

2011-2012 Program Committee



Layla Cochrane

Program Manager

Layla was born in Vancouver but grew up in Sault Ste Marie, Ontario until the age of 14. She then moved to Victoria where she attended Mount Douglas High School.

In her mid twenties Layla lived in Calgary for 5 years working for Shell Canada's Head office as a Credit Representative and Retail Marketing Analyst. When she became pregnant with her first daughter, Layla moved back home to Victoria to be close to family and friends. After having her second daughter, she worked at a daycare for teenage parents and as the facilitator for new parent groups through Beacon Community Services. Layla's daughters are now ages 6 and 8.

Layla has worked with Leadership Victoria for over 3.5 years. She also teaches baby sign language in local community centres and organizations. Layla is very passionate about her community and the young families within it. Working with Leadership Victoria and families has increased that passion exponentially over the years.

Eddie Dittman

Co-Chair, Program Committee

Eddie Dittman originally hails from Alberta where she earned her Bachelor of Admin Degree from Athabasca University and her Certificate in Adult Continuing Education. In 1996, she and her husband relocated to Vancouver Island to fulfill their passion for west coast cruising.

Prior to moving to BC, Eddie was Registrar at St. Stephen's College, where she was first introduced to adult learning. This became a career shift for her, as is evident from her work with BC Buildings Corporation during 1997-2005 as their Employee Development Coordinator, and later with Maximus BC (2005-2008) as their Training Manager. Throughout these years, Eddie researched leadership development and "activity-based learning", the model that is utilized so successfully with Leadership Victoria.

Eddie currently divides her time between work, volunteering and being retired. Her consulting business, helps organizations develop and implement business processes to help them operate more effectively. Her expertise spans project management, adult education, facilitation and business writing, including policies and procedures. In her volunteer work, Eddie co-chairs Leadership Victoria's Program Committee, facilitates Junior Achievement courses and promotes Bluewater Cruising Association as their Communication Watchkeeper. She reserves the balance of her time for leisure activities, such as sailing, biking, gardening and reading.

Sue Iles

Co-Chair, Program Committee

After a 35 year career in health care, Sue Iles retired from public service to become the Principal of "On Purpose Facilitation" providing consulting services to leadership teams on leadership skills, governance and Accreditation.

Previous to this, she provided senior Quality Improvement and Accreditation expertise to teams and leaders at all levels in the Vancouver Island Health Authority (VIHA). Her teaching repertoire focused on the VIHA management development program where she is a certified facilitator for the *Clear Leadership* module. In addition, she led workshops within the organization on *Lean Design* – a rapid cycle improvement technique developed by the Institute for Healthcare Improvement (IHI), and acted as the VIHA key contact with IHI as part of VIHA's IMPACT membership. Sue is a Certified Health Executive (CHE) with the Canadian College of Health Service

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Executives (CCHSE) and has undergraduate degrees in Occupational Therapy and Health Care Administration at the Universities of Manitoba & Saskatchewan. She also has a Masters in Health Administration from the University of Colorado and graduated from the Royal Roads University program in Executive Coaching.

Sue has served on the Board of the Western Health Improvement Network, serving as the President, and on the Board of Community Living Victoria.

Roberta Burris

Roberta grew up in Southern Alberta, attending the universities of Lethbridge and Alberta before graduating from UBC with a degree in English. She brings a passionate and practical approach to her life and work. Having lived elsewhere in BC and Alberta, she is now happy to call Victoria her chosen community.

Roberta has been volunteering in Victoria since she arrived, and is currently a CAP team coach and member of the Program Committee. In her work life, she's a principal at *Burris & Associates Consulting*, facilitating planning, team development, conflict resolution and investigative services.

Before starting her business, Roberta had a varied career in public service. She was the Director of the BC government's first Employment Equity program and has done internal consultation in human rights and discrimination prevention. She finished her career in government as an investigator and mediator at the Employment Standards Branch.

"I love working with the team at Leadership Victoria and with the project teams I've been lucky to coach. Watching people connect, blossom and contribute to their community is an amazing feeling. I also have a small addiction to books, love living in Victoria, connecting with community organizations, taking pictures and spending time with friends and family, especially my grown-up son and my partner of over 25 years, my "constant gardener", Jim."

Rosemary Cannon

This is Rosemary's third year of involvement with Leadership Victoria and she is excited to be part of the dynamic team that makes up the program committee.

Rosemary was raised in Edmonton where she graduated from the University of Alberta with a degree in Education. She has lived in Victoria for twenty five years. Rosemary and her husband, Mike, with their two teenage children, are active members of the community. Rosemary's hobbies include sailing, skiing, biking and occasionally, golfing.

Rosemary works as a leadership coach and trainer. She has been employed by numerous private companies as well as various organizations within the public sector. Rosemary has training in the field of mediation, from the Justice Institute of B.C., and training from various institutions in executive, leadership and life coaching. Rosemary seeks to inspire her clients to develop their full potential as leaders within their organizations and communities. She focuses on helping them gain insights that they can translate into their leadership roles.

Sarah Hood

This is Sarah's first year as a team coach for Leadership Victoria. She has been a Certified Executive Coach since 2006 and divides her professional career between Organization Development and Strategic Human Resources projects for the Capital Regional District where

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she has developed a nationally recognized leadership development program and is building leadership skills and awareness at all levels of the organization through a variety of integrated training and development programs. Sarah has designed and taught several courses in the Human Resources Diploma and BBA programs at Camosun College where she currently sits on the Human Resources Program Advisory Committee. With an educational background in Commerce and Labour Relations from UBC and Leadership and Coaching from Royal Roads Sarah blends practical business and HR sense with a developmental approach to help supervisors, managers and senior leadership shape the culture of their organization. Past employers include the BC Pension Corporation and Camosun College where she has held a variety of human resources, labour relations and learning and development roles.

Born in Liverpool, England, Sarah came to Canada as a child (she says she is too young to have known the Beatles), but being raised by British parents has given her an appreciation for self-deprecating humour, jam tarts, and warm beer. She grew up in Vancouver and came to Victoria in 1998 where she has raised her two children, Emily and Liam. She has a passion for travel, most recently to India in 2011 and to Africa in 2010. She recently discovered that yoga is the answer to everything. Sarah can be seen zipping around town on her Italian scooter and can be counted on to always have chocolate on her desk.

Al Kemp

Secretary, Leadership Victoria Board

Al's lifelong volunteer leadership commitments began as a Boy Scout Troop Leader and high school class president. As an adult he has been a Scout Leader in Ontario, BC and Saskatchewan, District Scout Commissioner in Saskatchewan, President of a service club in Alberta and twice elected Chair of the United Way of Greater Victoria. He currently serves on both the Board of Directors and the Program Committee of Leadership Victoria and is a Community Action Projects Coach. He is also past Chair of the Victoria Leadership Awards.

Al's latest career is CEO of the Rental Owners and Managers Society of BC and he has served as national Chair of the Canadian Federation of Apartment Associations. His previous careers include Vice President of BC Buildings Corporation, Human Resources Manager for Suncor, Fort McMurray and Personnel Supervisor for Dominion Bridge in Regina. He began his working life as an RCMP Constable in Ontario and BC. When not serving Leadership Victoria, he does some leadership training and writing, travels with his wife and is an avid Canadian philatelist.

Al and Lorraine live in Saanich with their greatest enjoyments being their six grand children and cruising – in that order! His favourite movie is *Bridge on the River Kwai* because it is a powerful story of the successes and failures of two very different leaders.

Dawn McCooley

Dawn McCooley, has worked in the adult training and development field for over 25 years. She completed a Master of Arts degree in Leadership and Training at Royal Roads University, and has worked with individuals, corporations and government in life skills coaching, program design, workshop facilitation, and organizational development.

As owner of a career consulting firm for 18 years, which had up to 32 staff in 3 offices, Dawn was voted Best Boss in Victoria. She brings a dynamic, inclusive and engaging energy to everything she undertakes.

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Currently, Dawn is the Business Advisor at Women's Enterprise Centre. In this role, she provides business advisory, training and facilitation services to women business owners around the province. She continues to provide facilitation and team building workshops for her consulting clients on a contract basis as well.

Dawn's first book, *Keeping Good Employees on Board*, published by Morgan James Publishers, was released in October 2009, and was an Amazon bestseller in January 2010.

Kim Moller

Kim was born and raised in Denmark and has spent most of his life and career in Europe. However, travelling in Nepal he met his wife, who is from Victoria, and they settled in British Columbia some twelve years ago to start a family. He has since become a father of two wonderful children, Grace and Christian. He has always sought to learn from his different personal and professional transitions in life. Perhaps most of all he has learned from being a parent. Children are truly teachers. They tell us to listen and not give advice.

Kim recently made a transition in his career too, wanting to apply his extensive management, leadership, strategic planning and marketing experience in ways that are more aligned with his values and with who he is. He wanted a different work-life balance. Kim added a certification as an Executive Coach to his business education and training which led him to Royal Roads University, where he now applies his knowledge and skills in a different role as a teacher and coach for adult learners in the MBA program and young entrepreneurs in the BCom program. He also teaches Marketing and Corporate Social Responsibility at Camosun College - and when time allows, he runs action-based marketing workshops for people with business ideas.

In his extensive career as a consultant, as a partner in a medium sized business, and as a manager and leader in international organizations such as Colgate Palmolive, Philips-Conoco and Nokia Systems, Kim has personally practiced and experienced coaching and how it allows people to transform and perform, both personally and in business. Contrary to consulting, coaching empowers people to find, *within themselves*, their own strengths, drive and direction. Kim is honoured to be part of Leadership Victoria and to learn with and from so many skilled, experienced and wonderfully talented people.

Estelle Paget

Estelle Paget is the Executive Director of KidCareCanada, a non-profit Society whose goals are to "translate" the science of Early Childhood Development into easy-to-understand visual images for parents of infants 0 to 3 months (<http://www.kidcarecanada.org>). She is an educator with a background in second language acquisition in adults, adult learning, mentoring and communications. Estelle has taught in universities in France and Canada for over 18 years and created university-wide programs for faculty and students for over 13 years. She created a consultancy in 1994, Paget Communications, also known as Leading Communications Ltd. Estelle was formally educated at York University, Toronto, Canada (undergraduate) and at the Faculté des Lettres, Besançon, France (postgraduate). After teaching French at UBC for 12 years, she designed and implemented a campus-wide mentoring program for UBC faculty members. In 1999 she was recruited by Royal Roads University where she worked until April 2007. At RRU Estelle held three roles: Director of the Centre for Teaching and Learning, Director of Undergraduate Liaison and Director of International Education Services. In April 2007 Estelle began working with Northern Medical Health as an educational consultant for physicians teaching medical residents and students. Estelle's long-standing dream has been to support new parents, especially vulnerable parents, through visual media, and help them learn the science behind infant care so that they can apply it to nurturing their children. She shared this dream with physicians in Northern Medical Health and learned that the need was as critical today to reach and support new parents as it had been in the late 80's when Estelle first began working on this

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idea, with Pediatrician Dr. Andrew Macnab, now a member of the KidCareCanada Society Board of Directors. Volunteering has been an essential aspect of Estelle's life. She sits on the Program Committee and Strategic New Directions Committee of Leadership Victoria. In her youth she was a Girl-Guide leader. At UBC and RRU she frequently chaired United Way workplace campaigns. In everything, Estelle supports collaborative approaches to achieving goals.

Ben Pires

Ben Pires was born in Mumbai, India, studied at St. Columba's High School, Delhi, and St. Joseph's College, Nainital, before getting his journalism degree from the University of the Philippines, where he was a student activist. He worked for ABS-CBN, the Philippines' largest radio-TV network, before immigrating to Canada with his wife in 1969. He was a B.C. Legislative Press Gallery member, reporting for Canadian Press and The Vancouver Province, before joining B.C. government's public affairs. He was seconded from 1992 to 1994 as Communications Director, Commonwealth Games in Victoria. He retired in 2002 after 29 years with the provincial government.

He has served in various organizations. Some were: president, InterCultural Association of Greater Victoria; member, Provincial Capital Commission for 10 years; member, Multicultural Advisory Council of B.C.; director, Capital Health Region; director, Craigdarroch Castle Historical Museum Society; and member of a couple of UVic committees. He currently chairs the Catholic Foundation of Vancouver Island and is a member of UVic's Civic Engagement Steering Council. He is an Honorary Citizen of Victoria (2000) and received UVic's Community Leadership Award in 2003. He has two sons (a lawyer in Tokyo and a CTV-BC sportscaster) and daughter (a family physician) in Vancouver and two granddaughters.

Fiona Prince

Fiona was born in Scotland and crossed to the ocean to Canada when she was five years old. She grew up in Regina, Saskatchewan then moved to Winnipeg for her first year of University in the Faculty of Education. Encouraged by her professors to consider a career in theatre, Fiona was accepted into the Acting Specialization program at UVic where she completed her BFA in 1983.

After graduating, Fiona became an acting instructor at Carousel Theatre School, Langara College, Kwantlen College, and UVic. She also freelanced as a coach and director until the need for a stable income led her to the public service where she thrived in the Information Technology Library and as a Communications Manager for the Web.

In 2005, Fiona achieved her MA in Applied Communications from Royal Roads University and started her own company, PrinceHeron Communications. Through her company she provides coaching, facilitation and team-building to all-sectors; teaches Interpersonal Communications & Dialogue in the MA Professional Communications Program at Royal Roads and a variety of courses in the Continuing Studies Program.

Fiona loves to lead from the side, and steps-up to leadership roles when she sees an opportunity to make valuable contributions to organizations.

She is currently the Roaring Women Vice-President and Regional Director for Vancouver Island; The President of Jewish Family Services Vancouver Island.

Fiona lives in Royal Oak with her husband, two dogs and three birds. Her main hobby is helping others achieve their goals. You can read more about her at www.princeheron.com

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Sari Ringma

Sari Ringma is an Alumni from Leadership Victoria's 2009-10 Cohort . She believes in life long learning and is excited to be involved in a group that is working together towards a common goal. She has a true passion for leading individuals and teams and assisting them in recognizing their full potential. Sari is currently leading a variety of teams and programs while working as a Program Coordinator for two programs at Integra Support Services. Throughout the last 10 years Sari has had the pleasure of moving throughout several cities in Western Canada (Vancouver, Kelowna and Winnipeg) and during that time has lead a wide variety of teams, programs and services. During her quiet time Sari enjoys exploring the outdoors including the wild West Coast trails and beaches with her husband and two young children.

Sara Wegwitz

Alumni Committee Representative

Sara Wegwitz is a Registered Nurse with a degree in Nursing (BScN), a specialty in Critical Care Nursing (CCRN) and is a Certified NLP Practitioner. For the last 6 years of her 13 year career, she has been working as the Nurse Educator/Outreach Nurse at the University of Victoria, Student Health Services.

When not riding her bike Sara is keen to promote health on a wide variety of topics and is a passion of Sara's. She values working with patients, families, staff and students from all different ethnicities, backgrounds and age ranges. In her professional and personal life she is committed to empowering and enrolling people of all ages to get back in the driver's seat of their own health and wellness.

Sara has recently created an 8 week workshop series course entitled "Tailor-making a Healthier You – Finding Your Fit" and is excited to run the inaugural series this September 2011 at the Burnside/ Gorge Community Centre.

Having completed the Leadership Victoria Program in June 2009, Sara is proud to give back to this amazing organization by participating on the Leadership Victoria Program Committee and the Leadership Victoria Alumni Committee.

Dave Whittington

Dave grew up in the Midlands of England, spent 14 years in Glasgow and then moved to Victoria in 2004. Dave originally worked in science and education and he has a PhD in computer science. Becoming more interested in why various projects he was involved in had mixed success, it became clear that human factors such as open communication, team work, and leadership were more critical than technical expertise. For the last ten years Dave has worked almost exclusively on leadership development and coaching.

Together with his wife and business partner, Tammy Dewar, Dave runs Calliope Learning, a consulting company that specializes in leadership development and coaching for the local high

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tech sector. They also have clients in other sectors and provide leadership and team development, executive coaching, customized 360 performance reviews, action research, and support for informal workplace learning. Dave has been associate faculty at Royal Roads University since 2000 and has taught in MA, MBA and Executive Leadership programs.

Dave loves living in Victoria. He's a keen vegetable gardener and has tended a plot at Capital City Allotments since 2007. Dave's passionate about local food and wine and enjoys cooking for friends. What free time is left is spent walking, cycling, geocaching, and supporting the Victoria Royals.