



# Under 40 Summit

Charlottetown, PE  
Sunday, November 1st - Wednesday, November 4th, 2015

## Supporters:



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**Delegates,**

DRAFT PROGRAM

Congratulations on being selected as one of the most impactful entrepreneurial leaders under the age of 40 in Atlantic Canada! A brief overview of your group:

- 50 people: 16 from Nova Scotia, 16 from New Brunswick, 10 from Newfoundland, 8 from Prince Edward Island
- 50 / 50 female : male ratio
- Average age: 31
- By sector: 49% private, 21% not-for-profit, 18% public, 12% academia

Our goal at 21inc is to both deepen and broaden your network across the region, while also curating an experience for you to reflect on your own leadership and goals.

## LOGISTICS

*Some things that I will need from you:*

- Photos and songs e-mailed to the Atlantic Ballet Theatre at [susan@atlanticballet.ca](mailto:susan@atlanticballet.ca) if you'd input into their session design (please see session description below on pg 11-12)
- You will receive a link to a very brief survey from Predictive Success in October. Please complete before the end of October.
- Think about the questions included on page 7-8 of this program over the next couple of months - while we won't necessarily dedicate one session to answering each of these questions, each of them will come up throughout the duration of the session.
- You will receive an e-mailed invoice of \$500 (if you haven't yet paid)

*Details on the ground:*

- We will be staying at the Holman Grand Hotel in Charlottetown.
- Most of the sessions will happen either at The Mack or the Confederation Centre of the Arts
- Please join the Under 40 Summit secret Facebook group (if you use Facebook) - I'll send an e-mail invite.
- I'd like to organize an optional ultimate frisbee game on the afternoon of Sunday, Nov 1st - let me know if you're interested in participating so I can get a sense of what type of place to book.

## IDEAS FESTIVAL

A huge part of the experience will be attending the Ideas Festival, which runs from the evening of Wednesday, November 4th and ending just after lunch on Friday, November 6th. The theme is '100 ideas for the next 100 years' - we will be encouraging you to pitch an idea (by yourself or with others) at our productive party, scheduled for Thursday, November 5th. We'll ask you to participate in various ways throughout the festival.

*In closing:*

Keep in mind that this is a draft program. It is not complete, and the agenda may have to move around slightly, but I wanted to provide this early - before the public announcement of your group - to give you a better idea of what the experience will look like in the case that you may be contacted for a media interview.

If you'd like to update your LinkedIn / bios / or whatever social media channels you use, we suggest wording similar to:

'Delegate, 21inc 2015 Under 40 Summit' or  
'Selected as a delegate for the 21inc 2015 Under 40 Summit'.

Please feel free to e-mail or call with any questions! Phone is the most effective way for me to communicate more detail or answer any program-related questions, and e-mail is best for logistics questions.

Very much looking forward to meeting you / seeing you again in November!

Vanessa

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Vanessa Paesani  
21inc Program Director  
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vanessa@21inc.ca

**DRAFT AGENDA**

DRAFT PROGRAM

<b><i>Sunday, November 1st</i></b>		
<b>TIME</b>	<b>DETAILS</b>	<b>FACILITATOR</b>
4 - 5PM	Registration	
5 - 5:30PM	Welcome & Dinner	Vanessa Paesani
5:30 - 7:30PM	Enhancing your network and improving connections	Krista Walsh
7:45 - 9PM	Unearthing questions: examine goals, unearth questions, build relationships	Vanessa Paesani
<b><i>Monday, November 2nd</i></b>		
<b>TIME</b>	<b>DETAILS</b>	<b>FACILITATOR</b>
7:30 - 8:45AM	Breakfast	
9 - 10AM	Thinking about Deep, Complex Change	John McLaughlin
10 - 12PM	What does an individual's role in deep change look like?	Tim Coates
12 - 1:30PM	Lunch & networking	
1:30 - 3:30PM	Motivating the Heart: storytelling as a key leadership skill	David Alston & Greg Hemmings
3:30 - 5:30PM	Inspiring Creativity	Susan Chalmers-Gauvin & Igor Dobrovolskiy
5:30 - 7PM	Dinner & networking/free time	
7 - 9PM	Debating Complex Issues	David Campbell
<b><i>Tuesday, November 3rd</i></b>		
<b>TIME</b>	<b>DETAILS</b>	<b>FACILITATOR</b>
9 - 11:30AM	Emotional Intelligence and Leadership	Catherine Loughlin
11:30 - 12PM	Free time	
12 - 1:30PM	Lunch & keynote	David Wilkin
1:30 - 2PM	Networking / Free Time	
2 - 4PM	Purpose-Led Transformation	Claude Francoeur & Ian Cavanagh
4:15 - 5:15	Inspiring Creativity	Susan Chalmers-Gauvin & Igor Dobrovolskiy

5:15 - 7PM	Dinner & networking/free time	
7 - 9PM	21inc Peer Mentoring & the Network	
<b><i>Wednesday, November 4th</i></b>		
<b>TIME</b>	<b>DETAILS</b>	<b>FACILITATOR</b>
9 - 11:30AM	21st Century Leadership: What does it take for Atlantic Canada? How are you wired to contribute?	David Osborne
11:30 - 1PM	Lunch & networking/free time	
1 - 3:30PM	Inspiring Creativity	Susan Chalmers-Gauvin & Igor Dobrovolskiy
3:30 - 5PM	Free time	
5 - 6:30PM	Closing & Dinner	
7:00 PM	Ideas Festival begins	

## **SUMMIT: CURRICULUM & DESIGN**

*(adapted from 21inc 2010 Emerging Leaders Summit)*

The design of the Summit is grounded in the theory of transformational leadership and focused on the following five core competencies.

1. Motivating self and others
2. Relationships
3. Strategy
4. Structure
5. Outcomes

These competencies are only useful when applied towards goals. Throughout the Summit you will be asked to reflect on how the workshops, discussions, and activities can be applied to your own professional (and personal) goals.

The following questions have been prepared to facilitate that reflection and application. They are based on some of our goals for the Summit:

- That you gain a greater awareness of your strengths, over-strengths, weaknesses, and gaps
- That you better understand how leadership can / should be applied
- That you define a couple short- and medium-term goals, and set up a system using this new and powerful network to help accomplish them

Of course, like most things, the more time you spend on this exercise the more you will gain from the Summit experience. You will be asked at various points during the Summit to build on them.

### ***Good, Too Good, and Insomnia***

1. Thinking about your professional experience (including school, community, volunteer, etc), what three skills and/or activities are you good at? If inclined, we encourage you to check your answers against what others might say.
  - i.
  - ii.
  - iii.
  
2. Thinking again about your professional experience, what one or two “over-strengths” have you had to manage? (Over strengths are strengths that we have and either use too much or in inappropriate settings.) Again, we encourage you to check your response against what others might list.
  - i.
  - ii.

3. What are you afraid of? What keeps you up at night?

### ***Leadership***

7. Who inspires you most? Why?

8. In one sentence, what is your definition of leadership?

9. Reflecting on a situation when you exercised leadership, what attribute did you lean on most?

### ***Goals***

1. Thinking about where you are professionally today, list two things would you like to have accomplished in six months.

2. Thinking about where you are professionally today, list two things would you like to have accomplished in one year.

3. Thinking about where you are professionally today, list two things would you like to have accomplished in three years.



## IN ORDER OF SESSION:

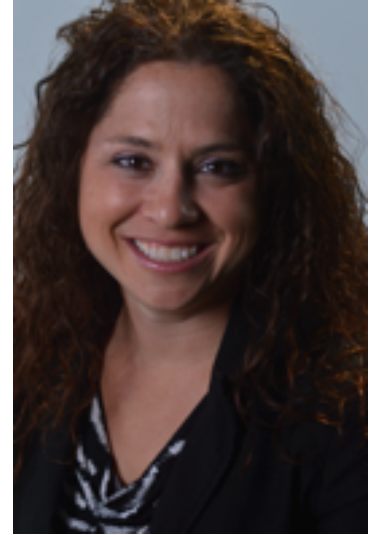
### **Krista Walsh**

Krista's career has been on a high trajectory since she started as a collector in a family heating supply company in 2001. Just a few years later, she opened the doors of her own credit and resource company "KC COLLECT", the first and only woman owned collection agency in Atlantic Canada.

In 2010 and again in 2012 Krista was named as one of 21 Inc's Emerging Leaders for Atlantic Canada and has been the recipient of many awards including "Business of the Year", by The Eastern PEI Chamber of Commerce. KC Collect was also the first company accredited in Canada by the International Center for Professional Collections.

She is a past director for the PEI Business Women's association, Eastern PEI Chamber of Commerce, and recently has been re-elected for her fifth term as President of Volleyball PEI.

Krista has become one of our region's elite business leaders in collections and business consulting.



### **John McLaughlin**

*President Emeritus of the University of New Brunswick; and  
Scholar in Residence, Centre for Technology, Management and Entrepreneurship (TME)*

Dr. McLaughlin served as UNB President between 2002 and 2009. During his tenure, the university undertook the largest fund raising campaign in the history of Atlantic Canada, had one of the largest increases in research funding of any comprehensive university in the country (coupled with an outstanding record of commercialization), strengthened its standing in the national academic rankings, made the largest capital investments in its more than two century history, launched a major outreach initiative (the Next NB Project) and significantly enhanced the quality of its academic programs and student experience.

Professionally, Prof. McLaughlin has an academic background in engineering and institutional economics. He has worked in more than 40 countries on property reform and land administration, and co-founded two companies. He has authored or co-authored more than two hundred publications, including three books published by Oxford University Press and a series of monographs published by the U.S. National Academy of Sciences. Dr. McLaughlin has supervised or co-supervised more than one hundred graduate students and has had academic appointments at a dozen universities (including Hong Kong Polytechnic where he is currently an Honorary Professor).



Dr. McLaughlin has been a member of many boards, including Service New Brunswick, Huntsman Marine Science Centre, the Canadian Space Agency, Atlantic Institute on Aging, Atlantic Hydrogen, the Council of Canadian Academies and the New Brunswick College of Craft and Design. Most recently, he chaired the panel on the Seniors Agenda for the Alward Government and currently is a member of the N.B. Hydraulic Fracking Commission.

Prof. McLaughlin has been recognized as one of Atlantic Canada's top CEOs by *Atlantic Business Magazine*, was the recipient of the Lieutenant Governor's Award for Excellence in Public Administration, and received the Queen Elizabeth II Jubilee Medals (Golden and Diamond). He is a member of both the Order of

Canada and the Order of New Brunswick. John and his wife Maggie have three children and three grandchildren.

## **Tim Coates**

Tim works at the intersection of business, technology and social innovation.

With IBM, Tim manages a portfolio of economic development programs in Corporate Citizenship that bring the company's unique expertise and market leading technologies in cloud, data and analytics, mobile, social and security to help grow economic activity around the world. Programs in his portfolio include the Smarter Cities Challenge, SME Toolkit, and Supplier Connection.

Prior to joining IBM, Tim was Managing Director of CTNEXT, a \$25m public-private partnership that brought together Connecticut's small business community to create a system of support for high performing young companies. With a network of 14 public and private sector partners, CTNEXT established processes and tools to identify young companies with the greatest potential and mobilize the right resources to support them, giving them the best chance at success and saving valuable time.

Prior to CTNEXT, he co-founded of 21inc, an “action tank” building a community of entrepreneurial leaders with some of Atlantic Canada’s most promising young people under age 35. As Executive Director of 21inc from 2006 to 2011. Under his leadership, 21inc developed into a highly respected and dynamic regional institution.



In 2010 he was recognized by Progress Magazine as “People We Love,” and one of New Brunswick’s 20 top innovators. A frequent speaker and writer on leadership and social innovation, his writing has appeared in The Boston Globe, The MarkNews.com, and The Telegraph Journal. He was selected from hundreds of applicants in 2007 as an Action Canada Fellow, a national leadership program.

From 2007 - 2011 he was an Adjunct Professor at St. Thomas University and the University of New Brunswick, teaching classes in economics, entrepreneurship and public policy.

In 2007, Tim completed a Master’s Degree in Public Policy from Harvard University’s John F. Kennedy School of Government. He has BA with First Class Honors in economics from St. Thomas University.

## **David Alston**

David is on a mission, with hundreds of other passionate Maritimers, to see this region shift from one of the greatest exporters of young talent to one of the greatest importers. He's a big believer in NB becoming a living lab once again where technology and innovation underpins economic growth for our region. He's a Code Kids advocate, a cofounder of Brilliant Labs and in this past year was named as an advisor to the NB government's strategic program review - the exercise focused on re-engineering government to live within its means.

David is a repeat tech and marketing startup entrepreneur, a Forbes top 50 CMO in social media, an advisor to many startups in our region and other parts of Canada, Radian6's former CMO and currently the Chief Innovation Officer at Introhive. You can connect with David at @davidalston.

### **Greg Hemmings**

Greg Hemmings is an entrepreneur, filmmaker, and movement-maker. His passion for high impact, positive social change has taken him and his team to all corners of the globe. His company Hemmings House is a certified B-Corporation and employs 12 full time change-makers who feverishly produce content that makes a difference. Their TV shows have been sold to over 60 broadcasters around the world including the W Network, CBC, CTV, Discovery Channel, Travel + Escape, BRAVO!, IFC, RUSH HD, RADx, Globosat, Turner Latin America, The Fight Network and RAI (Italy).

Greg is a member of the Order of the Wallace McCain Institute and a graduate of the Wallace McCain Institute's Entrepreneur Leadership Program. He has also furthered his training with the National Screen Institute for their Global Television Marketing Program in Winnipeg and France, as well as the North American Media Executive Leadership Program in Banff. Greg has won multiple awards internationally and regionally including the prestigious Royal Commonwealth Society's Vision Film Award in London England.

Greg is also a snowboarder, surfer, musician and most importantly a dad and husband.

### ***Inspiring Creativity: Susan Chalmers-Gauvin & Igor Dobrovolskiy***

**"You can never solve a problem on the level at which it was created...You must learn to see the world anew."** Albert Einstein

The 21st first century confronts us with unprecedented challenges—poverty, war, environmental degradation, social, political and economic upheaval. These times call for exceptional leadership at a global, national, organizational, and community level and a new set of skills. Research conducted by the Conference Board and the IBM Global CEO study indicates that the number one leadership need in today's world is **creativity**. Drawing on the work of Fred Mandell, PHD and CEO of The Global Institute



for the Arts and Leadership (TGIAL) and Dr. Nancy Adler, S. Bronfman Chair in Management, McGill University, the workshop will utilize artistic perspectives and skills exploring leadership abilities in the context of creating economically vibrant organizations and a more compassionate and sustainable society. How can leaders, and the organizations they direct, succeed economically by helping to create a peaceful, prosperous, civil society?

*A better world cannot exist without fundamental organizational change and these organizations cannot exist without great leadership.* Dr. Nancy Adler, S. Bronfman Chair in Management, McGill University

*By studying and immersing ourselves in the arts and the creative process of art making we develop skills related to resilience, collaboration, inventiveness, comfort with uncertainty, divergent and convergent thinking and time problem solving.* Fred Mandell, PHD and CEO of The Global Institute for the Arts and Leadership

### **About Susan and Igor**

Susan Chalmers Gauvin and Igor Dobrovolskiy co-founded Atlantic Ballet Theatre of Canada in 2001 with a vision of establishing an internationally ranked professional ballet company, of high artistic standard, that would serve and represent the Atlantic region in Canada and around the world. In fourteen years they have brought Atlantic Ballet Theatre of Canada from start-up to an international touring company. They firmly believe the arts are a means to engage communities in public dialogue, contribute to the development of a community's creative learning, provide a powerful tool for community mobilization, and help build community capacity and leadership. In addition to creating and touring internationally, Atlantic Ballet Theatre of Canada actively engages in projects and initiatives in the community every year on relevant challenges and issues. Their largest national project, CELEBRATE COURAGE, mobilized over 400 front-line service organizations and forty communities across Canada in a dialogue on violence against women.



Susan Chalmers-Gauvin has over 25 years of management experience in organizational development, strategic planning, policy, program planning and evaluation including eight years of strategic counsel to First Nations in the areas of health and social programming. Ms. Chalmers Gauvin is a recipient of Top 50 CEO's Award (2015), Atlantic Canada; Canada's TOP 100 Award- Canada's Most Powerful Women(2013), by the Women's Executive Network (WXN), an Honourary Doctorate from the University of New Brunswick (2012) and the YWCA Women of Distinction Award (2009).

Igor Dobrovolskiy is an award winning choreographer and one of Canada's most prolific choreographers —having created eleven full length ballets, one one-act ballet and 48 short works in 14 years. His creative work catapulted the Company he Co-Founded in 2001, Atlantic Ballet Theatre of Canada, on to the international stage. Beginning in 2006 Dobrovolskiy's works created for the company have toured regularly through-out Europe- Belgium, Switzerland, France and Germany and the United States, including two invitations to present his work in Brooklyn, NY in 2009 and 2013.

### **Preparation for the workshop:**

Think of a world issue that is meaningful for you- war, poverty, discrimination, the environment etc.

Tell us why you care about or are interested in this issue briefly in a few sentences. Send in two pictures- one picture that you feel represents where we are today on this issue. This can be from the internet or your own camera or phone. It can be a local or global. The second picture should represent a positive of what things could look like, what could be different. It can be symbolic or literal.

Send in a song that you feel relates to this issue, makes you feel something about this issue or think about it in some way on the positive or negative. It can be instrumental or lyrical and any genre- classical, rock etc. You do not need to explain what the relationship is- just send in the title and artist or link.

Please bring comfortable shoes to each session.

## David Campbell

Chief Economist, New Brunswick Jobs Board Secretariat

David Campbell is the Chief Economist with the New Brunswick Jobs Board Secretariat. In this role, he is leading the development of economic policy and economic development strategy for the Government of New Brunswick.

David has been involved in the study and practice of regional economic development for more than two decades. He previously owned a consulting firm, Jupia Consultants Inc., based in Moncton that supported more than 60 clients in six Canadian provinces and two U.S. states. David has collaborated with a number of top economic research organizations in Canada including the Conference Board of Canada. He has been a Research Fellow with the Canadian Institute for Research on Public Policy and Public Administration (CIRPPPA) at the Université de Moncton and spent a decade writing bi-weekly columns for the New Brunswick Telegraph-Journal. David continues to author a popular blog entitled It's the Economy, Stupid ([www.davidwcampbell.com](http://www.davidwcampbell.com)). Before founding Jupia Consultants Inc., he was Vice President, Competitive Intelligence with ShiftCentral Inc. and before that he held senior roles with the Greater Moncton Economic Commission and NBTel.



David holds an undergraduate degree in Finance and a Master's in Business Administration (MBA) from Liberty University in Lynchburg, Virginia. He has also completed programs from the Kennedy School of Government at Harvard University, the University of Waterloo in Ontario and the University of New Brunswick. He was formerly co-Chair of the NB2026 Roundtable, is a mentor with the Wallace McCain Institute and has served in a volunteer capacity on multiple community boards.

## Catherine Loughlin

Coming soon

## David Wilkin

With rural Canadian roots, Wilkin's story from small town to global entrepreneur brings to life the power of the Millennial generation, entrepreneurship, and innovative disruption. He's worked with prominent brands, organizations, government, and industry leaders to turn their organizations into Millennial engagement engines. Wilkin regularly contributes to national



print, radio, and broadcast media outlets such as The Huffington Post, The Globe and Mail, and CBC as a thought-leader on young professionals and entrepreneurship. He also sits on a number of boards including the Art Gallery of Ontario, Cannes Young Marketers, and CivicAction. He has twice been recognized as a Marketing Magazine Top 30 Entrepreneur Under 30.

### **Ian Cavanagh**

Coming soon

### **Claude Francoeur**

Coming soon

### **David Osborne**

David Osborne is the Vice President of Predictive Success Corporation, the Canadian licensee for PI Worldwide®. His client list includes many of Canada's very best managed organizations.

David received his under graduate degree from Acadia University and recently completed the Rotman's Executive Leadership Program at the University of Toronto.

Having worked and lived from coast-to-coast, David and his family are residence of Halifax Nova Scotia.

He is an integrated member of the Atlantic Canada business community with active involvement in CAFÉ (Canadian Association of Family Enterprises), serving as Programming Chair; Halifax Regional Chamber of Commerce; Halifax Executives Association, HRANS (Human Resources Association of Nova Scotia); HRANB (Human Resources Association of New Brunswick); The Canadian Professional Sales Association; and more than 20 years as an active member of Toastmasters International. David has also been a key note speaker Trucking HR Sector Council, Newspapers Atlantic, CGA – Nova Scotia, ADR Canada and a guest lecturer at Dalhousie University & the University of New Brunswick – Saint John.

