

# HR Analytics for the Public Sector

## FACULTY PROFILES



### **Victor Chiasson**

Acting Manager, Workforce Analysis and Reporting, Department of National Defence

#### ***Government of Canada***

Victor Chiasson is currently Acting Manager for DND's Civilian Workforce Analysis team. He has worked as an HR data analyst in the Public Service from 2005-2016 at Innovation Science and Economic Development (ISED) and since 2016 at DND. In these contexts he has not only worked as an analyst but also a wide variety of analysis related activities, from data quality and governance to BI implementation.

### **Marc Delisle**

Senior Policy Analyst

#### ***Employment and Social Development Canada***

Marc Delisle is a Senior Analyst at Employment and Development Social Canada. Marc is drawn to roles initiatives/projects that impact whole organizations, especially if success is dependent on absorbing and understanding large quantities of complex information. He is especially interested in how organizations can prepare for the future of work. More specifically, he is studying the impact of automation on workers and evolving skills demand. Marc recently delved into Industrial-Organizational Psychology to complete a study examining automation-resistant skills of the future. He recognizes that this discussion about the future of work is only useful until Artificial General Intelligence takes over, at which point humans will all be vacationing for the rest of their lives. Marc Delisle has completed an evidence-based research to find out which skills and abilities will allow knowledge workers to thrive in the age of automation—with some surprising results.



### **Stacey Ileleji**

Senior Analyst & Change Management Specialist

#### ***Federal Government Department***

Stacey Ileleji is passionate about creating the conditions, structures and systems at work that enable people to realize the utmost in personal and professional potential, while achieving organizational goals. She is supported in this endeavour by an honour's degree in Commerce with a focus on organizational development, change management and strategic human resources management. With well over 20 years' experience within, and external to, the public service sector, she is also a certified Prosci Change Management Practitioner. With experience as both a specialist and a manager, she knows first-hand the struggles of those leading teams and trying to effect

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change. She is also an executive member of the Interdepartmental Organizational Change Network (IOCN), a grassroots group made up of federal public servants that make Change Management (CM) information easily accessible by: designing / delivering workshops, running a blogging initiative, and creating spaces for practitioners to exchange on CM issues within the public service. An avid music lover she dabbles in song-writing and loves to sing.

### **Riaz J. Kara**

Director, National Change Leadership, Federal Labour Program

#### ***Employment and Social Development Canada***

Riaz J. Kara is Director, National Change Leadership for the Federal Labour Program. He joined the Federal Labour Program in 2017 and has held other executive roles prior to his current appointment, including as Director General of Workplace Equity & Federal Workers' Compensation and as the Regional Director of the Labour Program's Ontario Region. Earlier, Riaz was the Director of Business and Client Service Strategies for the HR Branch of Public Services and Procurement Canada where he led the creation of a centre of expertise in data analytics, integrated planning as well as business process re-engineering. Additionally, he spent a number of years as a management consultant to C-suite public sector clients, including Deputy and Assistant Deputy Ministers, in the federal public service as well as the BC provincial public service having led over 100 consulting engagements in organizational development, organizational effectiveness, succession management and change leadership.

Riaz is a sought-out speaker who presents at conferences and executive-level courses in data analytics, business and HR strategy as well as public sector management. A life-long learner, in March 2019, Riaz completed his Executive Diploma in Public Sector Leadership from Harvard University Kennedy School of Government after taking on-site courses in Leadership Decision Science, Strategic Management of Regulatory and Enforcement Agencies as well as Driving Government Performance. Complementing a Master's degree from the London School of Economics as well as a degree in Business Administration from Trent University, Riaz also has certifications in Lean (McMaster University), Organizational Development & Building Organizational Capacity (Queen's University Industrial Relations Centre) as well as Strategic Workforce Planning (Human Capital Institute).



### **Jennifer Lahey**

Talent Optimization Specialist

#### ***Predictive Success Corporation***

Jennifer is an influencer, inspirer, connector and leader in Toronto's business and startup community. Jennifer is a Queen's University Honours graduate with a Master's of Science degree. She has a broad wealth of experience in business development, sales and marketing across the financial institutions, insurance providers, telecommunication, healthcare, manufacturing, education and technology industries.

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### **Hope Makena**

Human Resources Advisor, Employment Equity, Diversity and Inclusion, Department of Justice  
*Government of Canada*

Hope Makena has pursued and achieved success as a Certified Human Resources Professional in the workplace over the past 8 years in multiple organizations including the United Nations, educational institutions, start-ups, and in the private, non-profit and public sectors. She currently works at the Department of Justice, where she strives to drive change and helps create a culture that promotes employment equity, and that works to eliminate barriers, biases, discrimination and harassment. Individuals who may identify as visible minorities, women, Indigenous peoples, peoples with disabilities and LGBTQ2+ members are often marginalized in the workforce, and sometimes face unfair recruitment, career development, promotional processes, or are altogether denied merited opportunities. Hope aspires to see a world with a leveled playing field where diversity and inclusion in the Canadian workforce is the norm, rather than an asset. She believes that being a strategic and engaging leader entails becoming a mindful advocate for inclusive organizational designs, processes, policies, and cultures.



### **Maria McKay**

Senior Manager, Advisory  
*KPMG LLP*

Maria is a Senior Manager in KPMG's Advisory Services' People & Change Practice. She has close to twenty years of professional experience helping people and organizations identify desired outcomes and co-determine how to realize value through structural changes to capabilities, processes, organizational structures, and governance frameworks. Maria has a deeply nuanced understanding of how difficult it is to change culture, entrenched decision-making practices, and organizational behaviour. She values diversity and inclusion, and continually seeks to understand group behaviour and reasons for siloed thinking and bias (conscious or unconscious). Maria is passionate about serving others, and believes success occurs when clients reach goals, delivery teams feel valued and supported, and collective learning advances. She's been recognized for her ethics and mentorship of students, professional peers, and newcomers to Canada.



### **Zachary Nichol**

Manager, HR Innovation Solutions  
*City of Ottawa*

Zachary Nichol is the Manager, HR Innovation Solutions for the City of Ottawa where he leads a team responsible for the HR systems and information strategy. The team is key to modernization efforts and the introduction of new technical solutions to automate processes and improve the quality of information for decision making. It provides a center of leadership and expertise to drive HR through digital transformation focused on the employee experience. Prior to joining the City of Ottawa, Zachary held various roles with the City of Hamilton & Arcelor Mittal Dofasco.

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### Michael Page

Government Lead, Talent Solutions

#### *LinkedIn*

Michael has been with LinkedIn for over 4 years and is the Government Lead for LinkedIn's Talent Solutions line of business. In his current role he works with public sector organizations to innovate their recruitment and talent management strategies, as well as with government policy and research teams to analyze labour and economic markets through LinkedIn's data.

### Angela Payne

SVP & General Manager Canada

#### *Monster*

Having spent her whole career in the Human Capital space, Angela's interest and passion starts with people. Everyone who knows her recognize her ability to make authentic and long-lasting connections. This "superpower" has enabled Angela to not only build and grow successful teams but also become a strategic coach for many other leaders inside and out of her organizations. In her current role as the Canadian head of Monster, she guides a workforce of over 70+ professionals to inspire the next generation of candidate and job seekers find the right fit in the workplace - ultimately helping to move the world forward. In her spare time, Angela enjoys discovering new travel destinations with her husband and daughter while keeping up an ever expanding log of the best places to shop!



### Dr. David Weiss

President & CEO

#### *Weiss International Ltd.*

Dr. David S. Weiss, FCTDP, ICD.D is President and CEO of Weiss International Ltd., a firm specializing in innovation, leadership, and HR consulting for many Fortune 500 companies and public-sector organizations. David has delivered over 200 conference presentations and he has written over 50 journal and trade articles. He is the author or co-author of six business books including Leadership Driven HR (Jossey-Bass, 2013) was listed by the Globe & Mail Report on Business as the #1 business book seller on April 9, 2013, and Innovative Intelligence (Wiley, 2011, also available in Chinese and Farsi) which was a "top 5 business book for 2011" reported by CBC News. David has conducted executive sessions in Canada, USA, China, Russia, Israel, Uganda, South Africa, Malaysia, Chile, Hungary, Paris and England. Previously, Affiliate Professor of Rotman School of Management, Senior Research Fellow at Queen's University, and Chief Innovation Officer in a multinational consulting firm, David currently teaches at four university executive development programs, including Rotman, Schulich, DeGroot and St. Mary's University. David's doctorate is from the University of Toronto and he has three Masters degrees. He has been honoured by many organizations globally, including by the Government of Canada and the Province of Ontario with the "Distinguished Lecturer" certificate, by the Asia-Pacific HR Congress with the "HR Leadership Award," by the Institute for

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Performance and Learning as the first lifetime “Fellow” in Canada, and by HRPA with the lifetime designation of “Fellow CHRE.”



### **Joseph Weissgold**

Co-founder and Principal Designer

#### ***After Community***

Joseph has spent his career leaning into the most complex problems he could find – first the U.S. public education system, then social impact startup innovation, and now end-of-life care. At the age of 25 he launched his first entrepreneurial venture, a not-for-profit to help teachers avoid burnout. He then went to work with another not-for-profit, systematizing their model of placing Dream Directors in high schools, codifying their theory of change, and building out the training infrastructure to allow them to operate at scale. Following that, he helped build a social impact startup studio, designed to conduct original research and launch startups that take on large-scale social issues. And his most recent venture, After, focuses on supporting organizations to distinguish themselves by providing holistic care of their teams, with a particular focus on end-of-life planning for themselves and their loved ones. A native Torontonionian, Joseph now lives with his wife and two dogs in Brooklyn, New York.