

Federal Youth Network/Career Boot Camp/CBC Speed Mentoring

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- [English](#)
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Mentorship Resources

Speed Mentoring

WHAT:

These 90-minute sessions of virtual, structured speed mentoring, will allow groups of 4-5 mentees to meet with one mentor for 20 minutes at a time (through Zoom breakout rooms). There will be three rounds of networking per session.

Resources

[Sample Questions for Speed Mentoring Sessions](#)

[Mentee Speed Mentoring Instructions](#)

[Mentee Backgrounds](#)

[Mentor Speed Mentoring Instructions](#)

WHO:

All public servants are invited to be mentees.

WHEN:



January 2024 SPEED MENTORING

**24****12:00 - 1:30 EST — English session****24****2:30 - 4:00 EST — French session****31****5:00 - 6:30 EST — English session****#CBC_CDC2024**

- Session 1 (English): Wednesday, January 24 from 12:00 - 1:30 p.m. EST
- Session 2 (French): Wednesday, January 24 from 2:30 - 4:00 p.m. EST
- Session 3 (English): Wednesday, January 31 from 5:00 - 6:30 p.m. EST

WHERE:

Online, via Zoom.

MENTEE REGISTRATION:

- Session 1 (<https://us02web.zoom.us/join/tZ0oc-ivqDwoGNYjst3cjvQYz1oyfOaD604>)
(Registration full)
- Session 2 (<https://us02web.zoom.us/join/tZMudemogjkiEtNjhiOf8tBeJE8jKYhck6ce>)
- Session 3 (<https://us02web.zoom.us/join/tZ0pcOmoqjliHNA/zGX1fUOqx1pCRqIGoPCf>)
(Registration full)

MENTOR REGISTRATION:

https://forms.office.com/Pages/ResponsePage.aspx?id=8uh8clanLkGkxpUgStaNhCCcVNGyFzRBmNtHhSzh_UOTBWTzdPMzZHS1hONUc2UUlZT1RVUVVYWi4u

Mentors:

Session 1

Alexandra Shaw	Craig Moore	Christopher Valiquet	Isa David	Darryl Sato	Laura Billings
Stephanie Drouin	Josee Rivest	Holly Palen	Hayat Looye	Jon Hoogerdyk	Mary Baldassini
Pamela James	Rachelle Dean	Michelle Lucas	Roger Sehra	Demian Martin	Danielle Aubin
Cynthia Shelswell	Alexandre Contreras	Jason Fox	Misbah Nasser	Rachel Cyr	Yuyuan Chen
Robyn Atkinson	Sarah Scott	Massimo Rende	Sana Abou-Shaaban	John Medcof	Paul Tanguay
John Paul Lamberti	Susan Drysdale	Chalini Wijesinha			

Session 2

Jean-François Savard	Félicie Hassika	Taylor Ambler	Sébastien Fleurant	Camille Beausoleil	Marie-Annick Amyot
Jean-Pierre Shamvu	Stella Pomirlean	Nathalie Letendre	Jason Morris-Jung	Danielle Aubin	Catherine Le Blanc
Martine Cantin	Alexandre Contreras	Jason Fox	Rachel Cyr	Yuyuan Chen	John Paul Lamberti
Jean Cardinal	Ioana Finichiu	Paul Gaskin			

Session 3

Bridget Anderson	Nandini Srikantiah	Charlene Chubbs	Kathleen Williams	John Marquis	Susan Drysdale
Jason Fox	Misbah Naseer	Rachel Cyr	Jenelle Power	Robyn Atkinson	Sarah Scott
Elisha Kapell-Seguin	Sana Abou-Shaaban	John Medcof	Paul Tanguay	John Paul Lamberti	Ioana Finichiu
Paul Gaskin	Stephen MacDonald	Barbara van Vugt	Brooke Kassen	Simon Cardinal	Tonina Simeone
Lisa DeMoor	Darcy Fraser	Christina Janzen	Jordan Mah	Alyssa Herage	Brett Bush
Sanjay Jeganathan	Sathy Paskaran	Manmeet Anand	Katie Donnelly O'Neill		

Mentor Biographies

Name	Position	Department	Biography
Catherine Le Blanc 	Deputy Project Manager - Technical, Program Icebreakers, Major Projects	DFO	Catherine Le Blanc did a master's degree in project management at UQO, in addition to having completed a bachelor's degree in mechanical engineering at Ecole Polytechnique de Montréal. After working in consulting engineering for 4 years, she joined the Canadian Coast Guard as a project engineer Manager since 2018, Catherine continued her professional development by participating in numerous training courses offered by the Canada School of Public Service, and by contributing to several initiatives in the "Shipbuilding and material" sector. Finally, Catherine is a proud mom of 2 boys. She loves cooking and doing outdoor activities with her family.
Darryl Sato 	Director General, HR to Pay Operations	PSPC	Darryl Sato is the Senior Director of Service Delivery Management, Citizen and Business Branch at Shared Services Canada (SSC). The recent COVID-19 pandemic required a shift in approach to service delivery where ESDC was central to the delivery of the Canada Emergency Response Benefit. Darryl led the efforts to develop new processes through the implementation of a War Room to ensure that ESDC was able to deliver these critical services to Canadians. Darryl has been working in various areas of Information Technology for 20 years starting with a regional role with the Canada Revenue Agency. Like most IT Professionals Darryl began his career on the service desk and then took on more increasingly demanding roles in Web Application development, Data Center Administration, and support for 7/24 Border Sites. Darryl then moved on to Infrastructure Canada where he managed outsourced services with public sector and private service providers. Darryl graduated from the University of Calgary with a Bachelors' degree in Arts with a Minor in Management and Society. Darryl also holds professional certifications in Project Management (PMP) and IT Security (CISSP). Darryl is also a graduate of the CSPS's Direccion Leadership Program.
Jean Cardinal 	Director, Open Government	TBS	Jean Cardinal is currently the Director of Open Government at Treasury Board of Canada Secretariat. Prior to joining the Public Service, Jean worked in the private sector for 15 years, in a variety of sectors, including marketing, sales & high tech. Jean joined the Public Service 13 years ago, starting at the National Capital Commission. In 2012, he then joined the Canada School of Public Service where he has held a variety of leadership positions in learning and development related to specialized fields of study including, but not limited to: Information management & technology, access to information & privacy, human resources, finance, security, etc.

			In 2021, he joined the Open Government team with the goal of continuing to champion Open Government and Data in the Canadian federal public service and beyond. He is the proud father of two wonderful young ladies, ages 15 and 12.
	Jean-François Savard	Manager Security and Chief Security Officer, Corporate Operations and Programs Sector	FINTRAC Jean-François Savard (JF) joined the Canadian Forces in June 1982 and after close to 25 years in the Military Police and achieving the rank of Lieutenant-Colonel, he transferred to the Public Service as the Departmental Security Officer of Agriculture and AgriFood Canada in January 2007. In September 2019 he transferred to his current position as Chief Security Officer of the Financial Transactions and Reports Analysis Centre of Canada. Throughout his career JF has been a strong proponent of leadership development for himself and his teams. He recently gained the designation of Certified Professional Coach (CPC) from the Institute for Professional Excellence in Coaching (IPEC) and will transition into retirement in mid-2024 whereupon he will continue to coach and mentor current and aspiring leaders.
	Alexandre Contreras	Chief of Staff to the President	CSPS Alexandre Contreras is a seasoned manager and executive in the public service, having mostly held leadership positions in various multidisciplinary teams. Throughout his career, he has developed a strong passion for leadership, stakeholder engagement, team development, relationship building, as well as project management. As a strong advocate for diversity, inclusion, accessibility, and mental health, Alexandre is dedicated to promoting and supporting these values in all of his professional endeavours. Whether he is leading a team, coaching a mentee or building partnerships, he always strives to create a welcoming and inclusive environment for all of his team and his stakeholders. Alexandre Contreras has been working at the Canada School of Public Service (CSPS) since 2019 and is currently the Chief of Staff to the President of the CSPS. He previously worked at Public Services and Procurement Canada, notably at the Translation Bureau and in Real Property. LinkedIn Profile: https://www.linkedin.com/in/alexandrecontreras/ (https://www.linkedin.com/in/alexandrecontreras)
	Jason Fox	Director, Research and Strategy, Office of the Chief Human Resources Officer	TBS Jason has over 20 years of experience as a public servant in various Human Resources roles and functions. He joined the public service as a Learning Advisor at the Department of National Defence and has worked as Senior Advisor at the Privy Council Office (Public Service Renewal Secretariat) and Director of Human Capital Strategies at the Public Prosecution Service of Canada. He is currently Director, Research and Strategy at the Office of the Chief Human Resources Officer in the Strategic Directions and Digital Solutions Sector. Jason is also a professional Coach and enjoys helping others discover and attain their full

			potential. Jason Fox, EPC LinkedIn (https://www.linkedin.com/in/jason-fox-epc-b8504928)
 Jordan Mah	Executive Director, Business Expertise, Benefits Delivery Services Branch	Services Canada, Western Region	Jordan is an Executive Director Business Expertise, in the Benefits Delivery Services Branch with Service Canada in the Western-Territories region. He joined Service Canada in January 2022 and is in Vancouver, BC. He provides executive leadership over the strategic planning and implementation of new initiatives, processes, and interventions - inclusive of quality review, strategic workload management, training, and transition to transformation – related to the delivery of the Employment Insurance (EI) Program, including the Specialized Call Centre for EI, in Western and Northern Canada. Regionally, he is the Senior Executive Table liaison for the DG Real Property Committee, and nationally, he is the vice-chair of the Integrated Executive Expertise Forum. Previously, Jordan worked for Fisheries and Oceans Canada and Public Services and Procurement Canada, holding executive positions in the areas of Real Property, Client Service, Procurement, and Corporate/Strategic Services. He is passionate about advancing reconciliation and supporting diversity/inclusion. Jordan holds a Bachelor of Arts from Simon Fraser University with a major in Communications. He also served in the Royal Canadian Navy (reserve) for 16 years.
 Jenelle Power	Director General, Program Delivery Branch	Service Canada, Atlantic Region	Jenelle Power is the Director General of the Program Delivery Branch in Service Canada's Atlantic Region. Prior to taking on this role, she was the Chief of Staff for Service Canada's Chief Operating Officer. Before joining Service Canada, Jenelle spent her career within the safety and security portfolio at Correctional Service of Canada, Public Safety Canada, Transport Canada, and Immigration, Refugees and Citizenship Canada. She has experience working in research, policy, and operations, as well as spending a significant period of her career in senior advisor roles. Although Jenelle currently lives in the National Capital Region, she is originally from Newfoundland and Labrador. She holds a PhD in Psychology from Carleton University.
 Christina Janzen	a/Deputy Warden, Pacific Institution	CSC	Christina currently works for the Correctional Service of Canada as the acting Deputy Warden at Pacific Institution. Pacific Institution, otherwise known as PIRIC is a multi-level institution that holds the Regional Assessment and Reception centre, and the Regional Treatment centre (hospital) for federally incarcerated male offenders, in Abbotsford, British Columbia. Christina has over 20 years combined experience working in Corrections – 5 of which was working as a Probation Officer for Provincial Community Corrections, and 15 years has been spent working for CSC, in a variety of different interventions role, including

			Assistant Warden, Interventions, Operations and rotating through a/Deputy Warden for last 2 years. Christina has worked at 5 different Institutions within the Pacific Region, including a Women's institution, and has also had experience working at Regional Headquarters (RHQ). Her mantra is work-variety is the spice of life. Lastly Christina has a Masters in Criminology.
 Sarah Scott	Manager, Service, Innovation, and Integration Branch	CRA	Sarah started her career in the CRA as a student in 2018. She has worked in several areas in the Agency including communications, program evaluation, strategic planning, and digital transformation. In 2023, Sarah was accepted into the CRA's Agency Leadership Development Program: a program designed to strengthen the leadership capacity of the Agency through accelerated development. She is currently on her first assignment in the ALDP as a Manager in the Service, Innovation, and Integration Branch. Sarah has also been involved in Young Professionals Networks (YPN): she was the CRA's National Chair from 2020-2022, and is currently the Co-chair for the National Capital Region YPN. In her free time, Sarah is an amateur musician, an avid reader, and enjoys a good old fashioned at Rabbit Hole, one of her favourite spots on Sparks in Ottawa. LinkedIn: www.linkedin.com/in/sarah-scott-4191b3b9 (https://www.linkedin.com/in/sarah-scott-4191b3b9)
 Rachelle Dean	Manager, Foreign Investment Review and Economic Security Branch	ISED	Rachelle has 25 years of experience in the federal government in a variety of roles and departments, including 16 years in policy - this means she knows a little about a lot of things. She has been with ISED for the last 7.5 years. Rachelle joined the Foreign Investment Review and Economic Security Branch in February 2022, and her focus is economic security policy and what this means for ISED. In her free time, she is a voracious reader and is always ready with a book recommendation.
 Susan Drysdale	Director, Managers' Community Network	PSPC	Susan began her career in 2002 at Statistic Canada in Ottawa, Ontario. Working in international trade initially delivering trade statistics to external clients (on CD-ROM), she moved to the Ontario Region and continued to work in client services at Statistic Canada. While in the Ontario Region, Susan worked at Citizenship and Immigration Canada as a executive assistant, and then took a promotion at Canada Revenue Agency. While working at CRA for 3 years, Susan was responsible for HR files, financial reporting, official languages and management learning and development. In 2010, Susan started her management career at Natural Resources Canada in Hamilton, Ontario. Susan managed finance and administration, health and safety security, H.R, real property, shipping and receiving and IT/IM. The typical regional manager Susan spent 13 years in the Ontario Region in various roles. With aging parents, Susan moved back to Ottawa. She managed at Canada School of Public Service in corporate accommodations, and Shared Services Canada in finance and procurement on assignments while applying for something permanent. That's when she

			joined PSPC in 2018! Susan was the senior manager for corporate accommodations across the NCA. In this role, Susan was able to quickly learn about all the different programs at PSPC in order to delivery services. Having spent most of her career in corporate services, Susan took a leap into programs, and became the manager of Client relationships for the pension administration program in RGPB. In this role Susan became a council member of PSPC Managers Community Network, representing the Branch. Having been part of managers communities in the Ontario Region, Susan showed passion for helping managers during her 4 years at PSPC. This got noticed, and in spring of 2022 Susan was asked to take on the role of the Director of PSPC's Managers' Community Network.
 Lisa DeMoor	Director, Community Lands Development Directorate	ISC	Lisa DeMoor is the Director of the Community Lands Development Directorate at Indigenous Services Canada, which supports First Nations partners and communities to take on greater control and governance over their reserve lands. Prior to joining Indigenous Services Canada in 2019, Lisa spent four years as an analyst with the Privy Council Office, where she focused on portfolios related to Indigenous Affairs, Canadian Heritage and the Status of Women. From 2015-2018, Lisa was the lead PCO analyst responsible for establishing and responding to the National Inquiry into Missing and Murdered Indigenous Women and Girls. Lisa started her public service career in 2008, working with the Canadian International Development Agency, later Global Affairs Canada, as a health policy analyst. After supporting the development of the G8 Muskoka Initiative for Maternal, Newborn, and Child Health in 2010, Lisa had the privilege of being posted to the Canadian High Commission in Abuja, Nigeria, from 2012-2014. There, she supported programming and policy dialogue with the Government of Nigeria and other partners related to Canada's health-sector development assistance. Lisa has a Master's degree from the Norman Paterson School of International Affairs at Carleton University, and a Bachelor's in Politics, History and Economics from the King's University in Edmonton. She is originally from British Columbia, but now lives in Ottawa with her husband Dan, and ridiculously cute dogs, Beacon and Nova.
Craig Moore	A/Team Lead, Transformation Enablement, Enterprise Transformation Directorate	SSC	Craig (he/him/il) is currently the acting Team Lead, Transformation Enablement with the Enterprise Transformation Directorate at SSC. Previously he served from Nova Scotia for DND's Sexual Misconduct Support and Resource Centre, and Chief Professional Culture and Conduct (CPC). He started his indeterminate public service career at Veterans Affairs Canada, but before that was an FSWEF student in Ottawa within the security branch at Health Canada.

			He served 15 years in the Canadian Armed Forces reserve working in public affairs, and instruction. Craig has an undergraduate degree and graduate degree in psychology and is a certified change management practitioner, scrum master (PSM 1), and project management professional (PMP). Craig has worked within the federal public service, and in the private sector, advising organization on how to enact changes for the betterment of the employee and client experiences. LinkedIn: Craig Moore LinkedIn (https://www.linkedin.com/in/craig-moore-24301649/)
Elisha Kapell-Seguin 	Director, Domestic Network West Citizenship and Immigration Operations	IRCC	Elisha Kapell-Seguin, based in Winnipeg, MB, presently serves as the Director for Domestic Network West Citizenship and Immigration Operations. With a career spanning more than two decades with the federal government, she embarked on her professional journey as an FSWEF student, demonstrating a commitment to excellence from the outset. Elisha has been an integral part of the IRCC Professional Development Network for the past decade, where she has passionately engaged in mentoring and coaching fellow employees, contributing to the growth and development of her colleagues. Beyond her professional endeavors, Elisha treasures her leisure time, finding solace in camping and cherishing quality moments with her family and friends. In the evenings, she is often immersed in the activities of her three daughters, shuttling them to various events and wholeheartedly supporting their endeavors.
Nandini Srikantiah 	Director General, Commercial and Trade Branch	CBSA	Nandini Srikantiah began her career at Nortel Networks where she developed cutting-edge software and soon realized that, alongside the bits and bytes, it was really project management that fueled her. Her professional experience spans 30 years across public, private and academic sectors in Canada and internationally. She has extensive experience spearheading multi-billion dollar complex acquisition projects within DND for the Canadian Army, the Canadian Navy and within the Australian Defence Organization as an Exchange Officer. Ms. Srikantiah is a recognized fellow of the International Centre for Complex Project Management and launched the Telfer School of Management's innovative Masters Program specializing in Complex Project Leadership. As Director General for Real Property and Service Integration, Nandini was responsible for the Canada Revenue Agency's entire office suite portfolio and real property services nationwide. In response to the Covid-19 pandemic, Nandini was asked to develop a vision and lead CRA's most horizontal transformation – "The Journey to Hybrid". Her leadership efforts attained tremendous recognition at the 2023 Canadian HR Awards with CRA winning the Award for Best Remote Work Strategy!

			She is currently at the CBSA as a DG in the Commercial and Trade Branch – learning all about the intricacies of freely importing and exporting goods and services while keeping Canadians safe.
 Josée Rivest	Inspection Manager, Operations	CFIA	Josée Rivest has been a federal public servant for approximately 20 years. She has held several management positions at the EX minus 01 level with the Correctional service of Canada in Human resources managing staffing, labour relations and recruitment portfolios. Since 2020, she has been working with the Canadian Food Inspection Agency as an Inspection Manager in operations in New-Brunswick and leads a team of 60 employees. Josée holds a master's degree in Business Administration from l'Université de Moncton, Moncton, NB. She enjoys collaborating and working with others to solve issues and contribute to key government initiatives.
 Alyssa Herage	Chief of Staff, President's Office	CBSA	Alyssa Herage has worked for the Government of Canada for 21 years in various policy corporate and program roles, mainly at the Treasury Board of Canada Secretariat and the Royal Canadian Mounted Police. She joined the Canada Border Services Agency (CBSA) in 2019 as the Director/Executive Director of Travellers Policy and Program Development. In that role, Alyssa was responsible for the Preclearance program, Trusted Traveller programs, and other traveller facilitation initiatives in the air, land, rail and marine modes. She was also the Diversity and Inclusion Ambassador for Travellers Branch. In 2022, Alyssa was named as the Chief of Staff to the President of the CBSA. Alyssa also has two children who keep her busy with their activities at all other times! LinkedIn profile: Alyssa Herage (she/her/elle) (https://www.linkedin.com/in/alyssa-herage-she-her-elle-972a5795)
Misbah Naseer 	Manager, Results and Performance Measurement in the Chief Finances	ISC	Misbah Naseer is the Manager for Results and Performance Measurement in the Chief Finances, Results and Delivery Officer Sector of Indigenous Services Canada. With extensive experience in project management, litigation and Settlement Agreements, policy analysis as well as corporate planning and reporting from work positions located in both regions and headquarters, Misbah brings a unique perspective to the Management table. She has had the privilege of serving Indigenous Peoples of Canada throughout her thirteen years of public service which has not only enriched her cultural competency but has also guided her in creating an inclusive work environment welcoming multiple points of view. Misbah is a certified Project Management Professional and is passionate about Impactful Leadership. In her free time, she speaks at public events about leadership and empowerment and leads a BC-based registered charity, Voices of Muslim Women, dedicated to creating educational opportunities in leadership for women and girls. LinkedIn: https://www.linkedin.com/in/misbah-naseer-pmp-776bb22/ (http://www.linkedin.com/in/misbah-naseer-pmp-776bb22/)
Roger Sehra	Assistant Warden Operations	CSC	Roger Sehra is employed with the Correctional Service of Canada within a medium Security Facility for male offenders. Roger has worked with CSC for the past 24 years starting as an entry level Correctional Officer and

		currently occupying the position of Assistant Warden Operations. Roger has 24 years of operational experience in a correctional environment. Roger has worked at medium, minimum, and a maximum security institutions and has been involved in front line operations, supervision, management, and special teams such as the Emergency Response Team. Roger has expressed much interest in ensuring work life balance is maintained for him and his staff as the work environment can be all consuming if left unchecked. Finding balance to engage with family and foster a positive and rewarding work environment can be a challenge.
 Brett Bush	Executive Director, Immigration and Asylum Policy Innovation Division	CBSA Brett obtained a Bachelors of Physical Education from Brock University in 1990 as he was originally intending to be a teacher. However, Brett's Public Service journey started in 1989 when we was hired as a student by Employment and Immigration Canada to work at the airport in Toronto. Since that time, Brett has worked at the Immigration and Refugee Board, Citizenship and Immigration Canada, the Canadian Security Intelligence Service and the Canada Border Services Agency. He obtained his first permanent job in the Public Service in 1991 and never looked back towards an alternate career path. Furthermore, Brett has significant management and executive experience and has experience working in a variety of areas of the Government with the aforementioned organizations, including: Immigration, Public Safety, National Security, Data Analytics, Legislative and Regulatory Development and Training. He has experience working at the operational, Regional, National and International levels on behalf of the Government of Canada.
 Isa David	Manager, Digital Talent Development, Office of the Chief Information Officer	TBS Isa is passionate about supporting the federal government in attracting, retaining and developing the diverse digital talent it needs to deliver excellent services to Canadians. She has 20 years of experience in digital government and corporate training and currently leads a team responsible for the Government of Canada's first <u>Digital Talent Strategy</u>. Outside of her work, Isa volunteers much of her time as Team Lead of Emergency Response Services for the Canadian Red Cross in

			Quebec. LinkedIn: Connect with Isa on LinkedIn (http://www.linkedin.com/in/isa-david-28259b32/)
Barbara Van Vugt 	District Director, Community Corrections BC/Yukon area	CSC	Barb is the District Director for Community Corrections BC/Yukon area with the Correctional Service of Canada (CSC) in Abbotsford, BC. She began her career in the public service working for CSC as a Correctional Officer at Matsqui Institution in 1994. Following that she spent several years as a Parole Officer at Matsqui Institution and the Regional Reception Assessment Centre. From 2000 to 2006 she worked in various Project Management roles within the Performance Assurance sector at Regional Headquarters, overseeing Investigations, Audits and Performance Management. In 2006, Ms. van Vugt became the Associate District Director at Community Corrections. She entered the Executive ranks as acting Warden at Ferndale Institution in 2010 and was appointed to Warden, Mission Institution in 2011. In September 2017, she returned to Community Corrections as District Director, BC/Yukon area. Barb has almost 30 years experience working for CSC. Barb has always had a keen interest in mentoring people and developing future leaders. She always encourages new employees to keep their options open and take advantage of the many diverse experiences that CSC and the public service have to offer.
Christopher Valiquet 	Director, GC Data Community	CSPS	Christopher Valiquet is the founding Director of the Government of Canada Data Community at the Canada School of Public Service. He is dedicated to building connections and solutions that help the federal public service to harness data for better decisions and operations. Prior to this, he served as Senior Advisor at the Privy Council Office, where he supported the Prime Minister, Cabinet and the Clerk in navigating transition, setting priorities, defining policy and tracking implementation. Christopher began his public service career at the Office of the Auditor General over eighteen years ago. He then held progressively senior positions at Treasury Board Secretariat and Natural Resources Canada. His work has focused on improving economic competitiveness, environmental performance, social outcomes and the efficiency of government. Christopher earned his BA (Honours) in International Development from the University of Guelph, and his MA in Public Policy and Administration from Concordia University.
Danielle Aubin	Senior Director, Transformative Indigenous Procurement Strategy	ISC	Danielle has led the Transformative Indigenous Procurement Strategy Directorate at Indigenous Services Canada since 2021. For 9 years prior to that, she was responsible for the development, consultation, negotiation and implementation of new procurement

			policies for the Government of Canada as the Director of Procurement and Materiel Policies at Treasury Board Secretariat in the Office of the Comptroller General. Danielle holds a Masters of Arts in Public Administration and a Bachelor of Arts in Canadian Studies from Queen's University.
 Jon Hoogerdyk	Regional Lead for British Columbia and Yukon	NMC	Jon Hoogerdyk started his adventure with the NMC on October 23, 2023 as the new Regional Lead for British Columbia and Yukon. Jon previously worked for the Correctional Service of Canada where he worked as Manager, Assessment and Intervention, and has been with CSC for 25 years where his focus was Public Safety and safe reintegration of offenders within the community Jon is an active facilitator with the Joint Learning Program. He is a certified conflict coach and mediator who values dynamic communication with counterparts and collateral resources as means of creating solutions exploring creative options. He is looking forward to this opportunity to make new connections and assist in creating positive change.
 Laura Billings	Manager, Ontario Region's Business Compliance Division	CRA	Laura Billings is a 1995 graduate of McMaster University where she obtained a Bachelor of Science Degree with a Major in Biology and a Minor in English. Laura began her career as a Collections Contact Officer with the Canada Revenue Agency (CRA) in 1997 and took on roles of increasing responsibility throughout her career. She graduated from CRA's Middle Management Development Program (MMPD) in 2012/13. Laura has worked in a number of different program areas within the CRA, including the T1 Contact Centre, Legislative Policy & Regulatory Affairs, Scientific Research & Experimental Development, Program Services, and most extensively in Revenue Collections. Laura is currently a manager in the Ontario Region's Business Compliance Division. Laura recently celebrated a 25 year milestone at the CRA. She had 22 years of supervisory experience, including 7 years at the middle management level.
Katie Donnelly O'Neil	A/Assistant Deputy Minister, Public Affairs and Communications Branch	ECCC	Katie Donnelly O'Neil is currently acting Assistant Deputy Minister of the Public Affairs and Communications Branch at Environment and Climate Change Canada (ECCC). She is passionate about providing accessible information to Canadians through innovative and inclusive channels. Prior to joining ECCC, Katie spent her career within the public affairs portfolio at the Canadian Food Inspection Agency, Royal

			Canadian Mounted Police, Natural Resources Canada, Department of Fisheries and Ocean and Justice Canada. She has a Bachelor of Journalism from Carleton University and a M.A. in Communications and Social Justice from the University of Windsor.
Hayat Looye 	A/Senior Director, Strategic and Horizontal Policy Branch	IRCC	Hayat Looye, a/ Senior Director joined Immigration, Refugees and Citizenship Canada (IRCC), Strategic and Horizontal Policy Branch in January 2023. Hayat began her career at the public service with the department of Indigenous Affairs and northern Development Canada in 2009 as Data Analyst. She joined the Canada Revenue Agency (CRA), in 2010 and has since occupied various positions of increasing responsibilities within CRA. She has occupied the position of Chief of Staff to the Assistant Deputy Minister, Collections and Verification Branch, providing strategic and tactical advice and guidance on CRA priorities, overseeing, and supporting the Issues Management function within the ADM's Office and leading various horizontal files. Before that, Hayat was Manager, Program Risks and Analysis Section, responsible to further advance the use of Business Intelligence and Advanced Analytics in one of CRA's biggest operational programs. In her most recent capacity, Hayat served as the Director of Cabinet and Regulatory Affairs at IRCC where she played a crucial role in shaping policy and regulatory initiatives. Beyond her professional pursuits, Hayat's interests are diverse. In her leisure time, she finds joy in gardening, biking, running and indulging in long walks with her two canine companions. Academically, Hayat is a Participant of the CRA Leadership Development program, from the 2017 cohort, and holds a Master's Degree in Project Management, with a specialization in Change Management, from the University of Québec. Currently, Hayat is furthering her education with a second Master's Degree in International Affairs at the Norman Patterson School of International Affairs (NPSIA).
	Tonina Simeone A/Director General, Lands and Environment Branch	ISC	Tonina Simeone is a seasoned executive in the federal public service, with over twenty five years of experience in developing and implementing complex policies and programs in a government and parliamentary setting. She began her career helping to facilitate land claim negotiations in Ontario and has carried that experience with her, leading multiple engagements with Indigenous communities throughout the years, in particular around land and environmental issues. Tonina spent a good part of her career at the Library of Parliament where she was the lead analyst for the House of Commons and Senate Committee on Indigenous Affairs where, writing

			numerous research and parliamentary reports, and eventually overseeing the delivery of the Social Affairs section of the parliamentary research service. She is currently the Acting Director General of the Lands and Environment Branch at Indigenous Services Canada (ISC) where she works closely with First Nations partners to advance the sustainable management, control and jurisdiction over their lands, environment and resources and meet their priorities in this regard. Previously, as Senior Director of Environment at ISC, Tonina advanced a number of key initiatives, including the co-development of an Indigenous-led Centre for Cumulative Effects. Tonina recently received the Clerk of the Privy Council's award for her role and support of the COP15 UN Convention on Biological Diversity in December 2022. Originally from Montreal, Tonina now lives in Ottawa. An animal and nature lover, in her free time she enjoys hiking, travelling, gardening and cooking.
Simon Cardinal 	Director General, Litigation Management	IRCC	Over the course of his career Simon Cardinal has held a variety of corporate, policy and operational roles, both at Immigration, Refugees and Citizenship Canada (IRCC) and the Canada Border Services Agency As the Director General of Litigation Management, Simon provides strategic departmental direction for all IRCC-related litigation, with a view to mitigating risks in the best interest of the Department. In previous capacities, Simon was responsible for overseeing IRCC Future of Work efforts and the department's Situation Centre. He oversaw the planning, coordination and reporting aspect of IRCC's efforts in resettling over 40,000 Afghan nationals. He also held the role of Corporate Secretary and Chief Privacy Officer, ensured the operational achievement of IRCC's Immigration Levels Plan from 2016-2018, and provided strategic operational advice and data analysis on key departmental files, including Express Entry, Operation Syrian Refugees and Irregular Migration. Simon has extensive experience in developing partnerships with stakeholders and providing strategic advice and recommendations to senior management. He holds a bachelor's degree in Communications from the University of Ottawa.
Paul Tanguay	Senior Director, HR Modernization and Governance	CSC	Paul Tanguay is a life-long public servant, stating as an FSWEP in the 1990s and transition to permanent employment in the early 2000s. The majority of his career was spent in various roles in HR technology with a



business analysis concentration. Since 2016, Paul has had a number of senior/leadership roles related to HR and Pay. Most recently, Paul has spent the last 5 years as an Executive at the Treasury Board Secretariat and now Correctional Service Canada. As a proponent of efficiency and design thinking, Paul challenges the status quo on any file that comes his way focused on the simplification and standardization of processes.

Paul is an advocate for diversity and inclusion in the workplace. As a person with a disability, he stands firm on his support for those that function in different ways, and aligning his methods to the room in which he finds himself. Paul is a “jack of all trades”, with a trail of dozens of hobbies, where one fascination leads to the next. Most recently, he’s practicing his hand at coffee roasting and has a number scuba diving certifications – an excuse to increase his time away from the unforgiving Ottawa winters.

Yuyuan (Robert) Chen



Data Architect,
Special Projects
- Office of
Comptroller
General of
Canada

TBS

Robert is substantially a chief in the finance branch at Statistics Canada. Currently he is on a special assignment to the Treasury Board Secretariat of Canada in the Financial Management Data Analytics Team. His work focuses on leveraging new technologies such as Microsoft Power BI and M365 to create new applications and modernize business processes. Outside of his main portfolios, Robert is involved in the Power BI Community of Practice and the Network of Federal Asian Employees.

Over his career, Robert has had experiences working in multiple departments of various sizes, in the NCR and in Waterloo, and in multiple finance functions. He is a Power BI instructor and Peer Coaching Circle Leader.

Outside of work, Robert likes to run, swing dance, and perform lion dance. He is also a member of the Canadian Armed Forces and works as an officer in the Cadet Instructor Cadre.

Sana Abou-Shaaban



Manager of
Environmental
Policy &
Planning

CBSA

Sana Abou-Shaaban, a dynamic leader and Manager of Environmental Policy & Planning at the Canada Border Services Agency, brings a wealth of expertise as a licensed Professional Engineer (PEng.) and Certified Professional ScrumMaster (CSP-SM). With a proven track record of impactful leadership in engineering and IT not-for-profit organizations, Sana is a trailblazer in promoting diversity, equity, and inclusion.

Passionate about advancing Women in Tech, Sana is the co-founder of the Women in IT Network at CBSA. In every role she undertakes, Sana Abou-Shaaban exemplifies excellence, innovation, and a relentless commitment to making a positive difference.

Sana's dedication to fostering diversity and opportunity was recognized with the prestigious WCT Leadership Excellence Award in 2022. In 2023, she received both the CBSA President's Award for her outstanding contributions to a

			network or community and the IPAC Emerging Leader Award, acknowledging her significant impact on public administration. Social Media Handles: LinkedIn: https://www.linkedin.com/in/sanaaboushaaban/ X: https://twitter.com/Sana_Absh
Paul Gaskin 	Director General of Planning, Operations and Information, Canadian Forest Service (CFS)	Natural Resources Canada	Paul Gaskin works in Ottawa as Director General of Planning, Operations and Information for the Canadian Forest Service (CFS), within Natural Resources Canada. He leads CFS activities related to planning, operations, forest knowledge and information management. Previously at Fisheries and Oceans Canada he held Director positions in Information Management, Strategic Policy, Governance, Cabinet and Parliamentary Affairs, and Oceans Policy. In his career with the Federal Government he has worked at Transport Canada, the Privy Council Office and Global Affairs Canada. He has a MA in Political Science from the University of Ottawa, a MPA from the Institute of Social Studies of Easmus University in the Netherlands, and BAs in International Development and English Literature from the University of Guelph. Paul also recently completed a Certificate in Public Sector Leadership and Governance at the University of Ottawa. He is always ready to talk Public Administration. You can connect with him at https://www.linkedin.com/in/gaskinp/ and on Twitter @PaulGaskinCFS
Chalini Wijesinha 	IT Director, Enterprise Resource Management (ERP) Directorate	DND	Chalini currently works as an IT Director within the Enterprise Resource Management (ERP) Directorate at the Department of National Defence (DND). She manages teams that design and test the Financial, Maintenance and Engineering, Procurement and Materials Management processes in an SAP software-based application. Chalini started her career in the private sector and has 18 years of experience working at National Defence. She has worked as a Financial Officer in Systems (FI) and as an IT Team Lead and Manager (IT) in Systems. Chalini is a graduate of the University of Ottawa with a B.A in Mathematics and a B.Soc.Sc in Economics.
John Marquis	Director, Fraser Valley Tax Services Office	CRA	John joined the CRA in 1991 at the Vancouver Tax Services Office as a Business Auditor. He subsequently worked in a number of diverse areas including Tax Avoidance, SR&ED, GST/HST Rulings, and the regional office as a Program Advisor. John was appointed as Assistant Director of the SR&ED Division at the Vancouver TSO in May 2007. In September 2009, he moved to the Surrey Tax Centre, where he was the Assistant Director of Individual Returns and Compliance, and subsequently the Assistant Director of the Business Returns Division. John took on an assignment as the Regional Director of Programs before being appointed as Chief of Appeals in 2013. In November 2016,

			John became director of the Surrey Tax Centre and led the transition to what is now the Surrey National Verification and Collections Centre. In February 2020, he joined the Fraser Valley Tax Services Office as the Director. John is a Chartered Professional Accountant, holds a Bachelor of Business Administration degree from Simon Fraser University, and is a graduate of the Middle Management Development Program and DirEXion Leadership Program.
John Paul Lamberti 	Senior Director	PSPC	John Paul (JP) Lamberti is a senior director with PSPC since 2010. As a project director he has led a variety of IM/IT and Real Property projects including closing the Canadian High Arctic Research Station Project, the 2020 Employee Charitable Campaign, the NCA Bridges program, the Place Du Portage III Asset & Workplace Renewal, and the SAP for Real Estate (or NOVUS). In his public service career he brings a passion for project management and working in teams to solve tough problems. JP has a PMP certification, and over the years has continued his development with Prince2, Managing Successful Programs (MSP), as a scrum master and product owner from the Scrum Alliance, and is ProSci certified in change management. JP has a degree in commerce from the University of Windsor and a Bachelor of Arts from the University of Toronto. JP is active as a mentor with the PMI Ottawa Valley and the University of Toronto and is married with 3 children.
Massimo Rende 	Acting Team leader, Client Experience	IRCC	My name is Massimo Rende. I started working at IRCC (then CIC) in November 2005 as client service center agent. I also spent some time with various departments (ESU, MCMPS, PSU, CL). Currently I am a Team Leader at the CSC.
Stephanie Drouin	Director General, Transformation and Innovation	CBSA	I have had the privilege of being with the GoC for 23 yrs, and have worked for multiple departments including Environment (and Climate Change) Canada, DFO, PSPC, the former CCRA, and Shared Services Canada (SSC).



I have had career opportunities that had me in various classifications throughout my career – AS, PG, PC, EX, including the privilege of being a Strategic Advisor to a Senior ADM.

My roles at CBSA since joining in 2019 have been to lead a large transformation project to reorganize the Agency by function. I led stakeholder engagement on a another large IT enabled transformation project that is changing importing at the border for over 300,000 importers and lately, I have been implementing the Budget 23 reductions.

My education is a BSc (Biology) from Dalhousie University, and an MSc from the University of Manchester (UK). I studied bugs and how to use them as standard indicators to determine river water quality across the EU.

I enjoy travelling with my husband (especially when he is the pilot), environmental conservation and entomology. Supporting ALS research and care is a cause close to my heart.

My family is here in Ottawa, we like white water canoeing together.

I look forward to meeting new people and working collaboratively to advance talent in the GoC.

Sathy Paskaran



Internal Audit
Project Leader,
Audit and
Evaluation

IRCC

Sathy is a CPA CMA, CIA and a CISA with over 20 years of experience in the public sector which includes experiences in finance and internal auditing. She works as an internal audit team leader and looks forward to being a mentor – be a good listener and allow her personal experiences to be tapped into to support anyone in their career.

Sathy is a firm believer that hands on experience and struggling to find the answers yourself results in strong knowledge power. She is of the opinion that one can do what they like but can find the sweet spot (as she did) in their career only when it is coupled with a great working environment- one that provides opportunities to learn, promotes transparency, psychological safety, and empowers employees.

A wife, mother of two girls and a daughter of an elderly mother, Sathy considers family first and enjoys time with family. Baking for family and friends and photographing family and nature are two of her most favorite hobbies.

Charlene Chubbs

Acting National
Director, Service
Delivery

DND

Charlene is Inuit of NunatuKavut of the south coast of Labrador. She is a mother, wife, sister, and daughter.

			Charlene currently works with the Department of National Defence. Her substantive role is Regional Manager, Conflict and Complaint Management Services, Central Region however she is currently Acting National Director Service Delivery. Charlene holds a Bachelor of Science from Memorial University and will complete a Master of Business Administration (Leadership) from Dalhousie University later this year. www.linkedin.com/in/charlene-chubbs
Bridget Anderson 	Assistant Director - Client Service, Domestic Network	IRCC	Bridget Anderson has been employed with IRCC almost 22 years ago, with her first three years at the Client Contact Centre in Montreal. After relocating to Ottawa, she spent the next eight years at the Ottawa local office, where she processed temporary and permanent resident applications. In 2013, she made the decision that she wanted to pursue management, so to accomplish this and to build her competencies, she sought out and accepted opportunities at Headquarters as a team leader, supervisor and manager, which have led her to her current role as Assistant Director for the Domestic Network Client Service Unit. Her intention is to be an instrument for change and not just a participant in an assembly line. She has the ability to make an impact and a meaningful contribution to the development and success of those starting their career and trying to navigate this complex machine, and this is exactly what she intends to do!
Brooke Kassen 	Assistant Deputy Commissioner, Correctional Operations (ADCCO), Pacific Region	CSC	Brooke Kassen commenced his career in 1999 at Drumheller Institution. He has occupied positions at Red Deer Parole, Saskatchewan Penitentiary, Edmonton Parole, Edmonton Institution, Kent Institution, Mission Institution, Fraser Valley Institution, Pacific Institution, Pacific Region Community District Office and Regional Headquarters. Over his 25-year career with the Correctional Service of Canada, Mr Kassen has served in a variety of roles and at all security levels. Positions held include: Parole Officer, Unit Manager, Assistant Warden Correctional Programs, Assistant Warden Operations, Deputy Warden and Warden, A/District Director A/Assistant Deputy Commissioner Integrated Services and Assistant Deputy Commissioner Correctional Operations. Mr. Kassen was appointed Assistant Deputy Commissioner Correctional Operations in July 2022, following numerous Executive positions in the Pacific Region. Mr. Kassen has undertaken a number of large leadership initiatives in his career, which include opening of 3 offender living units, clustering of 2 Institutions, and a population management report used for both a Regional and National analysis.
Ioana Finichiu	Team Lead, Open	TBS	Enthusiastic and passionate about knowledge sharing, collaboration, and culture change in the Public Service,

	Government	Ioana shares this in her current role with the Open Government team at the Treasury Board of Canada Secretariat. As a public servant since 2006, Ioana has worked in operations, headquarters, central agencies, internationally, and with a functional community office. Ioana thinks people – the public and colleagues in public sectors across Canada and beyond – are at the heart of what we do. She believes in doing the right thing, even when it is harder than doing things right. Current motto: “I am not interested in preserving the status quo; I want to overthrow it”
Alexandra Shaw 	Canada's Free Agents	Alexandra Shaw began her public service career at Veterans Affairs Canada, headquartered in Charlottetown PEI. She spent 12 years here doing communications, policy, and program work. She became a Free Agent in January 2024, giving her the opportunity to easily work across the Government of Canada and broaden her experience and skills. Her first Free Agent gig was with Natural Resources Canada where she worked on the Green Buildings Strategy. In August 2023, she joined Environment and Climate Change Canada to work as a policy manager in innovation and experimentation. Alexandra is a passionate champion for plain language and loves coaching and developing people. She lives between the north shore of Prince Edward Island and Toronto. Outside of work, you're most likely to find her being active outdoors, working out or coaching people in the gym, or having fun in the kitchen (cooking is her zen activity). [./https://www.linkedin.com/in/alexandra-shaw-b5471067/ Alexandra Shaw LinkedIn]
Kathleen Williams	Acting Senior Advisor to the Regional Director, West and North Region	ECCC Kathleen Williams is the Acting Senior Advisor to the Regional Director West and North Region with Environment and Climate Change Canada. She has worked at Environment and Climate Change Canada since 2019 in the West and North Region. Other experience includes a year with the Vaccine Rollout Task Force at Public Health Agency of Canada, managing a planning unit at Service Canada, and working in the private sector on social impact for the early stages of a major project.

		Kathleen lives in the traditional and unceded territories of the Musqueam, Squamish and Tsleil-Waututh Nations, also known as Vancouver. Kathleen Williams LinkedIn (https://www.linkedin.com/in/kathleenawilliams/?originalSubdomain=ca)
John Medcof 	Lead Faculty	CSPS John Medcof is Lead Faculty at the Canada School of Public Service. In this role he facilitates executive leadership programs and provides strategic advice and direction on executive learning and faculty recruitment. Prior to this role, John was Director General of Transferable Skills at the School. In addition to his experience in learning design and delivery, John has extensive experience developing policies and programs, and working in a central agency. Before joining the School, John was the Executive Director of Strategic Policy at the Treasury Board of Canada Secretariat. He joined the Government of Canada in 2004 after a career in business in the private sector. John is passionate about promoting human-centered leadership at all levels, as well as diversity, equity and inclusion in the public service. He works from Ottawa but is an advocate for distributed teams and regional perspectives.
Démian Martin 	Senior Project Leader, Science and Parliamentary Infrastructure Branch	PSPC Démian Martin joined PSPC – Science and Parliamentary Infrastructure Branch in late 2019 as a Senior Project Leader to support the federal Laboratories Canada Strategy. He brings over 25 years of federal public service experience, primarily in strategic planning and the strategic management of federal science and public safety assets. Démian has worked in several different programs throughout his award winning career including the implementation of national User Fee programs, development of the Universal Classification System, and supporting the COVID Vaccine Rollout Task Force. During his career, Démian has led, or co-written, several MC and TB submission processes, focused primarily on establishing asset stewardship responsibilities. In his current role, Démian provides vision and leadership for the implementation of standard approaches to the assessment, management and operation federal science buildings and campuses. As a recognized Real Property Management expert, Démian has collaborated with multiple departments, including Global Affairs Canada,

			and National Defence, to develop and implement sustainable RP information management solutions within the federal context. He is also a strong believer in the value of building strong, functional relationships within the Federal Real Property Community, working with federal custodians to develop a culture of learning and success, with a focus on data-driven decision making.
Cynthia Shelswell 	Director, Strategic Integration and Planning, Office of the Chief Human Resources Officer	TBS	Hi! My name is Cynthia Shelswell and I'm currently Director of Strategic Integration and Planning in the Office of the Chief Human Resources Officer at the Treasury Board Secretariat (TBS). Functionally, my team leads on support for the implementation of the Hybrid Direction in the public service with a long-term view to the Future of Work. We also provide surge capacity for high priority initiatives and support corporate planning. In my 15 years in the public service, I have also worked on files at Industry Canada to advance the production of personal protective equipment (PPE) and COVID test supplies; files in Natural Resources Canada's Office of Energy Efficiency to advance policy objectives with international and Canadian partners; international student policy at Immigration, Refugees and Citizenship Canada; and I cut my teeth working on client departments like ISED, NRCAN, DFO and ECCC as a Program Analyst in the Economic Sector at TBS. I enjoy running, travel, baking sourdough and spending time with my family – which usually involves a swimming pool as two of my kids are competitive swimmers.
Rachel Cyr 	Acting Director of Information Management, Comptrollership and Business Management	DND	Rachel Cyr is Acting Director of Information Management, Comptrollership and Business Management at the Department of National Defence. Once upon a time she had her heart set on a career in academia but then one day, thought the better of it. Experienced in navigating non-linear career paths and how to find your way with a humanities degree.
Robyn Atkinson	Director, Ministers' Regional Offices	PCO	I am the Director of the Ministers' Regional Offices at the Privy Council Office, leading a team geographically dispersed from coast to coast to coast. I started my public service career as a co-op student at Environment Canada, where I worked on national and international policy I later joined Public Services and Procurement Canada, as the Manager of the Montreal Ministers Regional Office. I am a lifelong learner, earning a Bachelor's Degree in Environment and Development from McGill, a Master's degree in Public Policy and Public Administration and an advanced Professional and Personal Coaching Certificate from Concordia University I am passionate about people



and creating a high functioning work environment. I am always looking for opportunities that allow me to expand my knowledge and competency as a leaderThrough coaching and mentoring, I hope to help employees, like you, get clarity about what they want and inspire them achieve their goals.

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