asper School of Business at the University of Manitoba, is bilingual in French and English, and is actively involved in the Winnipeg community. He is a member of the board for the Manitoba Chambers of Commerce, a new board member with the Society for Manitobans with Disabilities and is an active member of The Associates, ICTAM, the Winnipeg Advertising Association, Manitoba Home Builders' Association, as well as the Winnipeg Chamber of Commerce.

To request this speaker, contact info@associatesmb.ca.



Derek Rolstone

Principal

Stone HR Strategies

Industry: Human Resources



Derek Rolstone is a dedicated professional with over 25 years of HR/IR experience. He partners with organizations and has a lengthy and proven track record of increasing revenue, enhancing brand and building high performance teams in government, private and publicly traded companies.

Derek has helped many organizations make (and save) money through effective people strategies. He was a former HR Director for Suncor Energy, Bell Canada, Nygard, TransX and Pepsi, plus a former instructor at the Faculty of Business, Red River College.

Topics of Interest:

Human Resources

After 20 years as an HR Director, and while teaching at RRC, he decided to start Stone HR Strategies in 2014. Now with 70+ clients (many are SME businesses where Stone works directly with owners/leaders of companies that have between 5 and 50 employees, who realize they need some help on the HR front..... Stone HR Strategies helps take some of the 'people stuff' off their desks!).

Derek has an MBA from UVic and a BA from Western. He and his wife and 2 daughters live in River Heights. He loves squash, motorcycles, Duke basketball and is on the Board of the Royal Manitoba Theatre Centre.



Colin Ryan, CFA, ICD.D

**Executive Vice-President, Senior Portfolio Manager,
Director**

Wellington-Altus Holdings Inc.

Colin began his wealth management career in 1992. In addition to serving high net worth, ultra high net worth and institutional clients, Colin spent many years in executive management at his prior firm managing the Prairie Region and was on the advisory committee that set policy and strategy for over 1200 advisors and \$120 Billion in assets. Colin is a former finalist for the IDA Distinction Award, for investment professionals representing excellence in the profession. In addition to being recognized annually internally at his previous firm for excellence in wealth management, in 2019 he was recognized as one of the top 50 (#11) Advisors in Canada by Wealth Professional Magazine. In that same year was also awarded the Portfolio Manager of the Year award by the same publication and his team was finalist for the advisory team of the year (fewer than 10 employees).



Topics of Interest:

Leadership

Investments

Education:

Colin Ryan is a Chartered Financial Analyst (CFA). This program's rigorous curriculum, three levels of examination, and work-experience requirements make the CFA charter the most rigorous and recognized achievement within the global investment industry.

Colin also has a B. Comm. (honours-finance) from the Asper School of Business. He has also attended executive education programs at The Wharton School at The University of Pennsylvania and The Rotman School of Management at The University of Toronto as well as many other industry related courses. He is committed to lifelong learning and as such recently completed the Institute of Corporate Directors Course (ICD.D) through the Rotman School of Management and the Asper Executive Education Centre.

Community involvement:

- Chair, Associates, *Asper School of Business*
- Campaign Chair 2017, *United Way Winnipeg*
- Past Co-Chair Major Giving Campaign, *United Way*
Past Member Board of Trustees, *United Way*
- Past Chair of the *Investment Dealers Association (MB)*
- Past Chair of the *Asper School of Business Young Associates Program*.
- Past Member of the Board of Governors for the *Winnipeg Art Gallery*.
- Past Member of the Finance Committee for the *Sports Center of Manitoba*

To request this speaker, contact info@associatesmb.ca.



Susana Scott

Founder and President

Brematson Disability Advocates Inc.

Industry: Charity

Susana Scott is the founder and President of Brematson Disability Advocates Inc., a national fee for service advocacy organization. Her services include, Tribunal Hearings, Appeals, and Reconsiderations for the Canada Pension Plan disability program. Private insurance Long Term Disability (LTD) claim appeals, and the Disability Tax Credit (DTC).

The creation of the company in 2004 was a direct result of her personal experience with disability issues, which she encountered when her daughter was born with Spina Bifida. Susana's experience is vast when it comes to government relations: a former Special Assistant to the President of the Treasury Board of the federal government of Canada under the administration of Prime Ministers' the Honorable Jean Chretien and the Honorable Paul Martin, she has expertise in navigating government bureaucracy and interpreting legislation. Susana set a vision for Brematson & Disability Advocates to bring clarity, build connections and to advocate for disabled individuals and their families across Canada.

In addition to her advocacy work, she has made a point to contribute to the disability community. She sponsored the Society for Manitobans with Disabilities (SMD) All Abilities Dance Group, and the SMD Dancing with Celebrities fundraiser. Also, her support of the City of Winnipeg, Sponsor Winnipeg initiative has resulted in an Adaptive Book Collection for children with learning disabilities and the support of the Sign-A-Story program for deaf children at the Millennium Library.

She is the President for Spina Bifida and Hydrocephalus Association of Canada, SBHAC. Susana's efforts have included participating in the lobbying of the Provincial government for accessibility rights legislation in Manitoba. This has resulted in an Accessibility Advisory Council Act and the Passage of Strong and Effective Accessibility-Rights Legislation. She is also a board member for Variety, the children's charity.

Susana is a member of TEC Canada, the preeminent leadership development program in Canada and part of the Vistage Global leadership network with over 15,000 members worldwide. Through membership in TEC Canada Susana and business leaders meet regularly to sharpen their business leadership skills, participate in stimulating speaker sessions, share best practices, and provide peer mentorship to the other members of their Group.



Topics of Interest:

Disability

Government Bureaucracy

Entrepreneurship

Leadership

To request this speaker, contact info@associatesmb.ca.



Gary Timlick, FCPA, CA, ICD.D

Retired Senior Vice President and Chief Financial Officer

The Wawanesa Mutual Insurance Company

Industry: Insurance

A proud Winnipegger, who enjoyed a 40 year career, the first 11 years in public practice with Deloitte (Winnipeg and Sydney, Australia) and the last 29 years in senior level positions with large private companies based in Winnipeg, in various industries including insurance, agriculture and manufacturing.

Gary has a Bachelor of Commerce (Hons.) from University of Manitoba and is a FCPA, CA. As well, he holds a ICD.D designation.

In 1992, Gary was honoured with the Commemorative Medal for the 125th Anniversary of the Confederation of Canada, in recognition of significant contribution to compatriots, community and to Canada conferred by the Governor General of Canada and in 2010 was the recipient of the 2010 Deloitte Winnipeg Alumni Award for Community and Social Eminence.

Gary is a member of the Financial Affairs Committee of the Insurance

Bureau of Canada and currently active in the community as:

- Member of the Associates of the I H Asper School of Business of the University of Manitoba;
- Member of the IDEA Dinner committee of the Associates;
- Chair of the Investment Committee of the City of Winnipeg Employee Benefits Program Civic Employees' Benefits Program;
- Member of CPA Canada Professional Liability Insurance Committee;

Past community service including:

- Board Member and Deputy Chair Riverview Hospital;
- Board Member Manitoba Liquor and Lotteries Corporation;
- Member Board of Governors of the University of Manitoba;
- Board Member and President of the Winnipeg Boys and Girls Clubs;
- Board Member of the Boys and Girls Clubs of Canada;
- Board Member and President of the Financial Executives Institute of Canada - Winnipeg Chapter; and
- Member of Winnipeg 2007 IIHF Women's World Hockey Championship Organizing Committee - Committee Chair

Topics of Interest:

Accounting

Strategy

Finance

Property & Casualty

Insurance

Investment Management

Mergers & Acquisitions



Nicole Zajac

Chief Financial Officer

Penner Oil

Industry: Wholesale Retail Trade, Energy, Transportation, First Nations

Nicole Zajac is a versatile, results orientated executive who is accustomed to working in a non-structured, fast-paced environment. With over a decade of successful experience in business improvement, compliance and customer centric decision making, Nicole is the Chief Financial Officer at Penner Oil, a Winnipeg based wholesale bulk fuel and distribution company serving Manitoba, Saskatchewan and north-western Ontario.



Nicole uses her understanding of numbers and her experience in operations to hold her own in the male dominated energy industry. She can delve deep into the weeds of government regulation or accounting transactions and take a more holistic approach to long-term strategy.

Nicole's strong business acumen was built from the ground up based on pursuing her interest in learning all facets of running a successful business. She has launched new business lines, sold and acquired companies and is always improving internal and external processes.

Nicole has worked for an entrepreneur for 11 years and understands the importance of developing a strong executive team and succession planning to advance growth. Working in a medium-sized business Nicole has experience in sales, marketing, operations, logistics, IT, accounting, finance and strategy.

A strong believer in life-long education, Nicole is a CPA and holds a BA of the University of Winnipeg and a MBA from the University of Manitoba.

Topics of Interest:

Accounting

Strategy

Entrepreneurship

Leadership



Denise Zaporzan, FCPA, FCMA, BSP

President

Denise Zaporzan and Associates

Industry: Consulting, Strategy & Leadership

Denise is President of Denise Zaporzan and Associates, a strategy and leadership practice. As a trusted advisor, Denise demonstrates her passion, energy, and knowledge of strategy and leadership through work with public and private clients.

Prior to founding her practice in 2002, Denise was Chief Financial Officer of a privately held and publicly traded environment, where she successfully enjoyed over 20 years of executive leadership; formulating, implementing and evaluating financial and strategic planning, mergers and acquisitions, and change management.

Denise Zaporzan
& Associates
Leadership At Every Level



Denise is a Chartered Professional Accountant (CPA, CMA), and received the Fellowship (FCPA) designation in 2010. She received her Balanced Scorecard Professional (BSP) certification through George Washington University, and furthered her studies with Harvard authors Kaplan and Norton in spring 2014. She has been a moderator for the CPA's Strategic Leadership Program, as well as the Asper School's Business Executive Education program. Denise speaks regularly at conferences across North America on the subject of strategy, leadership and personal brand.

Topics of Interest:

Strategy

Teams

Leadership

In 2017, Denise developed and launched her newest initiative, *D by denise*, a Canadian lifestyle blog, brand, and e-commerce platform. *D by denise* publishes content celebrating the modern, professional middle-aged woman, and collaborates with local (Canadian) brands and media to celebrate the authentic voice of the modern, middle-aged female audience.

Denise currently serves as a Board member for The Associates at the University of Manitoba, the Winnipeg Art Gallery, the MATCH Winnipeg International Women's Fund, and a startup pharmaceutical company.