

People Analytics & Data-Driven HR

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Arjun Asokakumar

Director, Data Science & People Analytics

RBC

Arjun is the Director of Data Science for the enterprise People Analytics practice at RBC. In this role, he leads a team of data scientists tackling the bank's most important people related challenges through the use of advanced analytics, machine learning and AI. Arjun is a certified HR leader (CHRL) and brings 13 years of experience in the HR field. His previous roles include leading a People Analytics practice at BMO, Capacity and Workforce planning in technology consulting, and various other people operations functions. Arjun is a graduate of Queen's University in Engineering and Economics. He also holds a Masters in Management Analytics (MMA) from the Smith School of Business.

Tony Bennett

Executive Director, HR Analytics & Planning

Alberta Health Services

An HR professional with over 30 years of experience. He has participated in and led the development of strong, relevant human resources services, programs and decision-making tools. Tony strongly believes HR provides important value-added, innovative services to organizations through the development and management of strategy-based services while providing practical value to their clients.

Tony is currently the Executive Director, HR Analytics & Planning with Alberta Health Services, Canada's largest healthcare organization and 5th largest employer. Tony has a Masters in Public Administration from the University of Victoria completing his thesis on improving public sector performance through standardized human capital performance measurement & reporting.

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Jill Birch

CEO and Founder

BirchGrove Inc.

Dr. Jill Birch is a leadership and strategic advisor, researcher, and author. Jill is Founder and CEO of BirchGrove Inc., where she helps organizations develop individual leaders and teams to realize their strategic imperatives.

Jill has held CEO roles as well as having been a member of several C-Suites in the not-for-profit and for-profit sectors. She has deep experience in retail, broadcasting, publishing, and marketing and has worked in sectors including finance, energy, health, digital, charities and government. She worked at Knightsbridge Human Capital Solutions and the Schulich School of Business, where she launched their in-company leadership practice.

In addition to providing customized leadership development services, Jill has spoken to 1,000s of leaders around the world. Her presentations reflect the human capital concerns we all have today: to achieve organizational goals through greater self-awareness, team alignment and development of innovative strategies.

Jill holds a Doctorate from Griffith University in Australia where she studied relational leadership and a Master's from OISE/UT where she researched how CEOs learn to lead and how they learn to learn. She is also a Certified Association Executive.



Rob Catalano

Chief Engagement Officer

WorkTango

Rob is the Chief Engagement Officer at WorkTango, and has spent the last 18 years consulting organizations and building HR technology and advisory companies... all with a lifelong passion to "improve (work) lives." He is the Canadian Chairperson for The Enterprise Engagement Alliance, with a mandate to lead and help educate corporate, government and not-for-profit management on a formal process for implementing engagement across the enterprise community, and was recently named one of the 100 Top Global Employee Engagement Influencers in 2020. Rob is an Official Member of the Forbes Human Resources Council and when he isn't speaking or writing about improving the workplace, he is an avid hockey and volleyball player, traveler, used to play guitar in a metal band, and in his own terms a 'pointaholic' - he collects loyalty points for everything and anything!

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Bill Chan

Senior HR Advisor, People & Culture Analytics & Reporting

WorkSafeBC

Bill develops HR analytics and reporting solutions at WorkSafeBC as part of their growing People & Culture Analytics and Reporting team. He has contributed his expertise with data, both within and outside of HR, to various public and private sector organizations, including Google, Microsoft, and Amazon. He has also held various HR roles, focused primarily on talent acquisition and labour relations. He holds a Bachelor of Science degree in Information Technology from the University of Massachusetts and is passionate about bridging the gap between HR and IT.

Mei Kim

Global Leader, Strategic Workforce Planning & Workforce Insights

Eaton

Mei currently spends a large part of her role at Eaton working with executive leaders in making the critical connection between Business Strategy and Talent Goals through Eaton's Strategic Workforce Planning and Analytics function. She believes that to do Strategic Workforce Planning well, analytics and planning leaders must have solid business acumen, a broad understanding of business operations from customer value proposition, commercialization, supply chain to production operations. Mei comes from a background of over 15 years in people analytics, data engineering, consulting, technology in HR. Her education in Computer Science, along with a lifelong career dedicated to HR analytics and technology enables her to connect the dots between what is needed by the business and bringing together the processes, technology, and people elements into an end-to-end solution. Mei believes that strong partnerships with HR Leaders is the key to success in Strategic Workforce Planning engagements.

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Jason Lawson

Director, Experimentation and Partnerships

Treasury Board of Canada Secretariat

Since joining the public service in 2007, Jason Lawson has focused his energy and efforts on data, innovation, and organisational culture change. In his current role as the Director for Experimentation and Partnerships in the Office of the Chief Human Resource Officer of the Treasury Board Secretariat of Canada, Jason leads a multi-disciplinary team of researchers, human-centred designers, behavioural scientists, and policy analysts who are working together to drive experimentation, innovation, and research in HR. Together, they are building an evidence base that will inform key decisions that will improve the work experiences of all federal public servants while preparing the Federal Government for the Future of Work.

Prior to working at TBS-OCHRO, Jason held a variety of positions at the Public Health Agency of Canada and at the Canada Revenue Agency, leading teams focused on data science, strategy, and partnerships. He remains passionate about all things data and hopes to continue to increase data literacy across the public service.

Jason currently lives in Ottawa with his partner and two young children. He never says no to delicious food and tries to spend time outdoors in and around the city.



Ilia Maor

Manager, HR Technology & Analytics

The Regional Municipality of York

Ilia Maor is the Manager of HR Technology and Analytics at the Regional Municipality of York. His background combines practitioner experience with enterprise technology and analytics, research & advisory services, and professional services spanning across public and private sectors in Canada and the US.



Zac Nichol

Senior Consultant

MNP Digital

Zachary Nichol is a Digital Advisory, Senior Consultant with MNP Digital where he helps clients understand, anticipate and accelerate in the areas of Digital Strategy & Transformation, Business Analysis, IT Governance & Optimization, Program & Project Leadership, Sourcing & Decision Support and Organizational Change. Previously Zachary held various roles in municipal government with the Cities of Ottawa and Hamilton and in the private sector with steel maker ArcelorMittal Dofasco.

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Ankit Singh

Senior Analyst, People Analytics

Rogers Communication

Ankit is a Talent, Equity and Workforce Analytics specialist with Rogers. Ankit has a vast amount of experience within Human Resources spanning over 11 years and across industries like Auto, Financial Services and Technology. In his current role, he has played an integral part in redefining and streamlining Talent, Performance and Equity Analytics for Rogers by introducing ideas that have reshaped the discussions and messaging across the board.



Patrick Joseph Tuason

Manager, HR Reporting & Analytics

HydroOne

Patrick is a People Analytics Leader who has built and led HR reporting and analytics teams for the last 8 years across banking, telecom, and currently, the utilities industry. Prior to people analytics, Patrick was in consulting supporting large-scale transformation and integration projects for over 10 years spanning the Philippines, Singapore and Canada. At Hydro One, Patrick is leading HR Reporting and Analytics where he is tasked to drive efficiency and value in reporting as well as lead the charge in building an analytics capability that will support material business outcomes.