



AHEAD of the CURVE

Predict, Plan, Perform



APEX

ANNUAL SYMPOSIUM **2012** **MAY 29-30**
NATIONAL ARTS CENTRE

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Welcome Message

Welcome to the APEX Symposium 2012! This year APEX is staying “Ahead of the Curve” by exploring leadership both as it is practiced currently, and how it could be practiced, given an environment which is changing constantly, changing at a faster rate, and changing in ways which are different from the past.

To assist us in this exploration, we have assembled a group of remarkable leaders, who will guide us through the two days. They will share their views on traditional models of leadership, challenge a few stereotypes, and give us a glimpse into how we can look ahead to better anticipate and react to new situations.

To ensure that we benefit from a wide range of viewpoints, we will hear from exceptional individuals from inside the federal public service, and from the worlds of academia, for profit, and not-for-profit enterprises, as well as internationally recognized Canadians, who have their own unique perspectives. Being “ahead of the curve” should be a collective goal and we will hear some thoughts about how we can achieve that.

But innovative thinking does not only come from outside. Haven’t you wanted to get out of your office and talk to people? Here is your chance. You are part of an impressive representation of the federal public service that is gathered in one place for two days – we recommend you use it to connect, network, renew friendships, and make new ones. Discuss your challenges and share your innovative solutions. At the very least, promise to stay in touch with one or two new colleagues.

On behalf of APEX, thank you to all of the contributors to this year’s program, including our distinguished guest speakers and discussion participants.

Please accept this two-day opportunity to learn, connect, grow, and celebrate our many achievements as leaders in the Public Service of Canada. We look forward to meeting as many of you as possible on May 29-30 in Ottawa.

In physics, art and nature, the curve is a powerful image, and the notion of staying «ahead of the curve» resonates with statisticians, designers, jet fighter pilots and many others. What can it mean for us, as federal public servants? How can it help us achieve our personal objectives and better serve Canadians? Let’s find out together as we explore the intersection of change, innovation and leadership.



Liseanne Forand

President,
Shared Services Canada and
APEX 2012 Symposium
Co-chair



Daniel Jean

Deputy Minister,
Canadian Heritage and
APEX 2012 Symposium
Co-chair



Nadir Patel

Assistant Deputy Minister
and Chief Financial Officer,
Corporate Finance and
Operations, Foreign Affairs
and International Trade
Canada and Chair,
APEX Board of Directors



Hanny Toxopeus

Chief Executive Officer,
APEX



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ANNUAL SYMPOSIUM 2012 MAY 29-30

NATIONAL ARTS CENTRE

Tuesday, May 29th, 2012

7:00 a.m. REGISTRATION AND EXHIBITS OPEN NAC FOYER

The list of public and private sector exhibitors can be found in your notebook. Coffee, tea and juice will be available throughout the conference in the exhibits area.

8:30 a.m. NATIONAL ANTHEM NAC THEATRE

L'Ensemble vocal senior De La Salle under the direction of Robert Filion.

8:35 a.m. WELCOMING REMARKS NAC THEATRE



Nadir Patel
Chair,
APEX Board of Directors



Hanny Toxopeus
Chief Executive Officer,
APEX

8:45 a.m. OPENING KEYNOTE ADDRESS NAC THEATRE



Wayne G. Wouters
The Clerk of the Privy Council and Secretary to the Cabinet opens the APEX Symposium with an address on the current environment and challenges ahead.

9:15 a.m. PRESENTATION OF THE APEX AWARD OF EXCELLENCE RECIPIENTS NAC THEATRE

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9:30 a.m.

A CONVERSATION WITH DR. HENRY MINTZBERG

NAC THEATRE

**Associates**
a human resource consulting organization...
Les associé(e)s de la
société en gestion des ressources humaines...



Dr. Henry Mintzberg (via satellite)

John Cleghorn Professor of Management Studies, Strategy and Organization, Faculty Director, International Masters for Health Leadership, Desautels Faculty of Management, McGill University

Professor Mintzberg, one of today's most controversial thinkers on management and strategy, will engage participants in an open dialogue on how managing, measuring, organizing, and strategizing are not what you might think.

10:00 a.m.

NETWORKING BREAK

NAC FOYER

 **DALHOUSIE UNIVERSITY**
Inspiring Minds

10:30 a.m.

REFLECTIONS ON THE CONFERENCE THEME
AND THE PUBLIC SERVICE ENVIRONMENT

NAC THEATRE

**Symposium
Co-chairs**



Liseanne Forand

President,
Shared Services Canada



Daniel Jean

Deputy Minister,
Canadian Heritage



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ANNUAL SYMPOSIUM 2012 MAY 29-30 NATIONAL ARTS CENTRE

10:40 a.m.

RIDE THE CURVE — ARE WE READY?

NAC THEATRE

**Raymond Chabot
Grant Thornton**
Audit • Tax • Advisory

This discussion will focus on leadership in citizen service in a world of complex fiscal and social change. How can Public Sector Executives improve individual and organizational performance in serving the needs of citizens while facing the complicated and unpredictable challenges of the 21st century?

Co-moderator



Liseanne Forand
President,
Shared Services Canada

Co-moderator



Daniel Jean
Deputy Minister,
Canadian Heritage

Panellists



Paul Benoit
President and Chief Executive
Officer, Ottawa International
Airport Authority



Karen Jackson
Senior Associate
Deputy Minister of Human
Resources and Skills
Development Canada and
Chief Operating Officer
for Service Canada



Dr. Henry Mintzberg
(via satellite)
John Cleghorn Professor
of Management Studies,
Strategy and Organization,
Faculty Director, International
Masters for Health Leadership,
Desautels Faculty of
Management, McGill University



**Mayor
Naheed Nenshi**
(via satellite)
The City of Calgary,
Alberta

12:00 p.m.

NETWORKING LUNCH

PANORAMA ROOM

nelligan|o'brien|payne
Lawyers|Patent and Trademark Agents
Avocats|Agents de brevets et de marques de commerce

2:00 p.m.

MAKING QUANTUM LEAPS: CREATIVE THINKING AND INNOVATIVE DECISION-MAKING

NAC THEATRE



Fred Rosenzveig
Instructor, John Molson Executive Centre,
Concordia University

Successful change requires being open to new approaches to challenges. In this practical presentation, Fred Rosenzveig will offer insights and creative tools to enhance our creative thinking ability and to find faster, better and smarter solutions to business challenges and opportunities.

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3:00 p.m.

NETWORKING BREAK

NAC FOYER

3:30 p.m.

HIGH PERFORMING LEADERSHIP:
GETTING PEOPLE COMMITTED TO REACHING
THEIR FULL POTENTIAL

NAC THEATRE



Canada Revenue
Agency

Agence du revenu
du Canada



Dr. Peter Jensen

Authority on Coaching Leadership and Personal High Performance
and Instructor at the Queen's School of Business

As a trainer for many of Canada's Olympic athletes and a coach to many private and public sector executives, Dr. Peter Jensen knows what it takes to tap into a person's talent. He will share his insights on what today's leaders need to bring to the workplace to create an environment where people feel energized, have a sense of purpose and feel supported in reaching their full potential. In his words, "Imagery is the language of performance." Dr. Jensen will share with us his views on how effective leaders play important developmental roles and, drawing on his experience, leave us with images of how we can move our teams to higher performance.

4:45 p.m.

RECEPTION AND DINNER

PANORAMA ROOM

JOHNSON 



ANNUAL SYMPOSIUM 2012 **MAY 29-30**
NATIONAL ARTS CENTRE

Wednesday, May 30th, 2012

7:30 a.m. EXHIBITS OPEN NAC FOYER

The list of public and private sector exhibitors can be found in your notebook. Coffee, tea and juice will be available throughout the conference in the exhibits area.

8:40 a.m. CALL TO ORDER NAC FOYER



Nadir Patel
Chair,
APEX Board of Directors



Hanny Toxopeus
Chief Executive Officer,
APEX

8:45 a.m. KEYNOTE ADDRESS NAC FOYER



The Honourable Tony Clement
President of the Treasury Board
and Minister responsible for FedNor

Minister Clement will be speaking to the executive cadre about the realities and opportunities of the new public service context.

9:00 a.m. AHEAD OF THE INTERNATIONAL CURVE NAC THEATRE



Huguette Labelle
Chair of the Board,
Transparency International

Inspired by her extensive professional experience, Huguette Labelle will present a unique and stimulating perspective on how to stay aware of, and connected to, international trends in order to keep our leadership skills relevant.

10:00 a.m. NETWORKING BREAK NAC FOYER



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10:30 a.m.

WRANGLING THE FUTURE: STRATEGIC FORESIGHT AND COMPETITIVE INTELLIGENCE

NAC THEATRE



uOttawa

As we face a rapidly changing environment, we need to find new economic, social and scientific models. As leaders in the Public Service of Canada, we are bombarded with information from a variety of media. How do we sort the useful from the extraneous?

In recent years, an increasing number of organizations have been turning to *Strategic foresight and competitive intelligence* models to identify a range of 'plausible futures'. Sound... *implausible*?

Think again! APEX gathers an impressive group of thinkers and practitioners who share with us secrets of 'predicting the unpredictable'.

Moderator



Claude Carrière

Associate Deputy
Minister, Agriculture
and Agri-Food Canada

Co-chair



Liseanne Forand

President,
Shared Services
Canada

Panellists



Dr. Jonathan Calof

Co-director, Performance
Management/Business
Analytics Program, Associate
Professor, Telfer School of
Management, University of
Ottawa



Paul De Civita

Director General,
Policy Horizons
Canada



John Kamensky

Senior Fellow, IBM Center for
the Business of Government,
Washington, D.C.



Dr. Gregory Richards

Professor of
Performance
Management,
Telfer School of
Management,
University of Ottawa

12:00 p.m.

NETWORKING LUNCH

PANORAMA ROOM



Canadian
Security
Intelligence
Service

Service
canadien du
renseignement
de sécurité



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2:00 p.m.

A RESPECTFUL AND PRODUCTIVE WORKPLACE

NAC THEATRE



The health and well-being of Executives and the people they lead is becoming an increasingly critical issue within the federal public service as well as for other OECD countries and in the private sector. There has been extensive research that shows a lack of respect can have an impact on the health of employees and ultimately the productivity of an organization. So, as leaders, how do we create respectful, healthy and productive organizations that support employees in achieving results for Canadians? A panel of experts from the private sector, academia and the federal public service will provide their insights and offer practical solutions for our consideration.

Moderator



Catherine MacQuarrie
Assistant Secretary to the Cabinet, Public Service Renewal, Privy Council Office

Co-chair



Daniel Jean
Deputy Minister, Canadian Heritage

Panellists



Paule Létourneau
Vice-President, Human Resources, Pfizer Canada



Ross MacLeod
Assistant Deputy Minister, Governance Planning & Policy Sector, Treasury Board of Canada



Marie-Claude Pelletier
President and General Manager, Healthy Enterprises Group – (formerly GP2S)



Lisa Spiegel
Research Manager, Centre for Organizational Research and Development, Acadia University

3:15 p.m.

BEYOND THE CURVE

NAC THEATRE



Colonel Chris Hadfield
Canadian Space Agency Astronaut and the next (and first Canadian) Commander of the International Space Station



Dr. Chummer Farina
Vice-President, Canadian Space Agency

**Live from Russia: Colonel Chris Hadfield
In Ottawa: Dr. Chummer Farina**

Canada's astronauts embody spirit, imagination, courage and commitment – key leadership qualities at all times. Let yourself be inspired by their quest for excellence in furthering scientific research and advancing technology development – as well as the human and professional sides of this uplifting Public Service career. An awe-inspiring opportunity to discover colleagues who live and work beyond the curve – via live discussion and direct exchange with Symposium participants – and an impressive presentation.

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4:15 p.m.

CLOSING REMARKS

NAC THEATRE



Liseanne Forand

Symposium Co-chair



Daniel Jean

Symposium Co-chair



Nadir Patel

Chair, APEX Board
of Directors



Hanny Toxopeus

Chief Executive Officer,
APEX

The Association of Professional Executives of the Public Service of Canada (APEX) is an independent, not-for-profit national organization. Our mission is to promote a quality Public Service by strengthening leadership excellence, promoting the health and well-being of executives and their working environments, and developing an active, engaged and growing national leadership community of practice that supports executives in their quest for high performance, productivity and professional growth.



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