



Dr. Linda Duxbury, professor, Carleton University's Sprott School of Business

Dr. Linda Duxbury is a professor at Carleton University's Sprott School of Business. She received a master's degree in chemical engineering and a PhD in management sciences from the University of Waterloo. Within the past decade, Duxbury has completed major studies on balancing work and family in the public, private and not-for-profit sectors. She's currently conducting research, which evaluates the organizational and individual impacts of e-mail, mobile telephones, telework, flexible work arrangements, change management and what makes a supportive manager. She has completed four national studies on work-life balance in which more than 100,000 Canadian employees participated. Within the business school at Carleton, Duxbury teaches MBA and PhD courses in managing change, as well as the MBA course in organizational behaviour. She's published widely in both academic and practitioner literatures in the area of work-family conflict, change management, supportive work environments, stress, telework, the use and impact of office technology, managing the new workforce and supportive management. She's also given more than 400 plenary talks on these issues to public, private and not-for-profit sector audiences. Duxbury works extensively with policing services in Canada and across the globe, focusing on work-life and well-being issues within police services, sustainability of the police and how best to introduce change within police services. She's also undertaking research with police services on how best to demonstrate the value of police work within communities. The author of two books, Duxbury's received numerous awards throughout her academic career for her research, teaching and leadership within the community. She's also a well-known public speaker, delivering major talks related to work-life issues around the world. Duxbury is currently involved in a major multi-method longitudinal research initiative exploring employee well-being in times of the coronavirus pandemic.

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Mike Olsson, vice-president, human resources and professional development, PCL

Construction

As vice-president of human resources and professional development for PCL Construction, Mike is responsible for all the human resources and professional development activities, services and products the team delivers. PCL is the 6th largest contracting organization in the United States and is the largest in Canada. PCL's 4500+ staff professionals and 10,000+ hourly tradespeople are involved with more than 700 projects at any one time ranging in value from \$20,000 to over \$1 billion across the civil, heavy industrial and commercial buildings markets.

Mike has over 20 years of experience in the leadership, professional development and human resources fields. At PCL, Mike has been a member of the Pension Committee and the Executive Pension Committee since 2014, with accountabilities ranging from the overall pension plan operation to risk management and member education. With a diverse membership and a unique model of 100% employee ownership, the focus is on successfully meeting a wide variety of retirement savings needs and objectives.

Mike is particularly passionate about leadership development and became an instructor of PCL's flagship leadership course in 2010, taking over the governance of the initiative in 2012. Launching the Leadership Academy in 2014, Mike continues PCL's tradition of investing heavily in people by continually evolving programs for both high-potential future executives and new employees working on achieving their career aspirations.

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Dr. Joby McKenzie, managing director, Canada, **Teladoc Health**

Joby McKenzie is the managing director of Teladoc Health in Canada responsible for all strategy and operations, growing whole person virtual care to empower Canadians to live healthier lives. Dr. McKenzie also volunteers as a board director at Mackenzie Health overseeing their strategic, quality and financial plans and decisions.

Previously, Dr. McKenzie served as the managing director at Babylon Health in Canada, where she led the exponential adoption of virtual primary care across Canada. Prior to that, she held executive roles at LifeLabs (medical diagnostic services) in business development, post-merger integration, government relations and strategy and was a consultant at the Boston Consulting Group (BCG) where she worked with clients in healthcare and financial services and helped them to increase shareholder value. Dr. McKenzie was also an international professional basketball player and Canadian national athlete including qualifying for the 2000 Olympics and receiving a silver medal at the 1999 PanAm Games.

Dr. McKenzie has an MBA from the Ivey School of Business, a Doctor of Philosophy in Molecular and Medical Genetics from the University of Toronto and a Bachelor of Science in Molecular Biology and Biochemistry from Simon Fraser University.

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Lancelot Lambert, director business development, group insurance, Toronto, **Desjardins Insurance**

Lancelot Lambert joined Desjardins Insurance in 2020 and is a director of business development for the large group segment. He has over 18 years of group benefits experience in underwriting, sales and service. In his current role, he is responsible for helping the Desjardins team in Toronto meet their collective goal of doing what's right for client and members. His work over the years and dedication to seeking out answers has made him a valuable resource to colleagues, advisors, plan sponsors and their employees.

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Jennifer Katzsch, regional vice-president, Western Canada, **Desjardins Insurance**

Jennifer leads the business development and client relationships teams in Western Canada along with the national education and transition team.

Jennifer is responsible for the overall client satisfaction and new business opportunities in Western Canada, and in her role as leader of the national education and transition team, she offers flexible solutions to ensure plan members understand and value the benefits their employers' programs are offering them.

Jennifer works closely with her teams to develop innovative solutions and strategies that enhance the client experience and ensures our clients, as well as their plan members, are getting the most out of their group savings plan.

For over 20 years, Jennifer has worked with a variety of clients, including large multinational corporations and clients with defined contribution, defined benefit plans and savings plans. Jennifer has a bachelor of arts degree from Wilfried Laurier University and a post-graduate diploma in human resources management from Sheridan college.

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Shawn O'Brien, principal, data enablement and drug, health, dental product roadmap, **TELUS Health**

Shawn O'Brien is principal of data enablement and drug, health, dental product roadmap at TELUS Health. He oversees both product (health insurance and pharma analytics) and development teams while leveraging TELUS Health's business intelligence and data warehouse platform. O'Brien has nearly 25 years of experience in employee benefits consulting and group insurance/pharmacy benefit management. Prior to joining TELUS Health, he managed the business analytics practice of a large global HR consulting firm and has also held various leadership positions with major Canadian insurers. Today, he partners with carriers to develop analytics that help employers better manage their plans by identifying key cost drivers, trends and benefit optimization opportunities.

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Jean-Nicolas Guillemette, chief operating officer, **Dialogue**

Jean-Nicolas started his career in management consulting and then completed his MBA at INSEAD. In 2010, he co-founded TransacXion, a fintech company based in the U.S. In 2013, JN joined Uber as one of the first 300 employees and launched the Montreal market as general manager for Eastern Canada. He left Uber in 2018 after growing the company to several hundred million revenues in Quebec.

JN joined Dialogue, Canada's leader in virtual care, in the summer of 2019 as chief operating officer to support the company's phenomenal growth across Canada. He is responsible for all the company's medical operations, the launch of new services and international expansion, including offices in Berlin and Munich. From March to May 2020, Dialogue grew by 10X and hired more than 450 people. Today, Dialogue serves millions of Canadians.

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Christine van Staden, regional vice-president, group customer, national accounts, Canada Life

Christine brings 32 years of leadership experience in the pension and benefits industry, both in the U.S. and Canada. In her most recent role as regional vice-president, group customer, national accounts, Christine is accountable for all business development activity with distinct teams aligned with the private and public sectors across group benefits and group retirement services nationally.

Christine holds a Bachelor of Science (honours) degree in business management from the University of Tennessee and has achieved her Pension Law Certification with Osgoode Hall. Christine also serves as chair for the Canadian Benefits and Pension Institute (CPBI) and Ontario Regional Council (Canadian Pension & Benefits Institute).

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Fernand Vartanian, general counsel, head of corporate development, Onlia

Fernand has worked exclusively in insurance, insurtech and real estate as general counsel for some of the leading insurance companies both domestically and internationally and has been real estate counsel for the TDL group, the then-parent of Tim Hortons quick-serve restaurants across Canada and U.S. In his legal capacity, Fernand oversaw and guided both private and public corporations as they navigated complex regulatory environments in various jurisdictions including Canada, the U.S., European Union and South America. He consistently delivers sound and practical legal advice while executing on the business vision and has extensive experience in Marketing and IP law. Fernand is also a recognized leader within insurtech as a co-inventor of patent-pending smart mobility platform wherein driving behavior is registered, scored and rewarded through a driving telemetry service. In addition, Fernand was the regulatory and product architect of the national insurance program for Uber's ridesharing, delivery and transportation services and Turo's carsharing services across Canada. At Onlia, Fernand wears many hats as the general counsel and head of corporate development, and he previously was the interim human resources director for a year and a half. Fernand received his master's of law degree from the New York University School of Law (NYU).



Dr. Diane Rothern, BSc, MD, CM, MPH, CFPC, MCFP (AM), medical director, co-founder, **ALAViDA**

Dr. Diane Rothern is the medical director and co-founder of ALAViDA. Dr. Rothern's training and expertise in addiction medicine spans over 25 years, placing her front-and-centre throughout the devastating community epidemics of substance use ranging from alcohol to fentanyl. Dr. Rothern is certified in addiction medicine by the Board of Examination and Certification of the College of Family Physicians of Canada. As well as being the former Chief Coroner of British Columbia, she is a clinical associate with the Canadian Institute of Substance Use Research and a long-standing member of the College of Physicians and Surgeons of B.C. teaching and peer review staff and the CPSBC Addiction Treatment Committee.

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Elliot Stone, chief executive officer, co-founder, **ALAViDA**

Elliot Stone is the CEO and co-founder of ALAViDA, the Canadian market leader in virtual substance use treatment. Early in his career, Elliot saw people he loved prevented from getting the help they needed and noticed that when treatment was offered it was often ineffective or too expensive. Fueled by an empathetic curiosity, Elliot has made it his mission to make evidence-based, non-judgmental care available without barriers to people struggling with substance use. ALAViDA has helped over 79% of clients regain control over an addiction.

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Frédéric Leblanc, strategic advisor, drug program management, **iA Financial Group**

Frédéric Leblanc has been acting as strategic advisor, drug programs management, at iA Financial Group since 2019. His expertise puts him at the heart of drug management strategies for our group insurance clients. In addition, he actively contributes to strengthening iA Financial Group's industry leadership position through optimal and innovative drug insurance plan management.

Frédéric has over 20 years' experience in the pharmaceutical industry and has worked in fields such as drug development, product management and reimbursement, business development and government relations.

A member of the Ordre des Pharmaciens du Québec, Frédéric Leblanc holds a bachelor's degree in pharmacy from the Université de Montréal and a graduate degree in pharmacoeconomics.

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Cheryl Nicholson, manager, group life and disability, **iA Financial Group**

Since 2010, Cheryl Nicholson has been responsible for disability claims and rehabilitation teams at iA Financial Group. Her role and her wide expertise have augmented the mental health training program for disability and developed strategies to support insured members in their recovery, ensuring a successful and productive return to work.

She has over 25 years of industry experience with private and public employers, group and auto insurers, legal firms and educational institutions.

Cheryl is a registered occupational therapist and a member of the College of Occupational Therapists of Ontario (COTO) and Ontario Society of Occupational Therapists (OSOT). She was an active member of the CLHIA Committee on Mental Health in the Workplace from 2015 to 2019.

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Jason Vary, president, **Actuarial Solutions Inc.**

Jason Vary, president of Actuarial Solutions Inc., has practiced in defined benefit pension and retiree health plans for over 20 years. He has experience with many plan designs including single-employer, multi-employer, jointly sponsored, private sector, government, unionized, non-unionized, as well as registered and non-registered executive plans. He also provides clients with independent due diligence services with respect to mergers and acquisitions, and expert independent advice on matters before arbitrators and the courts. Jason is a fellow of the Canadian Institute of Actuaries and the Society of Actuaries and is also an active volunteer within the actuarial profession and with the Financial Services Regulatory Authority of Ontario.

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Erica Hall, head of client relations, Canada retirement, **Manulife**

Erica first joined Manulife in 2001 and has held several leadership roles supporting the group retirement business. She has also managed relationships with some of our biggest clients in the market. In her current role as VP, client relations, Canada Retirement, Erica has overall accountability of the implementation of new group retirement clients for all market segments, which includes the development of education strategies, the delivery of education campaigns, relationship management, with a focus on client satisfaction. She is also responsible for the overall service of, and amendment activity for clients within all market segments. Reporting to Erica are the national education and financial education teams, as well as client relationship, implementation managers and defined benefits consultant team. Erica graduated from the University of Western Ontario and holds a degree in history and mathematics.