



# HEALTH & SAFETY

Conference Society of Alberta

## 17<sup>th</sup> ANNUAL ALBERTA HEALTH & SAFETY CONFERENCE PROGRAM

THURSDAY Feb. 21, 2019

Session	Time	Speaker Name(s) and Session Title	Session Description	Speaker Biography				
101	8:30 – 9:45	<b>GARY ANAKA</b> Beating Brain Stress  <b>OPENING*</b>	Are you living and working in a multitasking environment? Is your brain under a constant state of heightened stress? Everything you do requires your brain. In a world of increasing information and technology, you are going to have to use your brain more than ever. Can you expand your thinking capacities and maintain your critical memories? Definitely YES! Discover how to maintain a healthy efficient brain by sustaining resiliency and maintaining brain plasticity. This leading-edge knowledge will enhance your life, professionally and personally. No brain, no gain! This presentation is filled with hope and optimism for your future.	Top Brain-based teaching facilitator in BC today. A Learning Assistance specialist, a motivational educator, and author of two books, Gary has been presenting keynotes and workshops in the exciting new field of Neuroscientific research since 1997 to tens of thousands of professionals and the general public. He is a strong advocate for brain safety on the job, overall wellness and is famous for his audience engagement. His lively, energetic sessions have been called, both professionally and personally, life changing.				
102	10:15 – 11:15	<b>MARK GREENE</b> Roadmap to a Profession: Creating the AB College of OHS Professionals  <b>BLOCKBUSTER*</b>	On November 27, 2017, the Alberta Society of Health and Safety Professionals (ASHSP) was incorporated. The sole purpose of ASHSP is to protect public interest by transforming the health and safety profession (including all its sub-disciplines) into a fully-recognized profession, protected and regulated under the laws of Alberta (title protection, scope of practice protection, and self-regulatory oversight body). Competent, experienced, and ethical occupational health and safety professionals save lives; therefore, it is imperative that the profession evolve into one that is as recognized and respected as any other profession (e.g., engineering, law, medicine). This is our journey.	As one of the founding members of the Alberta Society of Health and Safety Professionals, Mark Greene currently sits as a public member on its Board of Directors. Since 2001, Mark has worked for Alberta Justice, where he is lead civil legal counsel for Occupational Health and Safety. He also provides advice to many government departments in respect to occupational health and safety issues. Mark has practiced in the areas of environmental law, transportation safety law, family law (family protection), and was legal counsel to the Law Enforcement Review Board. He currently teaches OHS Law, OHS Human Rights, and Violence in the Workplace courses at the Faculty of Extension – University of Alberta. Mark has been a guest speaker at many events including conferences hosted by the HSCSA, CSSE, the ACSA, Residential Construction Industry Conference, and PSAC.				
103	11:30 – 12:30	<b>THOMAS BARKER</b> Taking the Next Step: A Practical Guide to Leadership in OHS Ecosystems	As traditional OHS programs make the transition from employee focused models to workplace ecosystem models (with analytics support), so too must they make transitions in leadership style. This presentation examines the role of OHS leadership in enabling and accelerating the impact of health and safety analytics systems. The presentation defines the data leadership concept and outlines four roles of the OHS data leader: <table border="1" data-bbox="611 1390 1331 1459"> <tbody> <tr> <td>• Chief data officer</td> <td>• Data analytics leader</td> </tr> <tr> <td>• Data scientist</td> <td>• Data management leader</td> </tr> </tbody> </table> The talk outlines the responsibilities of these leadership roles, along with practical guidelines for developing capabilities of individuals and organizations with significant health and safety experience.	• Chief data officer	• Data analytics leader	• Data scientist	• Data management leader	Thomas Barker is Professor of Communication in the Graduate Program in Communication and Technology, Faculty of Extension and Professor in the Faculty of Arts at the University of Alberta. He served as Director of Technical Communication at Texas Tech University (2003-2012) and also served as Chair of the President's Strategic Planning Advisory Council, Contest Director for University Interscholastic League, and Faculty Advisor to the TTU Chapter of the Society for Technical Communication (STC). Professionally Thomas served on the STC President's Education Task Force, the Body of Knowledge Task Force, and as Founding Manager of the STC Academic Special Interest Group. He is a Fellow in the STC and a recipient of the J. R. Gould Award for Excellence in Teaching
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				<p>Technical Communication. His current work is in leadership communication and risk communication. He helped develop the Advanced Citation in Leadership in the Faculty of Extension and teaches graduate courses in leadership communication. He is a Contributing Faculty member in the University of Alberta, Peter Lougheed Leadership College. He recently received a three-year OHS Futures Grant from the Alberta Ministry of Labour to investigate psychosocial hazards for human service workers in Alberta.</p>
<p><b>104</b></p>	<p>11:30 – 12:30</p>	<p><b>KIM J. LAING</b> After the Emergency</p>	<p>Over the past 5-years throughout Alberta, a number of major disasters and circumstances have occurred including floods, fires and significant workplace layoffs. Often there is an immediate response and support, but what happens long after the emergency? How does an individual or community cope? This session explores several events. It examines the response, financial impact, infrastructure and emotional impact these types of events bring. It further looks at the types of resources provided pre and post event and how to prepare for future events on a personal level. This session will focus on:</p> <ul style="list-style-type: none"> <li>• community impact and resilience</li> <li>• personal impact and resilience</li> <li>• emergency preparedness</li> <li>• NGO emergency / disaster response</li> </ul>	<p>Kim Laing has been an active volunteer for many years with many organizations including Nobleford Emergency Services, Victim Services, Hand to Heart Foundation, Alberta College of Paramedics, Disaster Services, The Canadian Red Cross and St. John Ambulance.</p> <p>Over the years, Kim has responded to many emergencies and natural disasters domestically and internationally including floods, fires, tornadoes, hurricanes and civil war regions including: Kenya post-election violence (2008), Afghanistan (2009), DR Congo, Cambodia and Rawanda (2013), Haiti (2010, 2015 and 2017), Slave Lake fire (2011), Fort McMurray (2016) and Kamloops (2017).</p> <p>Her education includes Public Relations, Communication, Business Administration, Firefighter / PCP, CSO and ERU. Kim works for St. John Ambulance - Alberta Council as the Vice Present of Public Relations &amp; Business Development, the owner of Beneficent Ltd. and Chairman of the Canadian Hand to Heart Foundation.</p>
<p><b>105</b></p>	<p>11:30 – 12:30</p>	<p><b>JASON ANTONISHYN</b> Gamification of Safety Meetings</p>	<p>Engagement is not a new problem. It's just an increasingly important one. A game is, at its root, a structured experience with clear goals, rules that force a player to overcome challenges, and instant feedback. Everyday life is usually anything but. Because games offer clearly articulated rewards for each point players score and new level they achieve, they trigger the release of dopamine, a hormone in the brain that encourages us to explore and try new things. As a result, we experience a sense of accomplishment each time we predict the next sequence in a series of events-such as, designing a new series of passing routes that results in points for you or your team. Achievement can equate engagement.</p> <p>Enter, gamification. This concept of motivation through gaming promises to breathe new engagement into employees in all industries-speaking in quick, instantly gratifying terms that we've grown accustomed to in the age of digital transformation.</p> <p>So, what is gamification? No, it's not meant to turn work into a game. It plays on the psychology that drives human engagement-the drive to compete, improve, out-do and to get instantly rewarded while doing so. The gamification of safety meetings is merely the means to put that psychology to work in the safety sphere.</p>	<p>Jason Antonishyn has 20 plus years experiences in construction as a safety advisor, foreman, and field worker. During that time, he was afforded the opportunity to complete a post-graduate diploma in Art Therapy (art utilized in psychotherapy) and became certified as a Psychological Health and Safety Advisor. Jason's background in the field of psychology has helped him to develop workshops that have proven to be very useful; such as: improved communication skills, strengthened team environment, effective and meaningful dialogue between departments and trades that helped to dissolve workplace 'silos', and demonstrated that safety meetings do not have to be a chore for workers - it can be a fun, positive and a valuable experience. With encouragement from friends, colleagues and business owners, Jason started 3E Potential to help organizations focus on building a resilient workforce - Engage, Encourage, Enhance Potential.</p>

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			<p>In terms of safety meetings, companies have the chance to move beyond required-often boring-safety meetings to more interactive methods that reinforce policies and culture. To achieve this benefit, the game had to be designed with a specific goal in mind; such as, improve communication, team build, leadership training, challenge knowledge of safety policies, etc. Your employees are more motivated when something of value to them is at stake. If they think it's important, they'll work harder on it.</p>	
106	1:45 – 3:15	<p>Cannabis Legalization in Canada</p> <p><b>BLOCKBUSTER*</b></p>	<p>Cannabis will be legal across Canada on October 17, 2018. Find out what it means for you.</p> <p>Our panel of experts from the CSA Group, the Canadian Centre for Occupational Health and Safety (CCOHS) and SureHire - Occupational Health Testing will provide conference attendees with the latest information to promote safe, healthy, productive workforces &amp; communities.</p> <ul style="list-style-type: none"> <li>• Explore the latest research and practice-based evidence on workplace-related substance use, to identify best and emerging practices where available, and explore the role of a national standard solution on workplace substance use policies.</li> <li>• Learn about impairment and the steps a workplace can take to address this issue.</li> <li>• Learn about standardized testing options including pre-hire Fitness-to-Work screening.</li> </ul>	<p>Kyle Powell – SureHire Occupational Testing            Candace Sellar – CSA Group            Speaker TBA – Canadian Centre for Occupational Health &amp; Safety</p>
107	3:45 – 4:45	<p><b>ERIN MCFADDEN</b>, and  <b>JAMES WILSON</b>            Alberta WCB Updates</p>	<p>Description to be determined.</p>	<p>Erin McFadden has been with WCB for 19-years and is currently responsible for the Claims Contact Centre and Account Management teams. The Claims Contact Centre manages more than 300,000 customer inquiries every year. Erin's team works with employers to help them support their employees when injured on the job and manages their account performance through a focus on safety and disability management.</p> <p>James Wilson has worked in a variety of roles with the WCB since joining in Mar. 1989. James started as a premium auditor and moved into what ultimately became Partnerships in Injury Reduction in 1990. Since then he has been involved in all WCB pricing programs and has taken on other roles in other areas. Presently James is responsible for teams in Employer Account Services, Premium Audit, Claims Audit and Underwriting.</p>
108	3:45 – 4:45	<p><b>DR. MIKE WAHL</b>            Putting the Health Back into Health and Safety</p>	<p>Today organizations face complex challenges that impact the health and well-being of their workers. These factors include the remote nature of our working environments, shift work, fatigue, mental health and rising rates of obesity stemming from poor lifestyle, shifts in the age demographics of workforces and a rise in automation leading to sedentary jobs. These factors may predispose workers to becoming susceptible to long term disability, injury or incident.</p> <p>This presentation will highlight case studies and novel doctoral scientific research from heavy industry. Dr. Wahl will illustrate the</p>	<p>Dr. Wahl studied kinesiology science at the University of New Brunswick, then completed a masters in applied exercise physiology at Memorial University of Newfoundland (MUN). He holds a PhD from MUN's Faculty of Medicine where he studied obesity in high risk demographics. He is the chair of the Human Performance in Extreme Environments program for the faculty of Medicine and currently teaches in the Faculty of Human Kinetics &amp; Recreation, and Faculty of Medicine/Epidemiology.</p>

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			role of lifestyle intervention, injury prevention education and worker physical capacity assessments as an effective means of reducing the risk of illness and injury and their associated costs to organizations both financially and operationally.	Dr. Wahl's research focuses on occupational medicine, human performance and obesity – an academic approach to solving real world problems to worker health. Mike has devoted much of his time on offshore oil rigs and months in remote industrial locations helping organizations take a proactive role in mitigating worker health risks by shifting their health and wellness culture. Currently the Sen. Director of Wellness for Horizon Occupational Health Solution a member of the Medisys Health Group, Mike and his team create wellness and safety programs catered to organizations in Canada and around the world.
109	3:45 – 4:45	<b>MHSA</b> Integration of Automation	Description to be determined.	Speaker name and bio to be determined.

**FRIDAY Feb. 22, 2019**

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201	8:30 – 9:45	<b>DAVE FENNELL</b> Beyond Swiss Cheese and Equilateral Triangles – Critical Safety Thinking  <b>BLOCKBUSTER*</b>	It is 2019 and it is time for safety professionals and safety influencers to do some critical thinking on safety. For decades there have been some safety principles and models that we have used as touchstones for how we approach safety. They have served us well and allowed us to communicate safety principles, build safety management systems and help employers make their sites safer. It is, however, time for us to really think deeply and critically on how we apply, use and teach some of the traditional safety models that have guided our approaches in the past. This presentation will focus specifically on the Incident Triangle and the Multiple Causation (Swiss Cheese) Models. We will explore how can we use these models to help us understand what LEADING safety looks like and what these models should look like in 2019 and Beyond. This presentation will get us ‘thinking’ and not just blindly ‘doing’. The focus will be on using the triangle as an assessment of safety culture and how to use it in assessing potential severity so that we focus on high priority issues. We will explore how to use the Safety Filters (the upgrade to the Swiss Cheese model) to ensure a balanced approach to safety. The main take away from this presentation is to create questioning minds and critical thinking for safety professionals, safety officers and management.	Dave Fennell is retired from his roles as Senior Safety Advisor for Imperial Oil and Senior Technical Professional for Safety for ExxonMobil. He has a BSc. from McMaster University in Environmental Sciences, a diploma in Civil Engineering Technology and is a Canadian Registered Safety Professional (CRSP). Dave has developed approaches to safety management that have produced results, are widely recognized and have been featured in safety management videos that have been used by companies around the world. He is a regular guest lecturer at the University of Alberta on Behaviour Based Safety and on Human Factors in Engineering and Safety. He has presented at conferences and safety forums across North America with rave reviews, inspiring safety professionals, management and workers to create positive change. His latest research projects include the development of standards and materials to prevent steam and hot water burns and work within ExxonMobil on strategies for reducing Risk Tolerance. The video and materials on Risk Tolerance are used around the world and have been translated into 9 languages. Dave was named the Canadian Safety Professional of the Year by the Canadian Society of Safety Engineering in 2013. Dave says he gets his most creative ideas while snowshoeing and paddling his kayak.
202	10:30 – 11:30	<b>PARTNERSHIPS</b> Alberta’s New OHS Legislation	Description to be determined.	Speaker name and bio to be determined.
203	10:30 – 11:30	<b>RYAN CAMPBELL</b> Behaviour-Based Safety Needs an Update	Behaviour-based safety systems try to unearth root causes to incidents; they shovel away overburden to get the good stuff, the rich ore of causes and learnings that will lead to zero incidents. We need to dig deeper. Behaviour is the observable result of decisions and decision science can help make organizations safer. The objective of this presentation is to present relevant findings in decision science to help attendees nudge their organizations to safer performance. Research into loss aversion, availability bias, and other cognitive heuristics are all hardwired ruts in our decision making that have been distilled into ideas for improving how we think about safety, and how we manage and control risk in our organizations. The work of Kahneman and Tversky on loss aversion, uncertainty involving risk, and our built-in biases should have led to the abandonment of the idea of humans as rational thinkers. Among their findings is the theory of two system thinking which evolved from our pre-industrial history because of the need for fast decisions to stay alive. System 1 is gut thinking; fast, intuitive, low energy and subject to bias and cognitive shortcuts. System 2 is a slower, deliberative, high energy process.	Ryan Campbell, B.Sc., CRSP - Ryan is a Canadian Registered Safety Professional with a deep interest in helping people work safer. His career as an occupational health, safety, and industrial hygienist has taken him across a wide variety of organizations and environments in various industries in order to help anticipate, recognize, evaluate, and control workplace hazards. As a health and safety professional, Ryan approaches the field as a discipline requiring continuous improvement through research and investigation of disparate fields of knowledge, leading to a more conciliant approach to health and safety.

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			<p>We make most of our decisions using System 1, and improperly assess risk as a result. The Nobel winning research of Richard Thaler gives us a way to nudge workers to safer decisions. Thaler shows that an understanding of the mental shortcuts we are susceptible to allows us to influence worker decisions by using the known bias of System 1 to influence workers to making safer choices. Nudging, availability bias, loss aversion, and probability weighting are new concepts to health and safety that attendees will be introduced to.</p>					
<p><b>204</b></p>	<p>10:30 – 11:30</p>	<p><b>DR. FARRELL CAHILL</b> Chronic Occupational &amp; Non-Occupational Disease: Mitigation Through Comprehensive Health &amp; wellness Program Development</p>	<p>The consequences of poor physical health and wellness for those working at physically demanding jobs can be costly both in human and economic terms. This is especially true with the rapidly increasing prevalence of non-occupational diseases. These diseases are often confused with occupational diseases. A significant number of industries are not able to properly identify which physical/mental conditions are due to the occupations themselves. Non-occupational diseases are currently not being mitigated by many existing health and safety programs. Improving both the physical and mental health standards/education in the workplace will positively affect the work wellness culture. Not only does it mitigate risk of illness/injury and associated costs to employees of national and multi-national organizations, but also positively affects the wellness culture of their community as a whole. Employers are often unaware but they have the best opportunity to make a significant impact on actionable public health policy.</p> <p>The data presented by Dr. Farrell Cahill has been collected over 17+ years of work in the field of obesity and chronic diseases. The data is academically validated and exemplifies best practices that can be implemented within an organization of any industry. Dr. Cahill will present findings from his general population and national organization-based research along with how to develop health risk prevention programming to produce measurable shifts in both occupational and non-occupational diseases. He will also detail how this can significantly reduce incidents/injury rates in the workplace and at home. This presentation will include the details of Dr. Cahill's newly funded research program that will work directly with a number of large multi-national organizations to develop and implement the most comprehensive health and wellness initiatives.</p>	<p>Dr. Farrell Cahill holds a bachelor's degree in kinesiology from Memorial University of Newfoundland (MUN) and a Master of Science in Kinesiology focusing on applied thermoregulatory and exercise physiology from the University of Manitoba. He also holds a PhD from the Faculty of Medicine at MUN where he studied the physiology, endocrinology and genetics of obesity diabetes in the general population. He currently teaches in the Faculty of Human Kinetics &amp; Recreation at MUN. Dr. Farrell Cahill is a recognized leader in Canada for obesity, exercise physiology, thermoregulatory physiology, diabetes, stretching on human performance, and endocrinology. His academic research focuses on the physiology/endocrinology of occupational and non-occupational chronic diseases and the development of realistic and sustainable solutions for work environments. Dr. Cahill is currently working with a number of multi-national organizations to develop academically supported and defendable Physical Employment Standards (PES) and Bona Fide Occupational Requirements (BFORs) to reduce obesity and obesity-related health conditions for workers in isolated/remote environments. Dr. Cahill is the first to develop a BFOR for the offshore oil and gas industry. Currently Farrell is the Director of Research for Horizon Occupational Health Solution a member of the Medisys Health Group, and has extensive knowledge to be a subject matter expert on the following topics:</p> <table border="1" data-bbox="1360 1159 2039 1284"> <tr> <td data-bbox="1360 1159 1698 1195">Bona Fide Job Requirements</td> <td data-bbox="1698 1159 2039 1195">Marijuana in the Workplace</td> </tr> <tr> <td data-bbox="1360 1195 1698 1284">Marijuana in the Workplace</td> <td data-bbox="1698 1195 2039 1284">Occupational and Non-Occupational Chronic Disease Management</td> </tr> </table>	Bona Fide Job Requirements	Marijuana in the Workplace	Marijuana in the Workplace	Occupational and Non-Occupational Chronic Disease Management
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<p><b>205</b></p>	<p>1:00 – 2:00</p>	<p><b>NICOLA CHERRY</b> The Health of Firefighters Deployed to the Fort McMurray Fire ('Firefighters Study')</p>	<p>In May 2016 a wildfire threatened to engulf the City of Fort McMurray in northern Alberta, resulting in a total evacuation. Firefighters were deployed from across the province and beyond to help control the fire. It was soon recognized that the extreme conditions early in the fire could affect the health of first responders. A study (phase 1) was set up to examine acute effects in firefighters from 13 fire services (N=355) and later extended (phase 2) to any firefighter, based in Alberta, who attended the fire. In total, the study includes more than 1200, structural, industrial and wildland firefighters who have filled in a baseline questionnaire describing</p>	<p>Nicola Cherry is a professor in the Division of Preventive Medicine at the University of Alberta. As an occupational epidemiologist and physician, she has wide research interests, including the impact of occupational and environmental exposures on the nervous, reproductive and respiratory systems. She holds a PhD in occupational psychology, in addition to specialist qualifications in occupational medicine, and has a particular interest in the intersection between mental and physical health in response to work exposures.</p>				

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			<p>their exposures. These firefighters have now completed a first follow-up questionnaire focusing largely on mental health supports: for this sub-study, additional information comes from fire chiefs and, for wildland firefighters, regional managers who were all interviewed one-on-one about the mental health supports in place before, during and since the fire. All cohort members will be asked to complete a final follow-up in the winter of 2018-19, designed to delineate more precisely the nature of on-going health issues related to experiences during the fire. With the permission of the firefighter, results of lung function tests and information on WCB claims are being collected. More than 1000 fire fighters have given consent for the information they have provided to be linked to the Alberta administrative health record. This will allow us to determine if there have been greater than expected numbers of physician consultations, particularly for respiratory or mental health problems, and, if so, the exposures responsible. Although the study will be wrapped up towards the end of 2019, further follow-up through the administrative health record will be possible, to look at long term effects of the fire. This presentation will cover results from the baseline and first follow-up and give a clear idea of the findings and recommendations that will be found in the final report.</p>	
206	1:00 – 2:00	<b>ERIK SHERMAN</b> The Future of Transportation Safety Professionals in Alberta	<p>The Future of Transportation Safety Professionals in Alberta - safety in transportation is an all-encompassing task. Between the needs of safety, operations, training and compliance, there is no shortage of interests at play. The Alberta Motor Transport Association, an industry funded and supported not-for-profit organization, has implemented a training and recognition process for Safety Professionals in the field of commercial transportation. It aims to improve the knowledge and skills utilized by Safety Professionals every day. From small operators to the multi-national fleets, this certification prepares you for a career and communicates your value to employers and industry. Attendees will learn about the Certified Transportation Safety Professional program, its industry and regulatory commitment, and why this credential changes everything.</p>	<p>Erik Sherman's career in occupational health and safety spans the better part of 15 years. In this time, he has completed a formal OH&amp;S education with the University of Alberta, obtained an advanced level of training and experience in motor vehicle/ workplace incident investigation, and an expert level of knowledge in carrier compliance in Canada and the US.</p> <p>Erik is currently the Director of Injury Reduction and Training for the Alberta Motor Transport Association (AMTA), based out of Edmonton, AB. Erik leads the AMTA's industry safety and training initiatives in service of more than 14,500 carriers across the province. Prior to coming to the AMTA, Erik was a consultant working within transportation focused businesses ranging from Carriers to technology companies seeking to improve safety and compliance on North Americas roadways. Erik brings a strong desire to influence constant improvement in the road transportation sector.</p>
207	1:00 – 2:00	<b>BILL BORGER</b> <b>HASSAN HUSSEIN</b> <b>AMANDA SILLIKER</b> Thompson Reuters - Canada's Safest Employers Panel Discussion	<p>What does it take to be one of Canada's Safest Employers? Now in its eighth year, Canada's Safest Employers award, presented by Canadian Occupational Safety, recognizes the top companies in the country with outstanding health and safety practices. This session will feature Borger Group of Companies, who is a past winner of the most prestigious award available: Canada's Best Health + Safety Culture. The CEO and safety manager of Borger will share their safety tips and tricks with conference attendees. Participants will take home some practical solutions they can use in their own workplace. A Q&amp;A session</p>	<p>Bill Borger            Hassan Hussein            Amanda Silliker is the editor of Canadian Occupational Safety magazine, published by Thomson Reuters. She has held the role for 5 years and previously worked as an editor with Canadian HR Reporter. Amanda is the project manager for Canada's Safest Employers Awards and for the magazine's Safety Leader of the Year award. She travels across Canada hosting sessions like this where award winners can share their expertise and help other companies strive to be the safest in</p>

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			allows attendees to ask specific questions of the winners. Moderated by COS editor, Amanda Silliker.	Canada. Amanda has a Bachelor of Journalism, Highest Honours, from Carleton University in Ottawa.
208	2:10 – 3:40	<b>DEBRA DEWAAL</b> Leadership & Resiliency – Role Modelling with Mastery  <b>CLOSING*</b>	Do the people around you see you as a pillar of strength and a role model to be respected? Come and explore what it takes to model and inspire success in others. In this dynamic session Debra deWaal, a former Calgary Police Officer, will motivate you to be the leader you want others to see, and show you how to lessen stress and increase your resiliency.  This presentation will give you what you need to achieve mastery both in your personal and professional life. Come get equipped to take on your next challenge or your next conflict with confidence and renewed energy.	Debra deWaal is a former Calgary Police Officer and is now the owner of Safe & Sound Safety Training & Consulting Ltd. Debra's 10 year career with CPS included 3 years undercover work in auto theft, stolen property and vice. Debra also spent numerous years working on the street as a uniformed officer. Since leaving CPS, in addition to Safe & Sound, Debra has owned and operated a Manufacturing Plant and a Leasing company.  Debra is a professional member of Canadian Association of Professional Speakers and has been developing and facilitating Mental Toughness, Personal Safety and Conflict Management Training to Canadian citizens since 1995.