

**ASPER**  
SCHOOL OF BUSINESS



**THE ASSOCIATES**

# **SPEAKERS DIRECTORY**

## **2021**

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# 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



**Brian Brown**

**Principal**

**Best Job in the Company Consulting Services**

Brian Brown possesses a unique combination of senior-level private, public, and non-profit sector experience in governance, internal audit, risk management, fraud, and internal controls. Since retiring in 2019, he now provides independent consulting and professional education services in the areas of governance, internal audit, risk, and other related topics.

Brian is a recognized leader in the internal audit profession with over 30 years of experience collaborating with and supporting Boards of Directors and Audit Committees while leading internal audit activities with The Canadian Grain Commission, The Great-West Life Assurance Company, Agricore United and its predecessor, UGG, and with Sears Canada Inc.

Within the non-profit sector, Brian has played a leading governance role in many organizations over the past 30 years. He is currently Vice-Chair of the Board of the Canadian Centre for Child Protection and serves on the Board and chairs the Governance Committee of Marymount. He also serves on the Manitoba Chapter Executive of the Institute of Corporate Directors.

He is a founding faculty member of The Directors College and a Distinguished Faculty Member for the Institute of Internal Auditors. He also serves as faculty for the Institute of Corporate Directors, the Caribbean Governance Training Institute, and the Aboriginal Financial Officers Association.

Brian is a graduate of the University of Manitoba with a Bachelor of Commerce degree and holds the Certified Internal Auditor (CIA), Chartered Professional Accountant, Certified Management Accountant (CPA,CMA), Chartered Director (C.Dir.), and Certified Fraud Examiner (CFE) designations.

**Topics of Interest:**

Internal Audit

Fraud

Governance

Risk Management



**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.

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.

**Topics of Interest:**

Leadership

Strategy

Marketing

Corporate Culture

Real Estate Development

**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](mailto: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



**Shane Li**

**President**

**Red Leaf Capital**

**Industry: Venture Capital and Management Consulting**



Shane serves as the President of Red Leaf Capital, overseeing each of the Company's divisions, investments, strategic consulting, and international relationships.

Before joining Red Leaf Capital, Shane served as the President of North Forge East, the Head of the International Founders Program at North Forge Technology Exchange and as the Senior Economic Development Officer of the Municipality of Pinawa. Shane is also an Instructor at the University of Manitoba's Asper School of Business, a Mentor at Futurpreneur Canada and an Advisor at the Government of Manitoba's Social Innovation Office.

**Topics of Interest:**

Venture Finance  
Global Supply Chain  
Entrepreneurship

Shane holds a Bachelor of Commerce (honours) degree, Master of Science in Management, MBA from the University of Manitoba, and has also earned CPIM (Certified in Production and Inventory Management), CSCP (Certified Supply Chain Professional) and Blue Belt Certification in Innovation Engineering. Shane has over 9 years' experience providing advisory services to businesses in both public and private sectors, from start-ups to large multi-nations.





**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.



**Ted Moorhouse**

**CEO, Mentor & Advisor**

**Manitoba Technology Accelerator**

After being elected university Senator and then Commerce Senior Stick (faculty president) at the University of Manitoba, I graduated with a business degree and began my career in chartered accountancy. With that exposure to the best of Canadian business, I took on the challenge of Bell Canada sales and account management at Nortel Networks in Toronto and London, where in eight years I rose to senior management.

I then moved home to Winnipeg to be Manitoba Branch Manager of Oracle Corporation, where I experienced the inner workings of Manitoba's many forward-thinking companies. My takeaway? I saw first-hand why Manitoba's business community is so well regarded across Canada and around the world.

To me, nothing beats our prairie attitude, which is based on ethics, integrity and compassion.

I am passionate about making businesses grow, and I conduct myself with the same convictions of honour and good sense that were hallmarks of my Winnipeg-based ancestors.

I have founded several technology and bioscience companies and was a member of the Clinton Global Initiative, at which I received an award from former US President Bill Clinton for my work helping developing nations become more developed through the completion of online courses.

When I lived in Vancouver, I was chosen "Marketer of the Year" by the BC Technology Industry Association.

As hobbies, I long-distance swim, mentor entrepreneurs and business students, and study English linguistics.



**Amy Oliver**

**President**

**Amy Oliver + Co**

Amy Oliver is an experienced healthcare executive. She is president of Amy Oliver + Co, offering trusted advisory services and professional coaching to practice owners, leaders, and organizations in healthcare and wellness industries.

Amy has advised and coached over 120 healthcare leaders to drive high performance within the healthcare, social services, and academia.

Amy holds an MBA with a dual concentration in Organizational Leadership and Health Administration. She is a licensed pharmacist, a Certified Leadership Coach, and a globally certified Project Management Professional.

Amy holds certificates in Emotional Intelligence and Advanced Strategic Management and Leadership. Amy has won multiple health sector and leadership awards and most recently has been selected as a member of the prestigious 2020 Governor General Canadian Leadership Conference.

Amy is a success-driven and proven executive with a passion to assist practitioners, health organizations, and leadership teams in the areas of entrepreneurship, operations, strategy development, project planning, leadership and engagement, and diversity and inclusion.

*Amy Oliver + Co*

**Topics of Interest:**

Leadership

Strategy

Women in Business



## **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](http://www.concordprojects.com)*

To request this speaker, contact [info@associatesmb.ca](mailto: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](mailto: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](mailto: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](mailto: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



**Brent Turman**  
**Chief Executive Officer**  
**Entegra Credit Union**

Brent has spent his 30-year career in the financial services industry, specifically in the Manitoba credit union system. During his career Brent has performed numerous roles ranging from a summer student Teller to his most current role as CEO of Entegra Credit Union. An Asper grad, Brent has also continued his post graduate education by completing his CPA,CMA designation and most recently he achieved the Certified Chief Executive (CCE) designation in 2017.

As a hands-on leader Brent offers a unique perspective on leadership, strategy, and organizational culture in the financial services industry.

**Topics of Interest:**

Leadership

Strategy

Finance

Co-operatives

Banking



**Joel Waterman**

**General Manager**

**Inn at the Forks – Sparrow Hotels**

**Industry: Hospitality, Hotels, Food & Beverage, Spa,**

Joel has 20 plus years of experience in the Hotel Industry, including working for Hilton, Delta and Travelodge brands. He is currently the General Manager of Inn at the Forks, part of the Sparrow Hotels portfolio.

He also oversees the Food and Beverage operations at ERA Bistro & Catering in the Canadian Museum for Human Rights and Food and Beverage operations at the Winnipeg Art Gallery.

He is a Board Member for Manitoba Theatre for Young People and a member of Winnipeg Poverty Reduction Council's Employee Consortium on Truth and Reconciliation Call to Action #92.

Joel is a graduate of GMP – Executive Education at Cornell University and Success CompuCollege School of Business. He is a proud Winnipegger with a wife and two daughters.

*Inn at the Forks*

**Topics of Interest:**

Strategy

Entrepreneurship

Human Resources

Leadership

Marketing



**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.