

LEADING CHANGE: LEADERSHIP DEVELOPMENT BOOTCAMP FOR RACIALIZED LAWYERS

MAY 16, 2019 | TORONTO REGION BOARD OF TRADE, TORONTO, ON

THURSDAY, MAY 16, 2019

8:00 – 9:00 **REGISTRATION AND BREAKFAST** | Main Foyer, Lennox Hall West

Sponsored by: 

9:00 – 9:10 **OPENING REMARKS** | Lennox Hall East

9:10 – 10:10 **EXECUTIVE PRESENCE** | Lennox Hall East
(1 hour – Ethics, Professionalism, Practice Management content¹)

What do your verbal and non-verbal communications say to those around you about your ability to be a legal leader? Executive presence is not simply about wearing a power suit – it's also about how you carry yourself. Your body language and the way you interact with clients and colleagues speak volumes about your confidence and readiness to advance in the profession. The panel will share insights into how you can hone your executive presence. Learn what it takes to carry yourself with authority and communicate with others while projecting competence and calm.

Moderator: **Vivene Salmon**, Bank of America Merrill Lynch (*Toronto, ON*)

Speakers: **The Honourable Justice Donald McLeod**, Ontario Court of Justice (*Brampton, ON*)
Nadirah Nazeer, HP Inc. (*Oakville, ON*)

10:10 – 10:30 **REFRESHMENT BREAK** | Lennox Hall West

Sponsored by: 

10:30 – 11:30 **CONCURRENT SESSIONS**
(1 hour – Ethics, Professionalism, Practice Management content¹)

SESSION 101: DISCOVER YOUR STRENGTH AND PURPOSE | Lennox Hall East

What's your motivation? To have a successful life and a fulfilling career, it is important to first find your purpose, and then determine how best to work toward it. This session will provide you with tools that will help you pinpoint where your strength and purpose meet your skill and passion. This session is appropriate for Canadian legal practitioners of all levels and backgrounds.

Moderator: **Kamaljit Lehal**, Lehal Law Corporation (*Delta, BC*)

Speakers: **Kerry Boniface**, Law Society of Ontario (*Toronto, ON*)
Abena Buahene, Ontario Film Authority (*Toronto, ON*)
Hadiyah Roderique, University of Toronto (*Toronto, ON*)

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SESSION 102: STORIES OF LEADERSHIP | Room A/B/C/D

The plotline of every success story includes challenges, triumphs and life lessons learned along the way. In this session, the speakers will explore common themes that you can apply on your own path to leadership, at every stage of your career. This session is appropriate for Canadian legal practitioners of all levels and backgrounds.

Moderator: **Charlene Theodore**, Ontario English Catholic Teacher's Association (*Toronto, ON*)

Speakers: **Julia Shin Doi**, Ryerson University (*Toronto, ON*)
Kikelomo Lawal, Interac Corp. (*Toronto, ON*)
Isfahan Merali, Consent and Capacity Board (*Toronto, ON*)

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11:30 – 12:45 **LUNCH | Lennox Hall West**

Sponsored by:  **GOWLING WLG**

12:45 – 13:45 **AUTHENTIC LEADERSHIP | Lennox Hall East**
(1 hour – Ethics, Professionalism, Practice Management content¹)

Authenticity is an integral part of being a successful leader, but what does “being authentic” truly mean? In this plenary session you will find out how to become more self-aware and develop your own leadership presence, and learn how to successfully bring your true self to work without scuttling your legal career. This session is appropriate for Canadian legal practitioners of all levels and backgrounds.

Moderator: **Vivene Salmon**, Bank of America Merrill Lynch (*Toronto, ON*)

Speakers: **Ritu Bhasin**, Bhasin Consulting Inc. (*Toronto, ON*)
Bindu Cudjoe, Canadian Western Bank (*Edmonton, AB*)
Fernando Garcia, Cargojet (*Mississauga, ON*)

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13:55 – 14:55 CONCURRENT SESSIONS

(1 hour – Ethics, Professionalism, Practice Management content¹)

SESSION 201: ADAPTING TO CHANGE AND TRANSITION | Lennox Hall East

Maybe you're a new lawyer starting out, or a mid-tier lawyer navigating a move outside of the traditional big-firm career path. Perhaps you're working for an organization with a revolving door in the C-suites, or deciding how to wind down your legal career – it's never too early (or too late!) to learn how to deal with career change and transition. This panel will discuss what to do when change comes upon you at all stages of your career, and teach skills you can use to adapt to new circumstances.

Moderator: Kang Lee, JAMP Pharma Corporation (*Boucherville, QC*)

Speakers: Denise Dwyer, Ministry of Education (*Toronto, ON*)
Sue-Lynn Noel, Private M&A Consultant (*Toronto, ON*)
Amees Sandhu, BA, MA, LLB, TASA, CCEP-I, Barrister & Solicitor (*Toronto, ON*)

Sponsored by:  Lenczner
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SESSION 202: RESILIENCE AND MENTAL TOUGHNESS | Room A/B/C/D

Practising law can be challenging for anybody, but many racialized and indigenous lawyers face additional barriers based on institutionalized inequality. Those barriers are not insurmountable, however – professional success is indeed possible. An integral part of this is building resilience and mental toughness through self-care and learning to seek and accept support from others.

Moderator: John Brown, McCarthy Tétrault LLP (*Toronto, ON*)

Speakers: Sumit Ahuja, Dreyer Davison Lawyers LLP (*Langley, BC*)
Derek Lacroix, Q.C., Lawyers Assistance Program (*Vancouver, BC*)
May Cheng, Osler, Hoskin & Harcourt LLP (*Toronto, ON*)

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14:55 – 15:15 REFRESHMENT BREAK | Lennox Hall West

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15:15 – 16:15 CONCURRENT SESSIONS

(1 hour – Ethics, Professionalism, Practice Management content¹)

SESSION 301: EMPOWERMENT THROUGH DELEGATION | Lennox Hall East

It has been said, “If you want to go fast, go alone; if you want to go far, go together.” One of the keys to successful leadership is strategic delegation. How can you build the right professional and mentorship team to move your career forward? How can you leverage your existing support system and be more strategic in working with your existing team? Learn the tools you need to build, leverage and maximize your support network, and become a more effective team lead. Emerging and senior leaders will benefit from this breakout session. This session is appropriate for Canadian legal practitioners of all levels and backgrounds.

Moderator: Charlene Theodore, Ontario English Catholic Teacher's Association (*Toronto, ON*)

Speakers: Njeri Damali Sojourner-Campbell, Hicks Morley Hamilton Stewart Storie LLP (*Toronto, ON*)

Wendy Lopez, Catholic Principals' Council of Ontario

Paul Jonathan Saguil, TD Bank Group (*Toronto, ON*)

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SESSION 302: INTERGENERATIONAL AND INTERCULTURAL LEADERSHIP | Room A/B/C/D

We've all heard of cultural competency, the ability to effectively interact with people across cultures. Racialized and indigenous lawyers not only have to reach across cultures, but also work to overcome generations of systemic barriers and inequality while doing so. What role do intercultural leadership skills play on an intergenerational basis, particularly in the context of reconciliation?

Moderator: John Brown, McCarthy Tétrault LLP (*Toronto, ON*)

Speakers: Katherine Hensel, Hensel Barristers (*Toronto, ON*)

Kathleen Lickers, Barrister & Solicitor (*Ohswegen, ON*)

Signa A. Daum Shanks, Osgoode Hall Law School (*Toronto, ON*)

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16:20 – 16:25 REGISTRATION PRIZE GIVEAWAY | Lennox Hall West

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16:25 – 18:00 CLOSING REMARKS AND RECEPTION | Lennox Hall West

¹ **Members of the Law Society of Ontario:** Content for this conference includes 5 professionalism hours that focus on advancing [equality and inclusion](#) in the lawyer and paralegal professions.

*Topics, speakers and timing subject to change

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