



The Council of Human Resources Executives (Eastern Canada)

Speaker Biographies

February 12-13, 2025 – Virtual Meeting

Dave Sharrock

Founder and CEO, IncrementOne

Dave has over 25 years' experience working with product delivery organizations, from Fortune 100 companies to startups, local government to academic institutions, financial institutions to eCommerce giants. Dave helps organizations understand and realize the benefits of applying an Agile and Lean mindset to all aspects of the enterprise, whether helping to build an agile product and service delivery organization or creating a resilient enterprise that demonstrates business agility in all that they do. Dave worked across Europe, eventually becoming CTO for a social media startup, before moving from Europe to Canada in 2010 to launch the North American regional presence for an agile consulting company. A sought-after speaker and consultant, Dave is an expert on organizational change and agile service delivery. In today's fast-paced digital environment, an agile delivery capability is only the start of the journey.

Organizations need digital expertise and business agility throughout the enterprise in order to respond quickly to customer needs and stay ahead in an increasingly competitive market while working remotely. Dave brings a unique perspective to enterprise agility from years of working at the cutting edge of agile adoption across many different fields. A passionate believer in producing great results over teaching agile dogma, Dave has a way of introducing agile change that focuses on results and lasting cultural change.

Sonia Boyle

Chief People Officer, Gore Mutual Insurance Company

Sonia Boyle is Chief People Officer at Gore Mutual Insurance. Sonia leads the People strategy, in alignment with Gore's 'Next Horizon' strategy, which is to become a digitally led, purpose-driven, national insurer.

Prior to joining Gore, Sonia was Vice President of Human Resources at TD Bank Group, where she was the executive HR Business Partner for Digital, Innovation & Payments and North American Customer Channels. Before joining TD Bank Group, Sonia was the VP of Human Resources at General Electric Canada and has held senior HR roles at Maple Leaf Foods and Deloitte.



Sonia is Co-Chair of the Governing Body for the Toronto CHRO Leadership Summit. She sits on the Advisory Committees for the Conference Board of Canada Council for HR Executives and the IPMI HR Management Institute. Sonia also sits on the Board and Chairs the HR Committee for Food4Kids Ontario and is an active member of the Human Resources Professionals Association of Ontario (HRPA). She is the former Director and Chair of the Resource and Audit Committee at Banyan Community Services and is a former member of the Board of Governors for Junior Achievement of Central Ontario.

Sonia holds two Bachelor of Arts degrees, in Labour Relations and Sociology, from McMaster University and a post-graduate Certificate in Human Resources Management. She also holds the designation of Certified Human Resources Leader (CHRL).

Jason Romgoolam

Vice-President, People, People Experience, Gore Mutual Insurance Company

Jason joined Gore Mutual Insurance in 2020 and plays a key role in developing and delivering Gore's People strategy. With over a decade of leadership experience in human resources, Jason excels in business transformation, change management, HR technology strategy, talent management, and project execution.

Prior to joining Gore Mutual, Jason held leadership roles at Wealthsimple, Element Fleet Management, and GE. Over the past five years, he has made people analytics a core pillar of HR service delivery and operations. Jason's expertise and strategic vision continue to drive Gore's success in fostering a dynamic and inclusive workplace.

Randy Pettipas

Chief Executive Officer, Global Public Affairs

Randy Pettipas is the Chief Executive Officer of Global Public Affairs, bringing decades of experience as a trusted advisor to many of Canada's business leaders. Under his leadership, Global has expanded its reach beyond Ottawa using a team-based approach to serving clients across Canada and internationally while establishing a strong presence across federal, provincial, and municipal jurisdictions.

Prior to his time at Global, Randy held senior positions in the federal government, including serving as Chief of Staff to a Cabinet Minister and as a senior advisor on Western Canadian issues in both the Office of the Leader of the Official Opposition and the Prime Minister's Office. His insights and expertise continue to shape national and international policy discussions, including through his role on the advisory board of the Canada Institute at the Woodrow Wilson International Center for Scholars in Washington, DC.

Beyond his professional work, Randy is a dedicated community leader and volunteer. He serves on the boards of Arts Commons, International Arts & Artists, and the Calgary Chapter of the Institute of Corporate Directors (ICD). His past contributions include serving as Board Chair of Hospice Calgary and as a board member of the Calgary Zoo.



Edmond Mellina

President and Co-Founder, ORCHANGO

Edmond Mellina, ORCHANGO's president and co-founder, is internationally respected for his expertise in **nimble change leadership™**, **agile decision-making**, and **culture change**. For over 30 years, he has been executing strategic transformations, building agile capabilities, and advising clients across sectors in Europe, North America, and the Middle East.

He is a former corporate transformation executive in drastically changing industries. His clients span a wide spectrum of sectors: pharmaceuticals & healthcare, banking & insurance, hospitality & travel, government, retail, mining, energy, media, professional services, high-tech, manufacturing, engineering, non-profit, labour unions, etc.

As a speaker, Edmond addresses audiences on change leadership, agility, innovation, and influence. He delivers speeches with the passion, humour, and engaging style that are his trademarks. He brings tools, concepts, and techniques to life by sharing vivid stories from the real world.

True to his French upbringing, he loves food and cooking. He lives in Toronto with his wife and son.

Gerard Seijts

Professor, Organizational Behaviour, Ivey School of Business, Western University

Gerard Seijts is professor of organizational behavior at the Ivey Business School at Western University in London, Ontario, Canada. He was the inaugural executive director of the Ian O. Ichnatowycz Institute for Leadership. The Institute has been at the centre of leadership thought, inquiry and education into what makes a better leader through its focus on leader character.

Gerard received his Ph.D. in organizational behavior and human resource management from the Rotman School of Management at the University of Toronto. He is the author of several books including: *Leadership on Trial: A Manifesto for Leadership Development* (2010) (with Jeffrey Gandz, Mary Crossan and Carol Stephenson); *Good Leaders Learn: Lessons from Lifetimes of Leadership* (2013); *Developing Leadership Character* (2016) (with Mary Crossan and Jeffrey Gandz); *The Character Compass: Transforming Leadership for the 21st Century* (2024) (with Mary Crossan and Bill Furlong) and *Character: What Contemporary Leaders Can Teach Us about Building a More Just, Prosperous, and Sustainable Future* (with Kimberley Young Milani). His award-winning research on leadership and leader character is published in top management journals; and he authored numerous articles in practitioner journals.

Gerard has designed and led executive education programs for public, private, and not-for-profit sector organizations around the world. He is particularly pleased with the recognition he received from military academies in Ukraine for the work he did on leadership development.



Kimberley Milani

Director, Ian O. Ihnatowycz Institute for Leadership, Ivey School of Business, Western University

Kimberley is the Director of the Ian O. Ihnatowycz Institute for Leadership, Ivey Business School. She joined the Institute in 2017 and has played an integral role as a knowledge mobilizer and in expanding the Institute's reach, brand, and portfolio.

Prior to Ivey, she was the Director of The Circle Women's Centre and a founding member and Director of the Institute for Women in Leadership (IWIL) at Brescia University College, Western University. Through both her roles at Brescia, she created and led programming that engaged in the development of character through intentional and communal practice. Kimberley is a graduate of the University of Toronto and University of Oxford, UK.

She is the author of [*CHARACTER: What Contemporary Leaders Can Teach us about Building a More Just, Prosperous and Sustainable Future*](#), co-written with her colleague, Gerard Seijts. She is an author on several articles in publications such as *Organizational Dynamics*, *Business Horizons* and the *Ivey Business Journal*, and has conducted public speaking and workshop facilitation on character leadership and women's leadership in Canada and the US.

Brad Ferguson

Senior Vice-President, Optimus SBR

Over the past 30 years, Brad Ferguson has been relied on to build competitive and resiliency strategies for some of North America's most respected businesses, governments, and institutions. His ability to identify and translate macro-level changes into precise, impactful actions has made him into a high-demand strategy consultant who creates unfair advantage for his clients.

Brad's scenario planning background began alongside the legendary Peter Schwartz (Shell) in 1996 and has since led high-profile initiatives in the financial services, utilities, retail, energy, pulp & paper, and healthcare sectors. In 2021, Brad was asked to go inside the Government of Alberta to establish Canada's first jurisdictional ESG strategy and use a scenario planning framework to create a series of pragmatic strategies based on international responses to energy security, environmental game theory, and consumer affordability.

Brad splits his time between Alberta and Ontario and is currently championing a significant post-wildfire rebuilding effort in Jasper National Park.