



# LGMA

LOCAL GOVERNMENT  
MANAGEMENT ASSOCIATION  
OF BRITISH COLUMBIA

## **DANCING BACKWARDS AND IN HIGH HEELS\* 2008 WOMEN IN LEADERSHIP PROGRAM**



The Local Government Management Association of British Columbia is pleased to announce the fifth annual Women in Leadership Program which will be held at the Delta Vancouver Airport in Richmond from October 1-3, 2008.

This year's theme "Dancing Backwards and in High Heels" will explore the challenges and opportunities faced by women in the workplace. Both emerging and executive leaders will participate in facilitated discussions with like-minded participants and hear from fascinating speakers.

The program will provide an excellent opportunity for delegates to connect with other women leaders, discuss common issues and identify solutions to challenges that face them in their jobs.

Cost: LGMA Members - \$495.00 + GST, Non Members \$595.00 + GST

Registration will be limited to 50 individuals, which will include all meals.

Delegates are responsible for making their own accommodation bookings. Due to limited availability, premier rooms will be offered at a rate of \$189 per night plus applicable taxes. This rate is in effect until September 1, 2008. Call 604-278-1241 or 800-268-1133 to make a reservation. Please identify yourself as attending the Women in Leadership Program. Further information on Delta Vancouver Airport can be found at <http://www.deltaairport.vancouver.com/>

Registration is available on-line at <http://www.civicinfo.bc.ca/Conference/wlgl2008.asp>

**Registration deadline is September 16<sup>th</sup>, 2008.**

**Cancellation Policy: Requests for refunds/cancellations will be accepted up to September 15<sup>th</sup>, subject to a \$50.00 cancellation fee. No refunds after September 16<sup>th</sup>. Forum attendance is transferable.**

**\*see keynote Stephen Hammond**



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**WOMEN IN LEADERSHIP PROGRAM**  
**October 1-3, 2008**  
**DELTA VANCOUVER AIRPORT**  
**RICHMOND**

Program Agenda

**WEDNESDAY, October 1, 2008**

**7:00- 9:00 P.M.**

**WELCOMING RECEPTION**

Welcome to delegates

**Presenter: Shelley Hahn, Director of Business Services, Municipal Finance Authority**

**THURSDAY, October 2, 2008**

**7:00 – 8:30 A.M.**

**BREAKFAST**

**8:30 – 10:00 A.M.**

**COMMUNICATION IN THE WORKPLACE**

**Facilitators: Tracey Lee Lorensen, Paragon Strategic Services & Dianne Hunter, City Manager, City of Fort St. John**

Behavioral research suggests that the most effective people are those who understand themselves, both their strengths and weaknesses, so they can develop strategies to meet the demands of their environment. Tracey Lee Lorensen and Dianne Hunter will facilitate an interactive discussion of communications styles and preferences and what that means in the workplace. Participants, having taken a self-assessment in advance, will have an opportunity to participate in the discussion by considering their own personal style of communication and how others perceive them. Participants will leave this session with a better understanding of how they can use their communication style to be more effective leaders.

Both Tracey and Dianne have vast experience working in the public sector and can share with participants their experiences as well as facilitate a discussion amongst participants who can share and learn leadership strategies from each other.

Tracey Lee Lorensen joined Paragon in July of 2006, building on her previous experience both practicing law and as an executive manager of both technology and operations. Immediately prior to joining Paragon, Tracey worked as the Executive Vice President and Corporate Counsel for E-Comm (Emergency Communications for Southwest BC). Prior to joining E-Comm, Tracey practiced workplace law and represented clients at trial, arbitration and administrative hearings. Tracey has taught courses on business and leadership at both the university and college levels, has written articles and has led team and management workshops on topics including labour relations, leadership, corporate coaching, creativity, succession planning as well as a variety of legal issues.

Dianne Hunter started her career in 1979 in local government as a summer student hired to update bylaws from imperial measurements to metric. She accepted the position not fully understanding what a “bylaw” was or even how local governments functioned! She showed up on her first day late and in bare feet (remember those free spirited hippy days!) to the aghast looks from her fellow workers. From that shaky and inauspicious start, she has advanced over a span of three decades through the local government field through five local governments (one village, one Regional District, one District Municipality, one Town and now a City) in two provinces. She now holds the position of City Manager for the City of Fort St. John. Her story is about what it takes to advance in the local government field on both a personal and professional level. However, her story is much more entertaining and interesting than the list of achievements highlighted on her resume. It entails inspiring stories of being mentored and of mentoring others, of changes in marital status and challenges of raising a family, of the long hours and sacrifices as well as amazing rewards and satisfaction found in working with a community. Throughout her career, Dianne has also come to appreciate the amazing stories of other women leaders, who also started in local government as meter maids, pool attendants and as front counter receptionists. From these stories Dianne has grown to understand that her story is not about being a “leader” but rather being a fellow traveler. She looks forward to sharing her stories and hearing other women’s stories and how they have achieved their goals and the challenges they faced.

**10:00-10:30 A.M.**

**BREAK**

**10:30-11:45 A.M.**

**LEADERSHIP CHALLENGES AND STRATEGIES**  
**Facilitators: Tracey Lee Lorensen, Dianne Hunter**

Effective leaders are those people who have a diversity of skills from which they can draw from to address the needs of a given situation. Participants will break out into group discussions about some of the challenges they face in the work environment in the context

of their reference group, whether that is working with elected officials, internal staff or citizens, to name a few. Reporting out to the group as a whole will provide an opportunity for participants to share and learn about challenges of and opportunities to be a leader in their organizations. Some of the questions posed to the groups will include:

- How can you be a more effective leader in challenging environments and situations;
- How do you recognize and correct self-sabotaging behaviours;
- How do you recognize and challenge some of the perceptions of the way women are thinking or doing things and how to manage it as you move through positions of responsibility;
- How do you get the most out of people without compromising your values or your leadership style;
- What are some of your biggest mistakes and how did you turn those into learning opportunities;
- How can you mentor and coach others in the workplace.

**12:00-1:30 P.M.**

**LUNCH**

**Luncheon Guest Speaker: Alison McNeil,  
Program Coordinator, Local Government Programs, Capilano University  
The Role of Education in Leadership Development**

**1:30 – 2:45 P.M.**

**A WOMAN IN A MAN'S WORLD – WHO CARES?**

**Presenter: Pat Jacobsen**

Pat Jacobsen, former CEO of Translink, former Ontario deputy Minister of Transportation, and currently Chair of the BC Cancer Foundation, and a corporate director for Air Canada and Port Metro Vancouver understands what it is like to work in traditionally male-dominated fields. With her years of experience working as the executive leader of large organizations that are the traditionally supported by men leads to the question of whether it makes a difference that the executive leader is a woman? Does Pat approach her responsibilities differently because she is a woman? Does anybody care that the leader is a woman? Pat will share her experiences and perspectives on working in such an environment and looks forward to encouraging women to consider working in non-traditional roles.

**2:45- 3:00 P.M.**

**REFRESHMENT BREAK**

**3:00-4:30 P.M.**

**ROUND TABLE DISCUSSION WITH WOMEN CAO'S**

**Facilitators:** Ruth Malli, CAO and Erin O'Melinn, Intern, Town of Ladysmith  
**Participants:** Patti Ferguson, CAO, City of Armstrong; Isabell Hadford, CAO, District of Clearwater; Dianne Hunter, City Manager, City of Fort St. John; Helen Koning, former CAO, Town of Osoyoos, Village of Hazelton; Elsie Lemke, CAO, District of Peachland

What is it like to be the chief administrative officer of an organization? Are there specific leadership qualities that are brought to the organization because they are women? Have your questions ready for this informal and highly interactive round table discussion with CAOs.

**4:30 – 6:00 P.M.**

**FREE TIME**

**6:00 – 7:00 P.M.**

**NO HOST RECEPTION**

**7:00 P.M.**

**DINNER**

**A PERSONAL JOURNEY OF LEADERSHIP**

**After Dinner Speaker: Jane Blackmore, former resident of Bountiful**

Jane Blackmore, former wife of polygamist leader Winston Blackmore, left the closed community of Bountiful in 2003 to start a new life. After living her entire life under the culture of the Mormon sect, Jane has actively spoken out against the alleged abuses in her community and was a key witness to testify in the United States case that saw the conviction of former Bountiful resident Warren Jeffs as an accomplice to abuse of underage girls.

Jane Blackmore's leadership to ensure and protect those most basic of rights such as freedom of choice and speech that we all take for granted is an inspiration to all who hear her story.

**FRIDAY, October 3, 2008**

**7:30 – 8:30 A.M.**

**BREAKFAST**

**8:30 – 10:30 A.M.**

**DANCING BACKWARDS AND IN HIGH HEELS  
OVERCOMING THE OBSTACLES WOMEN FACE AT WORK  
Speaker: Stephen Hammond**

Former ambassador and lawyer, Faith Whittlesey said "remember Ginger Rogers did everything Fred Astaire did, but backwards and in high heels". Even today, unfortunately, it's still too often the truth. There's a big equality gap for women in Canada, and unless changes are made, the gap will continue to widen or will only shrink in modest measures. Stephen Hammond learned about equality from his feminist, yet somewhat politically conservative, mother, Gerrie Hammond. In his stimulating and funny talk, Stephen will discuss common sense approaches to make subtle and not-so-subtle changes to overcome gender discrimination that still exists in Canada.

Women in all workplace positions and environments will get an insight from Stephen who learned lessons the hard way and who now openly and unapologetically stands up for women in the face of discrimination. Stephen provides a unique view point on areas of past and present-day discrimination that still affects women. You will be dismayed by stories of defeat and impressed by stories of success. You will laugh with the ridiculousness of the “stuff” that’s still going on and yet you will leave wanting to do more...in the name of simple equality. Stephen will share stories of modern day discrimination; wonderful celebrations of women who continue to make change; hilarious lessons learned from a feminist mother; how selling sex is confusing the guys; and important times to speak up.

**10:30 - 11:00 A.M.      REFRESHMENT BREAK**

**11:00 – 11:30 A.M.      WRAP UP**  
**Facilitator: Elsie Lemke, Past President, Local Government Management Association.**

**11:30 A.M.              ADJOURN**