



Where Canada's HR leaders connect,
exchange, and lead the future of work.

Digital Agenda

November 3-4, 2025

Title Sponsor:



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Monday, November 3, 2025

5:30 p.m. – 6:30 p.m. Welcome Reception

6:30 p.m. – 8:30 p.m. Welcome Dinner

Speakers:



Anthony Ariganello

CM, FCPHR, Chief
Executive Officer, CPHR
Canada



Jodi L. Kovitz

HBA, LLB, LLD (Hon.), Chief
Executive Officer, Human Resources
Professionals Association



Spencer West

International Motivational Speaker,
Disabled Content Creator, Author,
Social Media Influencer

In his keynote, "Redefining Resilience, Purpose, and Leadership in the Face of Adversity," Spencer West will inspire HR leaders to centre humanity as they guide their teams through change. Drawing on lived experience and powerful storytelling, he will show how fostering empathy, psychological safety, and a shared sense of purpose can strengthen resilience within organizations. As he has done for decades around the world, Spencer will leave our audience feeling empowered to lead with their hearts, helping their teams thrive even in the face of adversity.

Closing Speakers:



Erin Polcyn Sailer

Vice Chair,
CPHR Canada



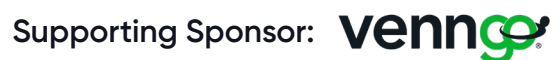
Alison Staples

CHRE, MBA, Prosci®, CCIP
Chair of the Board, HRPA

Welcome Dinner Co-host:



Supporting Sponsor:



**Emcee:****Sangita Patel**

Award-Winning Television Personality

Tuesday, November 4, 2025

8 a.m. – 9 a.m.

Connections Breakfast

9 a.m. – 9:30 a.m.

Opening Remarks

Speakers:**Anthony Ariganello**CM, FCPHR,
Chief Executive Officer,
CPHR Canada**Jodi L. Kovitz**HBA, LLB, LLD (Hon.), Chief
Executive Officer, Human Resources
Professionals Association**Christopher Gordon**National Leader, People
Advisory Services – Tax,
EY Canada

CPHR Canada and the HRPAA welcome you to the **2025 HRXchange** alongside our Title Sponsor, **EY**, and with an Indigenous Welcome Performance.

9:30 a.m. – 10 a.m.

Opening Keynote:

AI Fluency – Unlocking Human Potential in an AI-First World

In a world where AI is reshaping every aspect of how we work, learn, and lead, HR is uniquely positioned to guide this transformation. In this provocative and practical keynote, **Candice Faktor** shares how forward-thinking organizations are building AI upskilling programs and integrating AI fluency into their cultures, starting with People teams.

Drawing on real-world examples from companies like Shopify, Box, Zapier, and Google, she'll explore how HR leaders can move beyond hype to build AI-fluent, adaptable, and human-centred organizations. Candice will share her 6 Ps of Transformation framework to make sure learning actually leads to behaviour change. Attendees will walk away with fresh strategies, actionable frameworks, and a renewed sense of what's possible when HR leads the way.

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Speaker:

Candice Faktor

Co-Founder and CEO of **Disco**

10 a.m. – 10:20 a.m.

Panel: Canadian Economic Outlook –

Impacts of US Politics, Tariffs, and Economic Foundations

Canada's economic outlook is increasingly influenced by global forces – especially shifts in U.S. politics, evolving trade policies, and ongoing tariff challenges. This session, designed for HR leaders and business decision-makers, will provide actionable insights into how economic trends are shaping the employment landscape and how organizations can build resilience amid uncertainty. It will explore how these external pressures impact Canada's economic fundamentals and what it means for organizations navigating workforce planning, compensation strategies, and long-term talent development.

Speakers:



Douglas Porter

CFA, Chief Economist &
Managing Director,
BMO Financial Group



Nadim Kara

Executive Vice President,
Head of People & Culture
GreenShield

Moderator:



Vanmala Subramaniam

Future of Work Reporter, The
Globe and Mail (HRXchange
Media Partner)

10:20 a.m. – 11 a.m.

Panel:

Building Canada's AI Workforce – Global Lessons

To thrive in an increasingly tech-driven world and enable our country's competitiveness, we must invest in AI education, innovation, and talent development. Gain valuable perspectives from top executives as they lead groundbreaking change, build agile and effective leadership teams, and tackle the complex interplay between internal culture and external disruption in a fast-paced global economy.

Speakers:



Alida Meghji

Partner, AI & Data,
EY Canada



Gianluca Cairo

Vice President,
Operations and
Strategy, Dayforce



Cynthia Currie

ICD.D, Executive Vice
President and Chief Human
Resources Officer, IGM
Financial Inc.

Moderator:



Chris Dodge

Partner, People
Advisory Services, EY
Canada

11 a.m. – 11:30 a.m. Break

11:30 a.m. – 12:30 p.m. Power Sessions

Join us for interactive **Power Sessions** – dynamic working sessions designed to spark innovation and drive meaningful outcomes. Each Power Session begins with insightful thought leadership from industry experts on a key topic, setting the stage for engaging, collaborative discussions.

Participants will then work in facilitated table groups to brainstorm, debate, and co-create actionable ideas. These contributions will form the foundation of a comprehensive white paper to be published after the event, highlighting the collective intelligence and innovative thinking of our professional community.

Be part of shaping the future of work, one idea at a time.

Power Session 1

The Future of Wellbeing at Work: A Leadership Design Challenge

Hosted by: 

This interactive session challenges senior HR leaders like you to create a company celebrated for workplace wellbeing. Through a dynamic design challenge, you'll brainstorm bold leadership steps and cultural shifts needed to build a thriving, high-performing organization. This isn't just a discussion! It's a hands-on, strategic workshop designed to spark tangible ideas and connect you with your peers.

Speakers:



Alexandra Tillo
Senior Talent Marketing
Consultant, **Indeed**



Signy Plaxton
Global Client Strategist,
Indeed

Power Session 2

Turning Uncertainty into Opportunity: Rethinking Pay and Performance in a Changing World

Hosted by:

 normandin
beaudry
straight talk

Knowledge, thought leadership, and practical guidance on how companies are preparing for the potential impact of different economic uncertainties.

This interactive session will empower HR executives with the tools to design the future of work in Canada by focusing on three key areas:

- **Total rewards (compensation):**
Understanding evolving practices to attract and retain talent.
- **Talent management (performance management):**
Adapting approaches to foster agility, accountability, and growth.
- **Engagement (employee communication):**
Building trust, improving transparency, and strengthening relationships in a changing work environment.

Speakers:



**Mélanie Presseault,
MBA, CHRP**

Senior Principal,
Compensation,
Normandin Beaudry



**Matthew D. Pavelich,
B.A., GRDIP**

Partner, Communication,
Normandin Beaudry

Power Session 3

Cybersecurity and HR: Protecting People, Data, and Trust

Hosted by:  **PENINSULA**

HR sits at the intersection of people, data, and technology, making it both a driver of innovation and a prime target for cyber threats. This session will unpack how digital advancements have reshaped data security in HR, why cybersecurity must be part of every people strategy, and how HR leaders can build trust, ensure compliance, and prepare their organizations for the future of work in Canada.



Speaker:

Raj Singh

CEO of Peninsula Canada & BrightHR

Power Session 4

AI in Action: HR Tech Innovations Shaping the Future of Human Capital Management

Hosted by:  **EY** Shape the future
with confidence

In today's rapidly evolving workplace, organizations must leverage cutting-edge technology to stay competitive. Join **EY** for an insightful session on "**AI In Action**" where we will explore the transformative power of **Agentic AI** in **Human Capital Management**. Discover how this innovative technology can enhance decision-making, streamline recruitment processes, and personalize employee experiences.

Speakers:



Simon Goupil

Partner, People
Consulting,
EY Canada



Alida Meghji

Partner, AI &
Data, **EY Canada**



Andrea Wolfson

Partner, People
Advisory Services,
EY Canada

12:30 p.m. – 1:30 p.m. Lunch

1:30 p.m. – 2 p.m. Keynote: Tenacity's Fundamental Role in Company Culture

What can ultramarathons and human rights work teach us about leadership and resilience in our workplaces? In this inspiring session, humanitarian, human rights lawyer, and elite ultramarathon runner **Stephanie Case** will share how extreme endurance and frontline experience in conflict zones have shaped her understanding of tenacity.

Drawing from her work in some of the world's most complex conflict zones and her experiences running 200+ mile ultramarathons in extreme conditions, Stephanie relates powerful lessons on resilience, leadership, and mental strength to how HR leaders can build stronger, more adaptive workplace cultures. You'll leave feeling inspired, with practical insights on fostering resilience, purpose, and grit across your teams – especially in times of challenge and change.



Speaker:

Stephanie Case

International Human Rights Lawyer, Elite Ultramarathon Runner, Founder of **Free to Run**

2 p.m. – 2:30 p.m.

Keynote: Building A Progressive Culture Strategy – An Inside Look

Anuj Chandarana, Head of HR at **Google Canada**, will offer an inside look at how one of the world's most influential companies is building a progressive culture strategy. Learn how **Google** is rethinking leadership, inclusion, and innovation to stay ahead in a rapidly evolving world of work.



Speaker:

Anuj Chandarana

Head of HR, **Google Canada**

2:30 p.m. – 2:50 p.m.

Break

2:50pm – 3 p.m.

Keynote: Lead from Within –
The Courage to Centre People in Every Decision

In today's fast-paced, metrics-driven world, leadership is often measured by productivity and performance. But what if the real measure of success is how people feel under your leadership? In this powerful and energizing talk, award-winning technology executive Nkechi Nwafor-Robinson invites leaders to return to what matters most: the human at the centre. Drawing from her Inner Power Paradigm and L.E.A.D. framework, Nkechi offers a bold, actionable path to leading with empathy, alignment, and courageous authenticity. Through compelling storytelling and executive insight, she challenges leaders to shift from headcount to heartcount, from systems-first thinking to soul-aligned leadership. Whether you're navigating AI transformation, workplace well-being, or inclusive culture, this talk is a call to lead from within, where the most meaningful and lasting change begins.



Speaker:

Nkechi Nwafor-Robinson

CEO & Founder, **Empowered In My Skin Inc.**

3 p.m. – 4 p.m.

Closing Session: From Crew Member to CEO –
Lessons in Leadership, Culture, and Prosperity

Join **Michèle Boudria**, recently retired CEO of **McDonald's Canada**, as she shares her extraordinary journey from her first shift on the restaurant floor to leading one of the country's most iconic brands. In this closing fireside chat, Canada's HR leaders will be challenged to dream bigger for our country by learning how Michèle's entrepreneurial, winning mindset drove her teams' success and national impact. Attendees will walk away with bold, actionable culture principles to fuel human-centred leadership, unlock Canadian potential, and help position Canada at the top of the world stage.

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Speaker:



Michèle Boudria
Former CEO (Retired),
McDonald's Canada

Moderator:



Sangita Patel
HRXchange Emcee

4 p.m. – 4:15 p.m.

Closing Remarks

Closing Speakers:



Nicole Desloges
Board Director,
HRPA



Philippe de Villers
Chair of the Board,
CPHR Canada

4:15 p.m. – 5:30 p.m.

Reception

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