

# 2025 OMAA Fall Workshop Program Draft 3

## Workplaces that Work: Creating Environments People Want to Stay In

Timeslots to be confirmed

<u>Queens Landing Hotel</u> , Niagara-on-the-Lake	
<b>Sunday 19 October 2025</b>	
<b>900—400</b>	<b>Exhibit Hall Setup</b> <i>Imperial Ballroom</i>
<b>11am start</b>	<b>Golf Tournament at Royal Niagara</b> <i>Sponsored by Intact Public Entities</i>
<b>1pm start</b>	<b>Niagara Glen Hike &amp; Butterfly Conservatory</b> <i>Sponsored by McQueen Galloway Associates</i>
<b>330—700</b>	<b>Registration</b> <i>sponsored by KPMG</i> <i>Atrium Lobby</i>
<b>430—800</b>	<b>Exhibit Hall</b> <i>Imperial Ballroom</i>
<b>515—600</b>	<b>Aspiring CAOs, Members in Transition, and First Timers Meet Up</b> <i>Emerald Room</i>
<b>600—700</b>	<b>Mix and Mingle</b> <i>Mocktails and Cocktails sponsored by</i>
<b>700—900</b>	<b>Dinner (buffet)</b> <i>Sponsored by Hydro One</i>
<b>815—900</b>	<b>Opening Remarks, Awards, and Trivia Challenge</b> <i>Grand Georgian Ballroom</i> <i>sponsored by</i>
<b>900</b>	<b>Hospitality Suite</b> <i>Sponsored by First Ontario Credit Union</i> <i>Emerald Room</i>
<b>Monday 20 October 2025</b>	
<b>700—745</b>	<b>Hike Club</b> Meet up in the lobby and walk a loop including Queen's Royal Park
<b>730—830</b>	<b>Breakfast</b>
<b>730—315</b>	<b>Exhibit Hall</b> <i>Imperial Ballroom</i>
<b>800—1030</b>	<b>Registration</b> <i>sponsored by KPMG</i> <i>Atrium Lobby</i>
<b>830—920</b>	<b>Rapid Fire and Inspire</b> <ol style="list-style-type: none"> <li>1. Shannon Devane, Municipal Risk Management Program Manager, LAS</li> <li>2. <i>Urban Forestry as a Revenue Strategy</i>, Felix Laroche, Jakarta</li> <li>3. <i>Whitby's Market Model Food Bank</i>, Sarah Klein, DCAO Town of Whitby</li> </ol>

	<p>4. <i>GruShare, A Municipal Shared Equipment Model</i>. Gregg Furtney, CAO Town of Minto</p> <p>5. <i>Continuous Improvement Through Practical Digitization</i>, Pamela Nicholson, Government Frameworks</p>
<b>920—1000</b>	<b>Wheatley Explosion</b> <i>Emergency Management/Legal/and Operational Issues.</i> CAO Michael Duben, Deputy CAO Dave Taylor, and Director of Public Works Ryan Brown, Chatham-Kent
<b>1000—1030</b>	<b>Coffee Break</b>
<b>1030—1130</b>	<b>Keynote: The Power of Purpose: Leading a Life That Aligns with What Matters Most</b> <b>Zahra Al-Harazi</b> It's easy to get caught in the momentum of doing — meeting deadlines, hitting metrics, chasing titles — without ever stopping to ask: Does this still matter to me? In a world that moves fast and rewards visible achievement, purpose can quietly slip into the background. Zahra invites leaders to pause long enough to reconnect with what they're really building — and why it matters. Drawing from her own journey of rebuilding identity, career, and voice from the ground up, Al-Harazi explores how clarity of purpose isn't just about passion — it's about direction, discipline, and integrity in how we lead.
<b>1130—1200</b>	<b>Hold</b>
<b>1200—120</b>	<b>Refuel &amp; Connect: Lunch, Networking, and Engagement</b> <i>sponsored by MROO</i> Take an extended break to enjoy lunch, catch up on emails, connect with exhibitors, and engage in meaningful conversations with fellow attendees.
<b>120—205</b>	<b>Strategic Support: Elevating the Executive Assistant Role</b> Your Executive Assistant is more than a scheduler—they're a strategic partner. This session explores how to unlock the full potential of the EA role by aligning responsibilities with organizational goals, encouraging professional growth, and building a relationship based on trust and accountability.
<b>205—230</b>	<b>CAO Research Report</b> Thomas Thayer, CAO, Municipality of Bayham
<b>230—305</b>	<b>Coffee Break</b>
<b>305—335</b>	<b>Floodplain Management and Insurance issues</b> Angela Coleman, General Manager, Conservation Ontario
<b>335—425</b>	<b>Moving On—Life and Career Options after Retirement</b> Panel on Interim CAO roles, fully retired, consulting, and other options
<b>545</b>	<b>Board Bus for Niagara Power Station and Dinner</b>
<b>900</b>	<b>Hospitality Suite</b> <i>Sponsored by The Geoffrey Pennal Advisory Group</i> Emerald Room
<b>Tuesday 21 October 2025</b>	
<b>800—900</b>	<b>Breakfast</b>
<b>900—905</b>	<b>Morning Kickoff and Prize Draws</b>
<b>905—925</b>	<b>Hold</b>
<b>925—1010</b>	<b>Enhancing Municipal Workplace Health: Assessments and Restorations</b> Stephanie Noël, Workplace Consultant, Noël & Co.

	Explore the vital tools used to diagnose and improve organizational health. Learn about different types of workplace assessments—psychosocial risk, conflict resolution, and cultural—and how they help uncover stressors and systemic issues. Discover how workplace restorations involve walking through the key stages: analysis, planning, intervention, and follow-up. Leave with practical insights to foster a healthier, more productive workplace.
<b>1010—1025</b>	<b>Coffee Break</b>
<b>1025—1100</b>	<b>Beyond Compensation: Attracting employees in a competitive market</b> Kathleen Jinkerson, VP HR & Total Reward Solutions, The Talent Company
<b>1100—1125</b>	<b><i>Table-Top Discussion: What are you doing to attract employees?</i></b> Join your peers in a candid, roundtable-style discussion focused on innovative and practical strategies to attract top talent in today's competitive market. Share what's working in your municipality, learn from others, and leave with a list of fresh ideas to strengthen your recruitment efforts.
<b>1125—1130</b>	<b>Wrap up and Final Prize Draw</b> <i>Michael DiLullo</i>