



## 2009 WOMEN IN LEADERSHIP PROGRAM



The Local Government Management Association of British Columbia is pleased to announce the sixth annual Women in Leadership Program which will be held at the Radisson Hotel Vancouver Airport in Richmond from September 14-16, 2009.

This year's theme "Personal Journeys" 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, standard rooms will be offered at a rate of \$139 per night plus applicable taxes. This rate is in effect until August 14, 2009. Call 1-800-333-3333 or 604-279-8384 to make a reservation. Please identify yourself as attending the Women in Local Government Leadership Program. Further information on Radisson Hotel Vancouver Airport can be found at <http://www.radisson.com/vancouverca>

Registration is available on-line at <http://www.civicinfo.bc.ca/Conference/wlgl2009.asp>

**Registration deadline is August 28<sup>th</sup>, 2009.**

**Cancellation Policy: Requests for refunds/cancellations will be accepted up to August 27<sup>th</sup>, subject to a \$50.00 cancellation fee. No refunds after August 28<sup>th</sup>. Forum attendance is transferable.**



**WOMEN IN LEADERSHIP PROGRAM**  
**September 14-16, 2009**  
**RADISSON HOTEL VANCOUVER AIRPORT**  
**RICHMOND**

Program Agenda

**MONDAY, September 14, 2009**

**7:00- 9:00 P.M.      WELCOMING RECEPTION**  
Welcome to delegates

**TUESDAY, September 15, 2009**

**7:00 – 8:30 A.M.      BREAKFAST**

**8:30 – 10:00 A.M.      WORK/LIFE BALANCE - ASSESSMENT AND DISCUSSION**  
**Facilitator: Tracey Lee Lorensen, Paragon Strategic Services**

All people strive for work/life balance. Understanding what that means is another challenge altogether. Is balance possible? What do you do about it if anything? Is balance a gender issue? A generational issue? A societal issue? Or a personal issue? Consciously creating a life that reflects your personal values is the best way to create an environment where you have real work/life balance.

Behavioral research suggests that the most effective and happiest people are those who understand themselves, and what is important to them, so they can develop strategies to meet the demands of their environment. Prior to attending the conference, participants will take a self assessment on where they fit within a work/life balance wheel. Tracey Lee Lorensen will facilitate an interactive discussion of work/life balance models and how individuals can interpret their results. Understanding more about where you are investing your energies and the areas where you might want to invest more energy will help participants understand how to be more effective leaders in both their professional and personal lives.

Tracey of Paragon Strategic Services is a lawyer by training. 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.

**10:00-10:30 A.M.      BREAK**

**10:30-11:45 A.M.      LEADING A LOW STRESS WORKPLACE**  
**Facilitator: Tracey Lee Lorenson**

Municipal Management can be a stressful profession, with the competing demands from the diverse stakeholders. This session will discuss what leaders can do to ensure each individual does what they need to do to keep stress manageable. Participants will break out into group discussions about some of the challenges they face and will explore their own approaches to stress in the workplace. Participants will leave with a set of tools for leading discussions/trainings back in their own organizations.

**12:00-1:30 P.M.      LUNCH**

**1:30 – 2:45 P.M.      A WOMAN IN A MAN’S WORLD – WHO CARES?**  
**Presenter: Rebecca Denlinger, Fire Commissioner, BC Office of the Fire Commissioner**

The BC Office of the Fire Commissioner is the senior fire authority in the province with respect to fire safety and prevention. Services include administration and enforcement of fire safety legislation, training of local assistants to the fire commissioner, fire loss statistics collection, fire investigation, fire inspection, response to major fire emergencies, advice to local governments on delivery of fire protection services, public fire safety education and fire fighter certification. This traditionally male-dominated field is lead by BC’s Fire Commissioner Rebecca Denlinger. Does it make a difference that the Commissioner is a woman? Does she approach her responsibilities different because she is a woman? Does anybody care that the new Commissioner is a woman? Rebecca will share her experiences and perspectives on working in such an environment.

Rebecca Denlinger was appointed as the BC Fire Commissioner in the spring of 2008. Rebecca brings to her role more than three decades of experience with Cobb County Fire and Emergency Services in Georgia where she began as a firefighter and served most recently as fire chief since 1997 in a department with 654 positions. Her varied qualifications include certification as a firefighter, emergency medical technician, hazmat response technician, fire instructor and smoke diver. In 2004, President Bush appointed her to

serve on the National Infrastructure Advisory Council and she has also served on several committees of the International Association of Fire Chiefs and the Georgia Association of Fire Chiefs. Rebecca is also on the Board of Directors of the National Fire Protection Association. In 2005 Rebecca was named Public Safety Employee of the Year by the Cobb County Chamber of Commerce.

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

**REFRESHMENT BREAK**

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

**LITERACY AND ITS CONNECTION TO COMMUNITY**

**Presenters: Cynthia Whitaker, Former Executive Director, Literacy BC, and Christabelle Kux-Kardos, Regional Literacy Coordinator, Northern Lights College and Peace River South School Trustee**

Literacy matters enormously for inclusion and prosperity in BC. Better literacy skills:

- improve employment prospects and income
- reduce dependence on social assistance
- promote health
- reduce criminal offending
- help integrate immigrants into the workforce, and society at large
- promote participation in civic society
- raise productivity
- are crucial for capturing and sustaining the knowledge advantage as the labour market evolves.

Literacy skills help people achieve their many goals.

But around 40% of adults in BC do not have the literacy skills they need to achieve their goals, to function and thrive in the modern economy, and to develop their knowledge and potential (International Adult Literacy & Skills Survey, 2003). That means over one million people are underequipped to cope with society's increasing informational demands.

The literacy shortfall has a profound impact on BC's socio-economic fabric. Recent reliable projections of BC's literacy levels in the future indicate that the numbers of people with poor literacy skills will grow, absent a concerted effort by us all.

Cynthia Whitaker and Christabelle Kux-Kardos are part of a transformative, BC-wide initiative to improve literacy in British Columbia one community at a time, literally "from the ground up." The presentation will discuss how traditional ideas about low literacy as a "personal deficit" have been transformed into thinking of literacy as a "community asset," with amazing implications for building partnerships, mobilizing resources, and helping low

literacy learners strengthen their skills. It's a classic win-win-win formula. The session will include an introduction to some practical tools that you can use to strengthen literacy in your own community. Discussion will focus on how the transformative model can also be applied to other challenges that people working for local government confront.

Cynthia was Executive Director of Literacy BC from 2006 to 2009. She spent most of her professional life with the Public Service of Canada where she was Assistant Deputy Minister in five departments of the federal government. Christabelle Kux-Kardos is Regional Literacy Coordinator for the Northern Lights College Region. She has been an elected councillor in Pouce Coupe and is currently a School Board Trustee in Dawson Creek.

**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: Mayor Sharon Gaetz, City of Chilliwack**

“A woman who is living out her true design will be valiant, vulnerable, and scandalous.” These words, penned by John Eldredge in his book ‘Wild at Heart’, are words in which most women in leadership recognize themselves at some time in their lives. True leaders learn from each other. Joy, sorrow and other life experiences are never wasted if shared. Mayor Sharon Gaetz will speak about three valiant, vulnerable and slightly scandalous women who influenced her life and helped shape her beliefs, her values and her passion for life. Her presentation will leave you inspired and will provide an opportunity for you to reflect upon your own journey and the influence you may have on those who follow you.

Mayor Sharon Gaetz has been serving the Chilliwack community since 1997 - first as a Councillor, and then since Dec 1, 2008 as Mayor. Besides being the Chief Executive Officer of the City of Chilliwack, Mayor Gaetz also serves her community by being a member of a number of volunteer organizations. Mayor Gaetz served as the President of the Lower Mainland Local Government Association and is a former Chair of Fraser Valley Regional Library. Mayor Gaetz was awarded the Queen’s Golden Jubilee Medal for community service.

**WEDNESDAY, September 16, 2009**

**7:30 – 8:30 A.M. BREAKFAST**

**8:30 – 9:30 A.M. AFTER CITY HALL**  
**Presenter: Judy Rogers, former City Manager, City of Vancouver**

Judy Rogers worked for the City of Vancouver for a number of years, most recently as City Manager. In December, 2008 after 10 years as City Manager, Judy left City Hall. Judy will share her experiences both inside and outside City Hall.

**9:30 - 10:00 A.M. REFRESHMENT BREAK**

**10:00 – 11:40 A.M. ROUND TABLE DISCUSSION WITH WOMEN CAO'S**  
**Participants Include: Judy Rogers, former City Manager, City of Vancouver; Ruth Malli, CAO, Town of Ladysmith; Patti Ferguson, CAO, City of Armstrong; Elsie Lemke, CAO, District of Peachland, Isabell Hadford, CAO, District of Clearwater**

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.

**11:45 A.M. WRAP UP & ADJOURN**  
**Facilitator: Elsie Lemke**