

Femmes de carrière en interaction **FCI • CWI** Career Women Interaction
presents

The 2nd Annual DEFINING CAREER SUCCESS THROUGH A VARIETY OF PATHS

EXPLORE THE ISSUES AND CONCEPTS OF SUCCESS

Wednesday, October 5, 2005
Mount Stephen Club, 1440 Drummond, Montreal
(The most beautiful historical house in Canada)

A stimulating one-day conference with proven strategies in attaining career success

**Attend this leading-edge conference
and hear from over a dozen successful women**

Guyline Bachand, Legal Counsel to TVA and Chubb Canada
Lorraine Desmarais, Jazz pianist and composer
Patricia Galella, Partner, Borden Ladner Gervais
Nancy Grayson, President, McGill Institute for Learning in Retirement
Jocelyne Heiget, Vice-President, Board of Directors, La Passerelle
Hope Korytko-Milner, Founder, La Première Compagnie de Paniers
Danielle Morin, Vice-provost, Academic Programs, Concordia University
Jane Needles, Arts Administrator
Suhaila Niazi Khan and Mary Tassone, Holt Renfrew
Nadine Parla, C.A., PricewaterhouseCoopers
Kamilia Sofia, Vice-President, Strategy, CAE
Penny and Vicky Vilagos, Olympic medalists

KEYNOTE SPEAKER:

Isabelle Hudon

President and CEO

Board of Trade of Metropolitan Montreal

In partnership with :



PARTNERS



Quebec chartered accountants: 125 years of excellence, nothing less!

The 17,000 chartered accountants of Quebec are involved in all sectors of the economy. Women account for 62% of new members and make up 35% of the total membership. Not only are CAs consultants, tax experts and auditors, but they are also financial leaders who are recognized nationally and internationally. Many have developed management expertise and are leading decision-makers in industry and the public sector. The CA profession in Quebec is celebrating its 125th anniversary in 2005. The Ordre des comptables agréés du Québec ensures that its members possess the highest level of competence and carries out its primary mission to protect the public by enforcing the most demanding admission criteria and ethical standards.

www.oqaq.qc.ca



La chaire s'est donnée comme mission de proposer aux jeunes filles une image des carrières en génie comme une voie accessible, stimulante, dynamique, et socialement importante. **Il vous est possible de rejoindre les rangs de nos marraines ingénieures. Si vous êtes intéressée à partager votre vision de la vie après l'université avec la relève, complétez le formulaire d'inscription et consultez le guide de la marraine ingénieure.**

<http://www.chairemm.polymtl.ca/marrainage>



Foresight Strategies - a whole new concept for golf in Montreal!

<http://www.foresightstrategies.com>



The MWAA was founded by McGill's first women graduates, the class of 1888. Initially a banding together of eight women for mutual support, the MWAA grew and flourished and continues to make contributions to the University and to the community at large. The MWAA's mission is to advance the leadership role of McGill University and McGill alumnae by contributing to excellence in educational achievement, to continuous learning, and to the improvement of the community.

www.mcgill.ca/alumni-groups/alumnae



VIA Rail Canada is an independent Crown corporation set up in 1978. VIA operates trains in all regions of Canada over a network spanning the country from the Atlantic to the Pacific, and from the Great Lakes to Hudson Bay. VIA is 3.9 million passengers yearly, 480 trains per week and 14,000 km of track serving some 450 Canadian communities. Our Vision: At VIA, we will be the Canadian leader of service excellence in passenger transportation. Our Mission: We will work together to provide travel experiences that anticipate the needs and exceed the expectations of our customers.

www.viarail.ca



Founded in 1875, the Women's Y is a portal leading to tailor-made services and programs which support women's personal development and leadership capacities. For over 129 years, the Women's Y has delivered services of excellence, always in tune with the emerging needs of women.

www.ydesfemmesmtl.org

Defining Career Success - October 5, 2005 - REGISTER NOW !

WHY PARTICIPATE ?

- Understand the important role of mentoring
- Hear leading experts on how their fields are evolving
- Learn the strategies of a successful entrepreneur
- Find out about negotiating styles that help achieve goals
- Understand the key elements in developing a plan for change
- Uncover the path to personal fulfillment
- Know the best practices in attaining balance
- Celebrate the accomplishments of women...and network!

WHO SHOULD ATTEND ?

Women in business, management, professions

PARTIAL LIST OF ATTENDEES FROM PAST CWI EVENTS

Air Canada • Alcan • Air Liquide • BCF • BDC • BDO Dunwoody • BMO • Bell Canada • Blake, Cassels & Graydon • Bombardier • Borden Ladner Gervais • British Council Canada • CAE • CGI • CIBC Wood Gundy • Caisse de dépôt et de placement • Canadian Club • Cap Gemini • Cirque du Soleil • City of Montreal • Clarica • Cogeco • Desjardins Ducharme Stein Monast • EDC • Ericsson • Ernst & Young • Fasken Martineau DuMoulin • Fédération des caisses Desjardins du Québec • Gerbro • Gowling Lafleur Henderson • HSBC • Heenan Blaikie • Hydro-Québec • ING • Jacob • KPMG • Langlois Kronström Desjardins • Laurentian Bank of Canada • Lavery, de Billy • Le Groupe KWA • M Siamo • Manuvie • McCarthy Tétrault • McGill International Executive Institute • Medisys • Meloche Monnex • Molson • National Bank of Canada • Nordia • Ogilvy Renault • Ordre des ingénieurs du Québec • Osler Hoskin & Harcourt • PwC • Pfizer • Pratt & Whitney • Raymond Chabot Grant Thornton • SGFQ • SNC-Lavalin • Samson Bélair/Deloitte & Touche • Scotiabank • Shell • Standard Life • Stikeman Elliott • Sun Life • TD Canada Trust • TD Waterhouse • TV5 • Ultramar • VIA Rail • Watson Wyatt

TESTIMONIALS FROM ATTENDEES OF PAST CWI CONFERENCES

“New ideas for financial planning .” – Women and Money Conference

- *Madonna Bailey, Entrepreneur; Partner, Sho-Dan Restaurant*

“Bringing back a lot of great ideas for me to implement.” – The Career Woman and Diversity Conference

- *Suzanne Boyd, Director General (Montreal), Ogilvy Renault*

“Acquired interesting information and met fascinating women.” – Retirement Planning Conference

- *Margaret Gillett, Professor Emerita, McGill University*

“There is nothing more interesting and reassuring than sharing experiences with other women in the same boat... hearing the speakers talk about their fears and their successes. We learn a lot!” – Women in Law Conference

- *France Lessard, Lawyer, Robic*

“Inspiration and motivation.” – Defining Career Success Conference

- *Louise St-Pierre, Vice-President and Chief Information Officer, Cogeco Cable Inc.*

“I benefited by hearing well-presented, well-researched, practical strategies for attracting and nurturing women in leadership positions.” – Women in Leadership Conference

- *Lynn Verge, Lawyer, former Newfoundland Minister of Justice and Attorney General*

ABOUT CAREER WOMEN INTERACTION (CWI)

CWI provides opportunities for career-minded women to network and learn from one another. With a bilingual format that appeals to speakers and participants, CWI presents high-caliber speakers from Montreal and other cities.

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8:00 Registration and networking breakfast

SESSION 1

Chair: Nadine Parla, CA, PricewaterhouseCoopers

8:25 Opening remarks of Chair

8:30 - 9:10 The role of mentoring

Danielle Morin, Vice-provost, Academic Programs, Concordia University

We can all thank different people for where we are in our career today. Very often, our energy and hard work have been channelled into the right direction by more experienced caring people. These mentors had a direct impact on our personal and professional development. They frequently help identify our potential, seize opportunities and offer guidance when career options must be evaluated. Dedicated to her career in the academic world, to community and humanitarian work, Danielle Morin is actively involved as a mentor to several women. Her presentation will address the following key points:

- The different styles of mentorships
- Identify mentors
- Become a mentor

9:10 - 9:50 PANEL: Forecasting the next wave

Patricia Galella, Partner, Borden Ladner Gervais

Clients and the younger generation of lawyers are challenging the traditional approach to the way law firms work, as well as the concepts of client service, work/life balance, value, time and compensation. Law firms are responding to such challenges by examining "out of the box" solutions and reviewing their own business practices to ensure talent retention and address the changing needs of clients. In this presentation, Patricia Galella will discuss the following trends in the legal profession:

- Alternatives to hourly billing
- Technology and client service
- Alternative hiring arrangements: addressing the work/life balance revolution
- Globalization and the effects of increased competition on the practice of law

Nadine Parla, CA, PricewaterhouseCoopers

The accounting profession is undergoing major changes due to the issues at Enron, WorldCom and other recent financial reporting scandals that rocked the markets. The U.S. introduced section 404 of the U.S. Sarbanes-Oxley Act (SOX 404) to instill public confidence in companies' internal controls. While SOX 404 generally was endorsed by everyone involved with the financial reporting process when the requirements were first established, a backlash has begun. In the U.S. the costs of implementing the requirements are significant – for some, running in the millions. In this presentation, Nadine Parla will discuss the impact of SOX 404:

- On the accounting profession
- On her personally

Kamilia Sofia, Vice-President, Strategy, CAE

The PC-based simulation product Simfinity™, used by a growing number of airline companies that has revolutionized pilot training around the world, was introduced by Kamilia Sofia at CAE. The first woman appointed to the position of director and that of vice-president in the company's 50-year history, Kamilia's climb up the corporate ladder of a predominantly male profession has allowed other women to follow in her footsteps. In this presentation, she will share the elements required in:

- Shaping and influencing the choices women make in their careers and personal lives
- Overcoming obstacles
- Building and fostering success

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9:50 - 10:10 Networking break

10:10 - 10:50 PANEL: Making an impact

Nancy Grayson, President, McGill Institute for Learning in Retirement

Although Nancy Grayson had chosen to take early retirement from the public sector at age 60 (she was Director of Social Work at the Royal Victoria Hospital) when she still had both health and energy, she became involved in non-profit community organizations which matched her values and interests and in which her previous experience and contacts were valuable. This presentation will discuss:

- Aligning use of time with values
- The importance of lifelong learning
- Empathic leadership

Jocelyne Heiget, Vice-President, Board of Directors, La Passerelle

Change in the workplace is inevitable as more and more organizations face the dilemma of downsizing or need to re-deploy people to meet new challenges. A career change is not easy and it often takes time to find a new position. A Human Resources Consultant, Jocelyne Heiget is actively involved in the operations of La Passerelle, a non-profit career transition center for professionals in the 40 years of age and over group. She will address the following:

- Aligning work with one's values
- Making an impact on people's lives
- Helping others create their own impact in the world

Jane Needles, Arts Administrator/Consultant;

Chair, Task Force on Arts & Culture, Quebec Community Groups Network / Heritage Canada

A dynamic and highly motivated member of the arts profession, Jane Needles has a wide experience that covers all disciplines of the cultural world, primarily in the areas of administration and teaching of administration techniques. Born into a well-known theatrical family, Jane has developed her career from a very early age, having trained in the hands-on method in all aspects of production and producing an artistic event. Mother of four children, she is a board member, consultant, teacher and participant in many groups, both French and English. In this panel, Jane will talk about :

- Maintaining an active role in the arts world
- Involvement with both French and English cultures
- Increased awareness of the complex cultural diversities

10:50 - 11:30 Making your business dream come true

Hope Korytko-Milner, Founder, La Première Compagnie de Paniers

In today's changing work environment, owning your own business can be a profitable and enticing career path for many women. Do you have "what it takes" to make this leap? What specific qualities and winning conditions are required to run your own company and rise to the top of your field? Founder of a business which is now the largest independent Canadian gift store, and recipient of numerous prestigious awards including CGTA Retailer of the Year and Ernst and Young Entrepreneur Award, Hope Korytko-Milner will discuss:

- Starting a business with no money down
- Balancing work, family and finances
- Growing your business to make it work for you

11:30 - 1:00 Networking lunch and keynote

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12:20 – 1:00 NEGOTIATING YOUR WORTH

KEYNOTE SPEAKER:

Isabelle Hudon
President and CEO
Board of Trade of Metropolitan Montreal

“Negotiating Your True Worth” is the tool with which we manage our lives – whether it be in our relationships with family and friends, pursuing our career aspirations, or finding personal fulfillment through volunteer work and secondary activities. As such, the concept goes far beyond the salary and perks you should request in your next job interview. The opportunities we choose to address must also reward our worth by the responsibilities they give us, by the possibilities they provide for us to make a difference, to teach, to learn, and to constantly grow. And at the heart of the process is the skill of actually “defining” our own worth, and to build upon it:

- Our experience and career achievement
- Our ability to “help the cause”
- Our skills, talents, insights, enthusiasm, energy, compassion and understanding
- Our aspirations, integrity and belief systems

Isabelle Hudon has worked in the field of public affairs, communications, and strategic positioning for more than sixteen years. She has developed solid expertise in the areas of company reorganization, strategic counseling, communications, crisis management and government relations in both the public and private sectors. Ms. Hudon began her professional career in federal politics. Then, she joined Bell Global Solutions, a subsidiary of Bell Canada, as a communications consultant. In 1997, she was appointed manager of public and media relations for the Canadian Space Agency (CSA). In late 1998, she became senior advisor, public relations and communications, for Bombardier Aerospace. From 1999 to 2001, she was senior manager, communications and public relations, with BCE Media. In 2001, she was in charge of communications for the Montreal Transition Committee. She joined the Board of Trade of Metropolitan Montreal in January 2002. Ms. Hudon is a member of the following boards of directors: Aéroports de Montréal, Board of Trade of Metropolitan Montreal Foundation, Conseil des relations interculturelles du Québec, Fondation Muséums nature Montréal, Fonds Ville-Marie and the New Montreal FilmFest. She is also on the board of directors and the executive committee of the Société du Havre de Montréal, and chairwoman of the Fondation de l'Hôpital Rivière-des-Prairies's board of directors.

SESSION 2

Chair: Vicky Vilagos, Motivational speaker, Author, Olympian

1:00 – 1:40 Reinventing your career

Penny and Vicky Vilagos, Motivational speakers, Authors, Olympians

How do you define success? What brings you joy and a great sense of purpose? Have your interests and priorities changed over the years? Reflecting on the answers to these questions is critical when embarking upon career change. Olympic medalists and former world champions, Penny and Vicky Vilagos have reinvented their careers and are now motivational speakers. In this presentation, Penny and Vicky will address the key elements to include when developing a plan for change.

- Assessing your current career, your personal strengths and your new dreams
- Identifying new possibilities, along with their opportunities and risks
- Creating your support team
- Remembering to have fun!

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1:40 - 2:20 Path to personal fulfillment

Lorraine Desmarais, Jazz pianist and composer

Recognized in Quebec and around the world, Lorraine Desmarais' original works, performed in solo or trio formations, have earned her invitations to appear at many different jazz festivals and venues. Lorraine has always believed strongly in the need to raise the profile of jazz music. For 20 years, she has joined the great names of jazz, receiving many prizes and distinctions, such as the Oscar Peterson Award. In this presentation, she will address the following:

- Demystifying jazz music
- Promoting female jazz musicians
- Reaching an ever growing public
- Perspectives on life and success

2:20 - 2:40 Networking break

2:40 - 3:20 Success and balance

Guyline Bachand, Legal Counsel to TVA and Chubb Canada

Guyline Bachand is an expert in entertainment law. A lawyer with McCarthy Tétrault for eight years, she decided in 1998 to work from home. Since then, she has been legal counsel to TVA. She also counsels Chubb Canada. Project director of Star Académie 2004 and Star Académie 2005, she is the President of Conseil Canadien des Normes de Radiotélévision. She also teaches at the Quebec Bar. From her experience, Guyline will discuss the interesting and stimulating professional challenge.

- Is it possible to lead an interesting practice while taking a less travelled road, that of working from your home?
- How does the milieu perceive this type of practice? What do clients think?
- What questions does one have to ask herself in order to determine if this type of practice suits oneself?
- What is required to have success and balance?

3:20 - 4:00 Dressing for career success

Suhaila Niazi Khan and Mary Tassone, Holt Renfrew

Clothing sends a message about the career woman, her company, and her position. It is important to match a career woman's wardrobe with her personality...one that conveys confidence and success. In this presentation, Suhaila Niazi Khan and Mary Tassone will address the following points:

- A career woman's clothing is a primary component of her image
- Does one need to spend a lot of money on clothes?
- Attention to details is crucial
- A successful image attracts greater success

4:00 Closing remarks of Chair and end of conference

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DEFINING CAREER SUCCESS

Wednesday, October 5, 2005
Mount Stephen Club, 1440 Drummond, Montreal

REGISTRATION FORM

STEP 1 – Check applicable rate.

EARLY-BIRD RATE: Register and submit payment **before September 1, 2005**

- Non-member: \$699 + GST (48.93) + QST (56.09) = \$804.02
- CWI member: \$649 + GST (45.43) + QST (52.08) = \$746.51

REGULAR RATE: Register and submit payment **on or after September 1, 2005**

(Your cheque or money order must be received by CWI **by September 19, 2005**).

- Non-member: \$799 + GST (55.93) + QST (64.12) = \$919.05
- CWI member: \$749 + GST (52.43) + QST (60.11) = \$861.54

GST: 85486 8437 RT0001 • QST: 1208271608

STEP 2 – Fill out the registration form (please print clearly).

FIRST NAME _____ LAST NAME _____

COMPANY _____ TITLE _____

MAILING ADDRESS _____

CITY _____ PROVINCE _____ POSTAL CODE _____

TELEPHONE _____ FAX _____ E-MAIL _____

REFERRED BY _____

STEP 3 – Submit your registration form.

By fax: (514) 844-9610 or by e-mail: vrobot@sympatico.ca

STEP 4 – Make your cheque or money order payable to the order of CAREER WOMEN INTERACTION and mail it to:

FCI / CWI
P.O. Box 853, Station B
Montreal (Quebec) H3B 3K5

Registration is only confirmed upon receipt of payment.

In case of cancellation:

- (1) Send a substitute in your place, or
- (2) Confirm your cancellation by e-mail to vrobot@sympatico.ca a minimum of 14 days before the conference to receive a refund less \$150 administration charge. Cancellations are valid once acknowledged by CWI via return e-mail. No refund will be issued for cancellations received after September 21, 2005. If you have not paid the registration fee and would like to cancel, you will be responsible for the administration charge of \$150.
- (3) CWI may cancel the event if deemed necessary and will provide a full refund. No liability is assumed by CWI for changes in program date, content or venue.

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