



The Institute for
Education Leadership

L'Institut de leadership
en éducation

www.education-leadership-ontario.ca

List of Speakers and Contact Information

This list of speakers was recommended by Ontario Leaders and is designed to provide school districts with a list of potential speakers who have expertise on one or more of the Personal Leadership Resources (PLRs) from the Ontario Leadership Framework. The OLF includes a small but critical number of personal resources, which leaders draw on in order to enact effective leadership practices. Some of the speakers speak to more than one personal leadership resource. This list is intended to be an open-ended evolving tool.

The IEL, with the support of its member associations and districts, will continue to add to and/or revise the list on an ongoing basis. The focus of the presentations is on the development of the PLRs for all school and system leaders.

Districts are invited to provide additional information regarding these speakers or other speakers they've invited to provide professional development. Feedback for each speaker is encouraged. Please submit your feedback to communication@education-leadership-ontario.ca. This feedback will be added to the IEL website as a testimonial.

Personal Leadership Resources distil evidence about leadership traits and dispositions most likely to influence the effectiveness with which leadership practices are enacted. These resources are intended to be especially relevant for purposes of leadership recruitment and selection.

Cognitive Resources

Problem solving expertise

- Understanding and interpreting problems
- Identifying goals
- Articulating principles and values
- Identifying constraints
- Developing solution processes
- Maintaining calm and confidence in the face of challenging problems

Knowledge about school and classroom conditions with direct effects on student learning

- Technical/rational conditions
- Emotional conditions
- Organizational conditions
- Family conditions

Systems Thinking

- Being able to understand the dense, complex, and reciprocal connections among different elements of the organization
- Having foresight to engage the organization in likely futures and consequences for action

Social Resources

Perceive emotions

- Recognizing our own emotional responses
- Discerning emotional responses in others through verbal and non- verbal cues

Manage emotions

- Reflecting on our own emotional responses and their potential consequences
- Persuading others to likewise reflect on their responses

Act in emotionally appropriate ways

- Being able to exercise control over which emotions guide our actions
- Being able to help others act on emotions that serve their best interests

Psychological Resources

Optimism

- Expecting positive results from our efforts
- Recognizing where we have, and do not have, opportunities for direct influence and control
- Taking positive risks

Self-efficacy

- Believing in our own ability to perform a task or achieve a goal
- As a result of positive self-efficacy, taking responsible risks, expending substantial effort, and persisting in the face of initial failure

Resilience

- Being able to recover from, or adjust easily to, change or misfortune
- Being able to thrive in challenging circumstances

Proactivity

- Being able to stimulate and effectively manage change on a large scale under complex circumstances
- Showing initiative and perseverance in bringing about meaningful change

“Although we examine the PLRs individually, in practice leaders draw on them as a whole, interactively. Leaders are not systems thinkers one moment, resilient people the next and successful relationship builders in another. In fact, leaders are all of those things, all of the time and most situations require that leaders draw on all the PLRs concurrently.” ([Ideas Into Action, Exploring the “Social Personal Leadership Resources: Perceiving Emotions, Managing Emotions and Acting in Emotionally Appropriate Ways”, bulletin # 7, summer 2014](#))

English-language and French-language Speakers		
Speakers	Contact Information	PLR
Eric A. Deegan	<p style="text-align: center;">Inspiring Minds International <i>Empower The Passion</i></p> <p>The keynote will really hit home with teachers and administrators using specific illustrations as to why some teachers are faced with periods of burnout in their careers. When we start into that burnout phase we tend not to take care of ourselves, our families and we perform below our abilities in our careers. Get your edge up by empowering yourself with the 3 key components (Self Life, Home Life and Career Life). Topics Covered Include: Learning Keys To Avoid/Overcome Burnout/Stress, Your Second Family - Co-Workers, How To Reach Unmotivated Students, Your Value As A Teacher, You Are The Most Important Part In The Equation, Triple P – The Secret To Student/Teacher Success. Empower the passion key component focuses on: Self Life (Physical and Emotional Health), Home Life (Family Relationships, Finances and Scheduling), Career Life (Co-Worker Relationships, Classroom Structure and Student/Teacher Success)</p> <p style="text-align: center;">Email: office@inspiringmindsintl.com Website: www.inspiringmindsintl.com</p>	Cognitive Social Psychological

Maxime Labbé	<p style="text-align: center;">Montana <i>Frontline Labour Relations</i></p> <p>Presented in an entertaining case-based format suitable for both front-line to high-level managers, Frontline Labor Relations distills 60 years of lessons from arbitration jurisprudence into simple, common-sense principles that guide decision-making. Supervisors learn how to use those principles to achieve management goals and defend their decisions in clear and indisputable terms. The high-integrity Frontline Labor Relations approach reduces friction and conflict in labour-management interactions, and lets you manage efficiently, wisely, consistently, and without fear of having to reverse your decisions.</p> <p style="text-align: center;">Leadership Communications – communication skills for supervisors and managers</p> <p>This workshop gives managers the tools to communicate clearly to the listener’s brain while engaging their emotions so that they want to use the information communicated. It teaches handy expressions and communication techniques that transmit complex messages simply, and help you deliver unwelcome news in ways employees understand and accept. You will also learn effective listening techniques and practice non-verbal methods to build rapport and trust with your people.</p> <p>These presentations focus on: Problem solving in management, Labour relations, Conflict Management, Human Dynamics in the Work Place, Human Resources. Telephone: 506-863-4965 Email: labbem@montanahr.com Website: http://www.montanahr.com/</p>	Social
Sylvie Daigle	<p style="text-align: center;">Coaching Outaouais <i>Powerful Questions and Coaching for Optimal Leadership</i> <i>Discovering, Exploring and Using Masculine and Feminine Energy for a Conscious Leadership</i> <i>Leading Efficient, Productive and Satisfactory Meetings</i> <i>Developing Practices to Discover and Use your Unique Leadership</i> <i>Team Building: a Question of Trust, Commitment and Shared Goal</i></p> <p>Sylvie coaches managers, in both the public and private sectors, who are looking to help their teams, organizations or companies progress in accordance with their human, professional and community values. She has 20 years of experience as a senior administrator in Quebec’s health</p>	Cognitive Social

	<p>and social services network, in a great variety of areas and with a diverse clientele. Sylvie has solid experience in planning, financial recovery and team mobilization to complete innovative projects in complex situations. She has worked as a management consultant and coach since 2007 in the municipal, educational, financial, health and construction fields. She volunteers her time with various community organizations, which are dedicated to, among other things, economic integration of immigrants, support for the most disadvantaged and citizen participation. She is a certified coach in the Integral Development Coaching approach, a member of the Association des directeurs généraux des services de santé et des services sociaux du Québec (ADGSSSQ), the International Coach Federation – Québec (ICFQ) and the International Coach Federation (ICF).</p> <p>Telephone: 819-595-8389 Email: sylvie@coachingoutaouais.com</p>	
Isabelle Fontaine	<p>Isabelle Fontaine, key note speaker <i>Emotional Intelligence and Psychology of Performance</i> <i>The Art of Surfing Change</i> <i>Being an Inspired and Inspiring Team Player</i> <i>Performance, Charisma and Energy</i></p> <p>Telephone: 514-815-7757 Website: http://www.isabellefontaine.ca/ Email: isabelle@isabellefontaine.ca</p> <p>Expert in the psychology of influence and of performance. Following a career in teaching at the Université du Québec à Montréal and Polytechnique Montréal, ISABELLE FONTAINE has become a speaker who demystifies the latest developments in NEUROSCIENCE and PERFORMANCE PSYCHOLOGY with tact, intelligence and emotion. As she aims to show people HOW to tap into their often unused or hidden personal potential, ISABELLE has created talks that offer a RANGE OF CONCRETE TOOLS to pave the way to COURAGE, PERFORMANCE, LEADERSHIP and, ultimately, to SUCCESS!</p>	Social Psychological
Andrée Jetté	<p><i>Diffuse your Emotions: It is Possible!</i> Site web: http://www.andreejette.com/ Website under construction</p>	Social
Sandee Guindon	<p>Telephone: 705-498-5480 Email: sandeeguindon@hotmail.com</p>	Psychological

<p>Claire Vachon</p>	<p style="text-align: center;"><i>Managing the Workplace : Labour and Employment Seminars Labour Relations</i></p> <p>Claire Vachon is a partner in the Labour and Employment Group in the Toronto office, where she specializes in labour and employment law as well as education law. Claire represents employers in all areas of labour and employment law in unionized and non-unionized settings, notably in the broader public sector. A significant part of her practice is dedicated to representing and providing advice to Ontario school boards on labour relations and other matters such as constitutional, privacy and education law issues.</p> <p style="text-align: center;">Telephone: 416-643-6803 Email: cvachon@heenan.ca Website: http://managingtheworkplace.com/10-03-2013_bio.html</p>	<p>Cognitive</p>
<p>Justice Paul Rouleau</p>	<p style="text-align: center;"><i>Systems Thinking</i></p> <p>Paul S. Rouleau was appointed to the Court of Appeal for Ontario in April 2005 and to the Superior Court of Justice of Ontario in May 2002. Prior to his appointments he practiced law specializing in all aspects of education, constitutional and labour law as well as commercial litigation.</p> <p style="text-align: center;">Website: www.ontariocourts.on.ca/coa/en/judges/rouleau.htm</p>	<p>Cognitive</p>
<p>François Massé</p>	<p style="text-align: center;"><i>Solution Tree Response to intervention</i></p> <p>Response to intervention is not a series of steps to check off on a list, but rather a way of thinking in terms of the best approach to take so that each student receives the time and support needed to achieve success. This workshop was designed for schools that are starting to implement a pyramid of interventions and want to further improve their interventions, or for schools that are experiencing challenges and want to continue their implementation. This coaching will help create a response to intervention that ensures students' success. It is a simplified process to help identify four key principles for carrying out the implementation, and to develop collective responsibility, a viable and guaranteed curriculum, relevant assessments and guaranteed access to assistance for each student.</p> <p style="text-align: center;">Participants will experience a simple process to implement these principles so that these interventions can be efficient at school.</p> <p>François Massé has been an educator for the last 29 years and superintendent of education for</p>	<p>Cognitive Social Psychological</p>

	<p>the last 14 years. He has worked with more than 30 schools in implementing Professional Learning Communities (PLC), and he has been working in collaboration with educators to transform the culture of these organizations into professional learning communities. François has extensive experience in many facets of education, from teaching at the primary and high school levels to working as principal in a primary school. In his many roles as teacher and administrator, François has come to recognize the efficient building blocks of a PLC. His professional approach is based on the creation of collaborative teams in order to analyze student results and efficiently align the methods used within each school.</p> <p>Telephone: 613-677-8184 Email: fmasse001@gmail.com 1707 Eaux Paisibles Way L'Original ON K0B 1K0</p>	
Diane Houle-Rutherford	<p style="text-align: center;">Houle-Rutherford Consulting Inc. <i>Leadership Development Through Self-Awareness, Coaching and Creativity</i></p> <p>With her 30 years of experience in Human Resources Management and Organisational Development, Diane is a consultant, executive coach, trainer, speaker and facilitator known for her highly dynamic and participative style and her systemic approach to change management.</p> <p>She consults to managers and senior level executives in both the public and the private sectors, in Canada, in the United States, and in Europe on issues related to Leadership Development and Action Learning, Creativity and Creative Problem Solving, Individual and Team Coaching, Change and Transition Management, Conflict Resolution, Team Building and Group Facilitation.</p> <p>Telephone : 613-723-4757 email : diane@houlerutherford.com Website: www.houlerutherford.com</p>	Social Psychological
Noëlle Caloren	<p style="text-align: center;">Borden Ladner Gervais <i>Labour and Employment, Education, Litigation and Arbitration</i> <i>Privacy and Data Security, Healthcare Human Resources and Labour Relations, Senior Living and Housing, Health Law</i></p> <p>Noëlle Caloren has been a member of the Ottawa Office Litigation Department since her call to the bar. She is fluently bilingual in English and French and practises in both official languages.</p> <p>Noëlle has developed an expertise in employment and labour law through her work for numerous public institutions, notably in the educational, healthcare and municipal sectors and</p>	Cognitive Social Psychological

	<p>for private sector corporate clients and individuals in the provincial and federal jurisdictions. She assists her clients with employment-related matters involving the preparation of contracts and policies, the negotiation and interpretation of collective agreements, the assessment of termination packages and representation in legal proceedings. Noëlle routinely advises on human rights issues and workplace investigations. She is well versed in health and safety matters and access to information and privacy rights in both the federal and provincial jurisdictions.</p> <p>Telephone: 613-787-3536 Fax: 613-230-8842 Email: NCaloren@blg.com Website: http://www.blg.com/en/ourpeople/caloren-noelle</p>	
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English-language Speakers		
Speakers	Contact Information	PLR
Lise Leblanc	<p style="text-align: center;"><i>Minimum Stress</i></p> <p>Development, organization and facilitation of personal development workshops to assist people in achieving inner peace, balance and success in their personal and professional lives. Lise Leblanc is an expert in the field of personal and professional leadership. She is a Registered Psychotherapist and for the past eighteen years, she has worked in therapeutic, educational, leadership, and coaching roles. Lise is passionate about the importance of taking responsibility for your life. She will give you a roadmap to free you from past trauma and teach you how to live your life without the overwhelming presence of stress.</p> <p>Telephone: 705.358.0551 Email: lleblanc@persona.ca Website: http://mthorpe.com/lise/ Links: http://www.minimumstress.com/</p>	Cognitive Pscychological
Marcia Hughes	<p style="text-align: center;"><i>Collaborative Growth</i></p> <p>Marcia offers keynotes, workshops, leadership development and team building to provide organizations with strategic behavior alignment by bringing their values, intentions and behaviors into sync. As a master trainer and facilitator, her focus is to provide consulting which results in lasting behavioral change.</p> <p>Testimony: “Over the years, I have participated in many sessions led by a facilitator. I rate</p>	Social

	<p>Marcia as one of the best, if not the best facilitator I have experienced. I highly recommend Marcia as a facilitator for sessions involving the board and/or senior management of an organization.” <i>Robert Gordon, PhD, President, Park Hospital District Board</i> <u>Phone: 303.271.0021</u> <u>Email: mhughes@cgrowth.com</u> <u>Website: http://www.cgrowth.com/bio_hughes.html</u></p>	
Dick O’Brien	<p style="text-align: center;"><i>Reflections on Leadership</i></p> <p>Leadership is a combination of adaptability, attitude, purpose, passion and people. It is the sense that people feel when they speak with you. It is the footprint you leave behind. With the daily amount of continuous rapid change only people and organizations that are resilient will survive and only individuals that are driven by their principles and not by events of their day will be capable of effective leadership.</p> <p>Presentation Series: Being Well and Well-Being: Wellness and Health for Leaders; The Journey of Life; in The Fog of Change; Have You Ever Had a Bad Day?; Leadership In Challenging Times; The Balancing Act: Balance for Leaders; You Can't Run From The Wind: A Study of Mindsets, Morale, Conflict and Life; Dealing With Difficult People For Leaders; In The Eye Of The Storm; Developing a Resilient Culture at Work.</p> <p><u>Email: dickobrien@theresilientjourney.com</u> <u>Website: http://www.theresilientjourney.com/</u></p> <p>Testimonial: “Dick O'Brien has presented to a number of employee groups within our Board including Administrators, Teachers, Secretaries and central staff. He has an uplifting message and Feedback is consistently positive.” <i>Tracy Vandenberg</i></p>	Psychological
Dr. Patrick Carney	<p style="text-align: center;"><i>"Mental Health: Personal Leadership Resources Supporting System Leaders"</i> <i>Resilient, Active, and Flourishing: Supporting Positive Mental Health and Well-being in School</i></p> <p>Author of <i>Well Aware: Developing Resilient, Active and Flourishing Students</i> - Chapter 6: the value of Social Emotional Skills; resilience and personal competency; self-awareness, managing emotions, self-motivation, empathy, managing relationships etc.</p> <p>Telephone: 705-722-3555 poste 271 Fax: 705-726-7903 <u>Email: pcarney@smcdsb.on.ca</u> <u>Website: http://www.smcdsb.on.ca/cms/One.aspx</u></p>	Cognitive Social Psychological

Dr. David Posen	<p style="text-align: center;">National Speakers Bureau, Engaging speakers. Engaging audiences</p> <p style="text-align: center;"><i>Stress Management: Staying Afloat When the Water Gets Rough</i></p> <p>Dr. David Posen is an authority on stress management, he delights audiences across North America with an interactive approach that never fails to captivate, motivate, entertain and inspire. His work with corporate clients has positioned him as a speaker of choice for executive workshops and VIP retreats throughout Canada and the U.S.</p> <p style="text-align: center;">Website: nsb.com/speakers/dr-david-posen</p>	Cognitive Social Psychological
Mark Weber	<p style="text-align: center;">Conrad Business, Entrepreneurship and Technology Centre University of Waterloo</p> <p style="text-align: center;"><i>The Social Psychology of Leadership and Organizations, Leadership, teams, decision-making, negotiations, difficult conversations, conflict management, trust development and repair, cooperation and collaboration.</i></p> <p style="text-align: center;">Telephone: 519-888-4567 x31695</p> <p>Website: https://uwaterloo.ca/conrad-business-entrepreneurship-technology/people-profiles/j-mark-weber</p> <p style="text-align: center;">Email: mark.weber@uwaterloo.ca</p>	
Andy Hargreaves	<p style="text-align: center;">National Speakers Bureau, Engaging speakers.</p> <p style="text-align: center;"><i>Engaging audiences Uplifting your Performance Your People and Yourself</i></p> <p>Andy Hargreaves is a dynamic and motivational keynote speaker and workshop presenter. He has been invited to address international organizations such as the World Bank, OECD (the Organization for Economic Co-operation and Development), UNESCO, the Soros Foundation, the European Union, the International Baccalaureate, the International Congress of Principals, the European School Heads Association, the Universities of Latin America, and the International Congress of School Effectiveness and Improvement. Andy has delivered invited addresses and provided staff development in 37 US states, 42 countries and all Australian states and Canadian provinces.</p> <p style="text-align: center;">Website: http://nsb.com/speakers/andy-hargreaves/</p>	Cognitive Social Psychological
Richard Wagamese	<p style="text-align: center;">Keynote Speaker Canada</p> <p style="text-align: center;"><i>Building Capacity & Team Work Through Story</i></p> <p>Richard Wagamese is a master storyteller. What has always empowered him are the spiritual</p>	Cognitive Social Psychological

	<p>and cultural principles of storytelling learned from his Ojibway elders. In this presentation you will learn about the 5 Principles of Storytelling and see how they can enhance the way your organization works and how they can empower your team to create and produce to amazing results.</p> <p>http://keynotespeakerscanada.ca/speaker/richard-wagamese</p> <p>Testimonial: Richard’s frank humility and gentle manner engages audiences in profound ways. By way of sharing his own narrative, he moves each of us to reflect deeply on our perception of what life is really all about and challenges us to see each other for the gifts we possess. He reminds us of the wisdom of elders and the power of relationship and community. He inspires us to be courageous enough to explore and articulate our own identity so that we can be free to live to our full potential. His telling of story is moving and life-changing.</p>	
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