People Analytics
for the Public Sector

FACULTY PROFILES

Bart Bilmer

Director, Planning & Reporting

Natural Resources Canada

Bart Bilmer is the Director, Planning and Reporting, of the Canadian Forest Service of Natural Resources Canada, where he has worked for the past eight years. He plays key roles in the planning, and the reporting of results, in the areas of finances, HR, business and corporate work planning, program management, data/information management, database development/renewal, and domestic/international forest reporting. He adopted an interest in analytics at the Canadian Food Inspection Agency, running a long term project to bring program and performance analytics to the forefront for managers in a number of its high profile programs, an interest that was recently rekindled by the Government of Canada's adoption of Deliverology. Bart is a graduate of the University of Guelph's College of Biological Sciences, and the Schulich School of Business, and spends most weekends restoring and improving an old Victorian house and walking his beloved golden doodle with his partner of 20 years.

Roger Blaesz

Workforce Planning Specialist, HRIS & Compensation

ArcelorMittal Dofasco

Roger attended McMaster University and graduated with a BA in Economics. He then received a diploma in Applied Research from Sheridan College, and after that, worked for a year as a Research Assistant at Queens Park for the Forecasting Division of the Ministry of Treasury and Economics. Realizing that school was much more fun than work, Roger obtained an MBA from York University in Toronto. Realizing that work paid much better than school, he began a long career at a large Mutual Fund Company in Toronto, where he spent several years as a Business Analyst in the Operations and Call Centre area.

Since 2010, Roger has been involved in HR related metrics and analytics. He spent 2 years working in the HR department of a large toy manufacturer in Toronto (where he would often be attacked by robotic dogs and small helicopters from the nearby toy testing lab). After that, he worked in the HR department at the City of Burlington where he was an HR Metrics Analyst. Currently, he works in the HR department for ArcelorMittal Dofasco as a Senior Workforce Specialist, where he produces various workforce and budget related reports through Microsoft Power BI.

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Xiaoxi Chang

PhD, People Analytics Specialist

Payments Canada

Xiaoxi is a behavioural scientist with 8 years of experience developing best practices on people analytics and organizational effectiveness. She completed her Ph.D. in Organizational Behaviour at Queen's University and is leading the People Analytics function at Payments Canada. Xiaoxi has led and participated in various organizational assessment, training and research projects in financial institutions, government agencies, high-tech manufacturing, education, health care, and airline industries, both globally and in Canada. Her specialties include fostering high-performing and engaged employees, diverse and innovative teams, and inspiring and empowering leaders. Xiaoxi is passionate about seeing beyond the data to identify strategies and solutions that will raise the bar for all things people-related.

Nigel Dias

Managing Director

3n Strategy

Nigel Dias is the Managing Director 3n Strategy, Chair of the HR Analytics ThinkTank Research, and a leader of the global people analytics meetup ecosystem. An HR professional with a statistics degree and over ten years dedicated to people analytics and strategic workforce planning, he works with organisations to support their adoption of evidence-based HR decision-making.

Eric Irwin

Managing Principal

Predictive Success

Eric Irwin is an MBA graduate from Queen's University. A former Walmart Bank Executive, Eric was tasked with driving new sales-growth and operational efficiencies across North-America. Eric is now an internationally-requested speaker and consultant, advising CEOs on talent and strategic development. His client's span multiple industries across two continents.

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Russell Loga

Director, Business Intelligence and Analytics

City of Edmonton

Russell Loga is the Director, Workforce Analytics and Business Solutions with the City of Edmonton. He and his team collaborate with leaders to optimize human resources processes and technology, then empowering and enabling decision makers to leverage workforce intelligence to drive action towards a positive employee experience.

After spending over a decade working in various human resources positions in the public sector, he believes that to develop strategic solutions to client needs, one needs to understand their people and the processes that manage them. Throughout his career, he has led a variety of programs and initiatives and his creative solutions to common problems have pushed the standard way of thinking and helped lead to more innovative, efficient, and effective ways of providing human resource service delivery.

Russell holds a BA in psychology from the University of Alberta and is currently a Chartered Professional in Human Resources.

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Maria McKay
Senior Manager, Advisory
KPMG LLP

Maria is a Senior Manager in KPMG's People and Change Management Consulting Practice who is focused on helping individuals and organizations navigate change and transformation by preparing them for digital disruption and workforce of the future requirements. She has close to 20 years of professional experience as a management consultant and strategic research analyst and provides assessments of organizational and governance capability and maturity, organizational change management services, and workforce transformation services. Maria began her professional services career at McKinsey, and also worked for EY, Gartner, and Accenture prior to joining KPMG.

Maria is focused on helping organizations plan for an inclusive future of work in the Fourth Industrial Revolution. Maria co-built KPMG's Workforce Transformation Methodology that uses data, analytics, and AI to forecast strategic, technological, and people impacts and likely supply and demand of jobs and skills in the COVID-19 times and beyond. She seeks to ensure that leaders across organizational disciplines can shape, structure, and equip their staff in a "pandemic-proof" manner to let them take advantage of opportunities that emerging technologies create and ensure that decisions about the future do not have unintentional negative consequences for anyone who may not be educated in Science, Technology, Engineering, and Math (STEM) especially female and Black, Indigenous, and People of Colour (BIPOC) workers.

Maria is passionate about service to others. At KPMG Canada she is a Performance Manager in her practice, and following her servant leadership principles, in her personal life Maria is a volunteer mentor and coach to students, young professionals, and newcomers to Canada who need advice and guidance with planning for, or making changes, to their career pathways.

Sunil Meharia
Data Science Specialist
Teranet Inc.

Sunil Meharia is a Data Science specialist with a deep interest in how technology can transform Human Resources. He has over 9 years of experience across the Public sector, large manufacturing, and research-based conglomerates. His primary focus has been on data analytics in human resources, business strategy, and HR transformation. He has multiple years of experience in implementing Oracle HCM solutions for global companies. Sunil has worked as an HR Data Analyst with Govt. of Canada and The City of Edmonton. He holds an MBA in HR and a Masters in Business Analytics from Schulich School of Business, Toronto. He is the founder of DataCurry, an HR analytic focused start-up that provides a DIY analytics platform for business professionals.

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Zachary Nichol

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.

Patrick Tuason

Manager, HR Reporting & Analytics

Hydro One

Patrick is a multi-disciplinary leader who has spent the last 8 years building and leading HR reporting and analytics teams for organizations in finance, telecom and utilities (energy). His colourful career includes over 10 years of international consulting work where he helped lead the transformation of organizations in government, education, banking and finance spanning the Philippines, Singapore and Canada. Patrick is working to evolve HR's strategic contribution to the organization through analytics. He currently leads HR Reporting and Analytics at Hydro One. He is a strong advocate for imbedding an evidence-based discipline to elevate day-to-day decision-making. He is eager to share a story of how people analytics can make a real contribution at many levels, from the mundane of everyday operations to the most complex of business critical strategic conversations.

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Dr. David Weiss
President & CEO
Weiss International Ltd.

Dr. David S. Weiss, Ph.D., ICD.D is President and CEO of Weiss International Ltd., a firm specializing in innovation, leadership, and HR consulting for many Fortune 500, social enterprise and public-sector organizations. David has provided consulting on more than 1000 business and organizational projects, delivered over 200 conference presentations and he has written over 50 journal and trade articles. He is the author or co-author of seven books including *Innovative Intelligence* (Wiley, also available in Chinese and Persian) which was reported by CBC News as a "top 5 business book" in the year it was published. David has conducted executive sessions in Canada, USA, China, Russia, Israel, Uganda, South Africa, Malaysia, Chile, Hungary, France and England. Previously, Affiliate Professor of Rotman School of Management, Senior Research Fellow at Queen's University, and VP and Chief Innovation Officer of Knightsbridge, David currently teaches at four university executive development programs, including Rotman, Schulich, DeGroote and St, Mary's University. David's doctorate is from the University of Toronto and he has three Master's degrees. He has been honoured by many organizations globally including by the Government of Canada with the "Distinguished Lecturer" certificate, by the Asia-Pacific HR Congress with the "HR Leadership Award," and by HRPA with the lifetime designation of "Fellow HRPA." Download many of David's articles at www.weissinternational.ca/articles , read an article about David's innovative ideas at www.wikipedia.org/wiki/David_Solomon_Weiss and join over 10,000 followers on Twitter at @DrDavidWeiss and 4500 followers on LinkedIn at David.weiss@weissinternational.ca

Stevan Zonjic
Director, Strategic Infrastructure, Information Management & Research, Treasury Board Secretariat
Government of Canada

Stevan Zonjic is the Director, Analysis and Measurement in the Office of the Chief Human Resources Officer (OCHRO) within Treasury Board of Canada Secretariat (TBS).

He has been leading HR data analytics work within TBS for the past 10 years including enterprise wide HR data reporting, employee surveys (i.e. Public Service Employee Survey (PSES), Student Exit Survey (SES), etc.), development of measurement frameworks, etc. Stevan has close to 20 years of experience in the data analytics work within the federal government of Canada, and currently he is primarily focused on evidence based decision making using data from employee surveys like the annual PSES which is the second largest survey in Canada after Census. Stevan graduated from University of Ottawa with a Master's degree in Computer Science.