

MCAC 

Mechanical Contractors Association of Canada

BUILDING SMARTER TOGETHER

Emerging Leaders Conference

January 26 & 27, 2024

Welcome Emerging Leaders



KYLE GETTY

Chair - Future Leaders Advisory Council

Thank you very much for joining us for the MCA Canada Emerging Leaders Conference (formerly known as the Middle Management Conference). We appreciate you taking the time out of your busy schedules to join us, and we look forward to providing two days of great networking sessions and a highly engaging education program.

As we all know, our industry is struggling with significant skilled labour shortage across the country. At the same time, we are also seeing scarcity in our middle management employees, which threatens the future success of our sector. This was one of the primary reasons MCAC established its Future Leaders Advisory Committee; to provide the support and resources needed for the next generation of leaders in our industry. The lineup of speakers, workshops and events at this year's conference was designed with that in mind; to help you build on your industry knowledge and leadership abilities.

We know that stepping away from your office and workload may seem daunting, which is why we are grateful you could join us. This conference provides an unique opportunity to collaborate with your peers, foster new relationships, and ultimately provide you with a proactive step to improve your industry awareness, knowledge and expertise.

I would encourage everyone to take in all that these two days have to offer; open your minds, absorb the knowledge, ask questions, and savour the collaborative opportunities available to you.

Remember, the future of the mechanical contracting sector begins with you.

Sincerely,
Kyle Getty, Chair - Future Leaders Advisory Council

Agenda January 26, 2024

7:00 am to 8:15 am – Registration

7:30 am to 8:15 am – Breakfast

8:15 am to 9:15 am – Keynote Speaker: Chris Cummins

9:15 am to 9:45 am – Safety Moment & Intro to MCA

9:45 am to 10:45 am – Skills Development 1 – The Essentials of Effective Leadership

Speaker: Jennie West-Correia, CPF CEC

Today's workplace demands that managers and leaders at all levels be able to build strong relationships with others, especially in motivating and developing employees to drive better business results. Most often, the key to management of others is not in the work itself (the priorities and deliverables) rather, it's in supporting the people who are delivering the services to your customers.

10:45 am to 11:00 am – Morning Break

11:00 am to 12:00 pm – Skills Development 2 – How to Avoid Risk Panel

Panel: Dan Leduc, Partner – Soloway Wright LLP, Doug Baird – AON

12:00 pm to 1:00 pm – Lunch

1:00 pm to 2:00 pm – Skills Development 3 – Goal Setting

Speaker: Dean Fulford, CHRL P.Eng

Consider the potential of employees and teams all focused on a clear, measurable outcome! Setting goals collaboratively with employees provides a sense of direction and focus, which helps in altering the behaviors and attitudes required to accomplish the work in front of your team. Goal setting benefits both the employee and the organization as a whole. However, though well-designed performance goals can help your team align their work activities with the company or department's overall direction, few leaders take on the challenge of developing meaningful goals.

2:00 pm to 3:00 pm – Skills Development 4 – Change Order Protocol

Speaker: Dan Leduc, Partner – Soloway Wright LLP

3:00 pm to 3:15 pm – Afternoon Break

3:15 pm to 4:45 pm – Case Study – Time Extension Claim

In addition to the technical development sessions, attendees will participate in a group case study focusing on time extension claims. Applying the knowledge learned in this conference along with the case study material, attendees will compile a mock communication reflecting real job site scenarios.

5:00 pm to 6:30 pm – Joint Reception with Student Chapter Summit attendees

Agenda January 27, 2024

7:30 am to 8:15 am – Breakfast

8:15 am to 9:15 am – Keynote Speaker: Jennifer Botterill

9:15 am to 10:30 am – Morning Café: Lessons Learned

Speaker: Dan Leduc

Grab a coffee, stretch your legs, and open your mind to the morning café with industry experts. Stroll from one expert to the next and engage in small group discussions on lessons learned from seasoned professionals on construction related topics.

10:30 am to 10:45 am – Morning Break

10:45 am to 11:45 am – Skills Development 5 – Building Trust Through Communication

Speaker: Jennie West-Correia, CPF CEC

We can spend almost our entire day communicating. As leaders, we can provide a huge boost to our team's productivity if we communicate in the clearest, most effective way possible. It is a key factor in contributing to better team collaboration and cooperation – effectively driving better results for individuals, teams, and organizations. Communication refers to any type of exchange of information inside and outside an organization oriented towards achieving business goals. In teams, this can take many forms including giving direction, providing well-formed feedback, or engaging in a career conversation.

11:45 am to 1:00 pm – Lunch

1:00 pm to 2:15 pm – Skills Development 6 – Making Contracts Work for You

Speakers: Geza Banfai and Jason Annibale, McMillan LLP

2:15 pm to 2:30 pm – Afternoon Break

2:30 pm to 3:30 pm – Skills Development 7 – Building Trust through Communication

Speaker: Dean Fulford, CHRL P.Eng

For many of us, the word conflict evokes negative connotations. Conflict means we're doing it wrong. Conflict means there's a problem. Unfortunately, that's a view of conflict that is getting us in trouble. A definition of conflict is "the struggle resulting from incompatible or opposing needs, drives, wishes, or external or internal demands." There's nothing inherently bad about a struggle... many struggles lead to positive outcomes! In an organization, there are many struggles worth engaging in, even on a daily basis.

3:30 pm to 4:15 pm – Closing Remarks & Student Chapter Competition Sit In

4:15 pm to 4:45 pm – Student Chapter Competition Results



CHRIS CUMMINS (KEYNOTE SPEAKER)

7-time TEDx Speaker, Author, Inspiring Keynote Speaker, TV Host of upcoming "Charged-Up Show"

In a world craving inspiration, Chris Cummins stands out. At the helm of Cummins Media Inc for 19 years, he's been the guiding force behind enhanced leadership and communication for Canada's elite, including BMW, FED-EX, Microsoft, The Calgary Stampede Board of Directors, Rideau Hall's Governor General's Office, Manulife Bank, Canadian Olympic Committee leadership team, Alamos Gold Mines, CIBC. His expertise isn't just sought after—it's a beacon for transformation in the corporate sphere and beyond.



JENNIFER BOTTERILL (KEYNOTE SPEAKER)

Three-time Olympic champion

Jennifer Botterill is one of Canada's most successful athletes. A member of the Canadian Women's Hockey Team for 14 years, she is a three-time Olympic champion and an in-demand NHL analyst in both Canada and the US, regularly appearing on CBC's Hockey Night in Canada. When she is not sharing her knowledge and expertise of sport on air, she is empowering others to pursue excellence as an engaging keynote speaker and peak performance coach.

In addition, Botterill is the CEO of Excel in Life Inc. and Journey to Excel Inc., where she continues her pursuit of excellence while inspiring and coaching others. She also sits on the board of directors for CCM Hockey and is an ambassador with Right to Play.



JENNIE WEST-CORREIA, CPF, CEC (SESSION SPEAKER)

Senior Consultant, Facilitator and Executive Coach Leadership Development

Jennie brings over 20 years of experience and deep passion, energy and expertise in employee engagement and collaboration. Jennie is a Stratford Group Senior Consultant, specializing in facilitation, training and coaching. She also has significant experience in developing HR programs, leading people, cultivating passion and energy and developing and delivering multi-stakeholder facilitated engagements with a particular deep level of experience in the construction and services sector.



DEAN FULFORD, CHRL P.ENG. (SESSION SPEAKER)

Practice Leader, Leadership Development

Dean Fulford brings more than 20 years of experience and a deep expertise in leadership development, organizational development and design, project management, process mapping, and best-practice benchmarking activities. Dean has significant experience in developing HR programs and in process and change management along with competency-based engagements.

With an extensive background in organization development and effectiveness, performance consulting and process improvement, he has effectively determined client business requirements to successfully implement projects that provide global consistency. Dean compliments his HR background with strong process management and competency-based project experience. With an Engineering degree he brings a high technical aptitude to his engagements that make him a credible voice with deeply technical clients.



DAN LEDUC (SESSION SPEAKER)

Partner - Soloway Wright LLP

Dan Leduc practices almost exclusively in the field of construction law and dispute resolution. He is frequently called upon to advise and represent owners, subcontractors, suppliers, and builders in such front-end services as contract reviews, tender issues, and general construction matters, as well as in litigation and arbitration. Mr. Leduc is experienced in negotiating, mediating, arbitrating, and litigating all manner of construction disputes including construction liens, trust claims, delay claims, construction insurance claims, and architect's and engineer's errors and omissions. He has experience in drafting and negotiating various forms of construction contracts on behalf of owners, developers, general contractors, subcontractors, and suppliers. Mr. Leduc also has experience in surety bond claims, including performance bond claims and labour and material payment bond claims, as well as managing cases involving large volumes of documents, at times, in excess of 2,000,000 documents.



GEZA BANFAI (SESSION SPEAKER)

Counsel - McMillan LLP

Geza Banfai is a widely respected lawyer by the legal community and across the construction and infrastructure sector. Geza represents stakeholders at every level of the construction pyramid, including lenders and owners (public and private), general contractors, subcontractors, material suppliers and workers. He also works with design, architectural and engineering professionals as well as testing consultants. Geza is recognized by Chambers Canada as a leading lawyer in the area of construction law.



JASON ANNIBALE (SESSION SPEAKER)

National Co-Chair, Construction and Infrastructure Group - McMillan LLP

Jason J. Annibale is McMillan's National Co-Chair of the Construction and Infrastructure Group and a partner in the firm's Advocacy and Dispute Resolution Group. He acts on complex construction disputes and transactions, particularly within the P3 and infrastructure spaces. Jason is a Fellow of both the Canadian College of Construction Lawyers and the Construction Lawyers Society of America. He has been recognized by Chambers Canada and the Best Lawyers in Canada as a Leading Lawyer in Construction Law. He has also been recognized by the Lexpert/Report on Business as one of Canada's Leading Infrastructure Lawyers and one of Canada's Leading Energy Lawyers.



DOUG BAIRD (PANEL SPEAKER)

Senior Vice President, National Director Sales, Construction Services Group - AON

As Senior Vice President National Director Sales Construction Services Group, Doug Baird has close to 30 years of experience in Canada's construction industry, leading client acquisition and retention activities nationally. As a construction insurance and surety account executive, Doug has a wide range of experience and expertise in the Canadian insurance and construction marketplace, and has played an active role with the Mechanical Contractors Association of Canada and provincial mechanical contractor associations for close to 15 years.



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The Westin Toronto Airport 950 Dixon Road, Toronto, Ontario, Canada, M9W 5N4

- Room rate **\$198 per night between January 24-27, 2024**
- Check in 3:00 pm | Check out 12:00 pm
- Electric Car Charging Station
- On-Site Parking *\$20 per day

The Westin Toronto Airport is located less than five minutes from the YYZ airport and close to both the International Centre and the Toronto Congress Centre.

For easy business travel, our hotel offers a complimentary 24-hour airport shuttle and is near the Pearson Train Station and the Kipling Subway Station. Versatile and holistic hotel amenities include our onsite Westin WORKOUT® Fitness Studio and a revitalizing heated indoor pool.

Fuel up and stay energized with healthy dishes and eclectic cuisine at our hotel's onsite restaurants, Atmosphere and Crosswind's Bar and Grill, which both feature upscale and locally inspired meals.

When it's time to recharge after a busy day, our recently renovated hotel rooms offer dynamic views of Toronto, plush signature Westin Heavenly® Beds and bathrooms fully stocked with luxurious Westin White Tea Heavenly™ Amenities. Whether it's business or relaxation that brings you to Canada, The Westin Toronto Airport offers a thoughtful stay with personalized touches.

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