

Roberta Burris

Co-Chair, Program Committee

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 co-chair of the Program Committee. In her work life, she's spent the past six years building *Burris & Associates Consulting*, a consulting practice providing facilitation and planning services along with team development, training and tools, mainly for non profit organizations and the broader public sector. 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, where she had the opportunity to tap into her inner "Nancy Drew". "I'm passionate about working with non profits organizations, living in Victoria, reading everything I can get my hands on, 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

Program Committee

This is Rosemary's second 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.

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Tammy Dewar Program Committee

Tammy grew up on a farm in Alberta and brings a down to earth, entrepreneurial and hopeful attitude to her teaching, coaching and consulting. Having been the only one in her large extended family of hundreds to complete a PhD, she encourages and challenges people to transcend whatever limitations they may think they have. Tammy has lived in many cities in Canada, the US and the UK, but now calls Victoria home, and is committed to living a balanced and sustainable life with her husband and business partner, Dave Whittington.

Together, Tammy and Dave run Calliope Learning, a consulting company that specializes in leadership development and coaching for the high tech sector on Vancouver Island. They also have clients in other sectors and provide leadership and team development, executive coaching, customized 360 performance reviews, action research, and the application of distance and online technologies to workplace learning. Tammy has been an associate faculty member at Royal Roads University since 1997 and teaches in the MA, MBA, and Executive Leadership programs.

Tammy loves living in Victoria and enjoys the local food, wine, festivals, sporting events and amazing recreational activities. In the summer you can find Tammy riding her bike or walking and in the winter you'll find her watching the local pro hockey team the Salmon Kings.

Bob Downie Program Committee

Bob has been with the Leadership Victoria Program Committee since 2006. Bob is currently the deputy chief constable of the Saanich Police, and holds a Masters degree in leadership from RRU. He believes that we all have a responsibility to show up as leaders regardless of the positions or roles we find ourselves in. This applies to our responsibility to the community, in that we cannot rely on others to make things better and to look after those in need, we all have to do our part. Bob is part of the Leadership Victoria family because he sees the potential that can be unleashed when people are exposed to the various leadership concepts and strategies that can help us to focus our efforts into intentional acts which allow us to accomplish great achievements by working together to serve the community.

Kim Dunlap Program Committee

Dedicated to supporting people to learn and grow in fun and healthy environments, Kim has been actively facilitating with adults and youth for over 15 years. From remote outdoor programs for troubled youth, mentoring young women to experience their true capabilities, and developing workshops in experiential

and adventure based facilitation; Kim has worked with many groups encouraging strength focused capacity building within themselves and their organizations. Kim is one of the co founders of the KimmiK Group, specializing in dynamic personal and professional training in Community Development. Kim is an active volunteer with Leadership Victoria's Program Committee. When not at work, Kim enjoys spending time with her husband Jamie and their two beautiful children, Ella and Ben. At play, Kim's passions are hiking, music, and family; including her turtle Rose and dog Astra.

Shauna Fenwick

Program Committee, Coach Coordinator

Shauna is a leadership educator, facilitator and leadership coach. Most of her work is in the public sector, particularly health care. Shauna teaches at Royal Roads University in the MBA and MA Leadership programs. Her main interest is in helping individuals, teams and organizations create conditions for effective performance today and for innovation in the future. Shauna is intrigued with improving organizational relationships by changing the nature of our conversations.

Shauna's career of origin is health care. She studied nursing in Calgary and at Queen's University in Kingston. A life-long learner, Shauna received an Executive Coaching Certificate (2001) and Master of Arts in Leadership and Training (2002) from Royal Roads University. Through the years, her diverse learning interests have ranged from degree-based courses to those in healing touch and maintaining diesel engines.

Shauna believes that as we develop our abilities as leaders, we improve our capacity to work effectively with others, and thus enrich the organizations and communities that we inhabit.

This is Shauna's 5th year on the Leadership Victoria Program Committee. She has also volunteered with us one year as a mentor and 4 years as a project coach.

Lisa Helps

Program Committee

Lisa Helps is currently working on a Ph.D. on the history of homelessness and housing in Victoria, B.C. and San Francisco California. Not satisfied with the disjuncture between the so-called ivory tower and the rest of the world, she spends much of her time as a community activist committed to poverty reduction, place-based solutions to global and national challenges, and increasing citizen engagement. She has recently been hired as the founding Executive Director of the Citizens' Trust of Greater Victoria. The Citizens' Trust is a multi-sector community economic development initiative which will offer low-interest micro loans to support the start up of small local businesses and contribute to the self-sufficiency of citizens. The Citizens' Trust aims to reduce poverty, increase local wealth, create local employment, and revitalize neighbourhoods by supporting place-based economic endeavours. Lisa was chair of the board of the Fernwood Neighbourhood Resource Group (Fernwood NRG) when the Society purchased and restored the Cornerstone building, built affordable housing units, and opened the Cornerstone Café as an

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enterprising non-profit venture. She is currently chair of the Bread and Roses Collective, which produces the monthly *Victoria Street Newz* and sits on the Housing and Homelessness Advisory Committee at UVic's Office of Community Based research.

Fiona Hyslop Program Committee, Mentor Coordinator

Fiona is a descendant of two pioneer Victoria families. She received her schooling in Hong Kong and Victoria and subsequently studied at the University of Hong Kong and the University of Geneva in Switzerland.

Her working life was divided between Canada and England and included several years helping represent the Italian film industry, and developing a talent for project management. During the 22 years she and her family spent in Ottawa she served on the Boards of the National Gallery Association and the Friends of the National Arts Centre, as well as the United Way of Hull, Quebec. For fourteen years of that time she worked for the Federal Government in various management positions.

Since her return to Victoria she has been Chair of the Board of the NEED Crisis and Information line and a Board Member of Pacific Opera Victoria, the Victoria Business and Professional Women's Club and earlier this year stepped down after six years on the Board of the Victoria Foundation.

Fiona has strong feelings about how each of us can, and must, give back to the wider community in which we live. She also has a weakness for chocolate and black cocker spaniels.

Al Kemp Co-Chair, Program Committee

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 the author of the Leadership Victoria Work Book and 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, is on the Board of Directors of Crimestoppers 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.

Ardis Myette Program Committee

Ardis has an Executive Coaching Certification (Royal Roads University), and a strong Adult Education background (M.Ed. Dalhousie). Ardis' uses these credentials daily in her role as an Organizational Development Consultant at UVIC. Her role involves helping departments, faculties, and individuals clarify and meet goals, create respectful productive workplaces and manage change and transition. Ardis serves as an internal coach and consultant to individuals and teams at all levels of the university. She is involved in areas of strategic planning and visioning, competency development, developing clear communication, leadership development, building strong and effective teams, and managing conflict, stress and change. Ardis also plans and facilitates both large (open space) and small group learning events.

Ardis' current experiences build on many years in government in advising, management and internal consulting capacities related to training, development and leadership and change management. Ardis has both operational experience and a systems approach to developing high performing, results oriented leaders and employees. Ardis has had experience working with executive and senior leaders and is comfortable working with all levels of the organization.

Ardis's passion is in creating better personal and interpersonal understanding through clear communication. Ardis is certified in EQ in Action- Emotional Intelligence, Myers Briggs Type Indicator, Strong Interest Inventory, Achieve Global Products, Corporate Circles, Clear Leadership, and Power-In-Systems OW Training.

Professionally, Ardis has many years experience in individual coaching and counseling around career, life and professional issues. Ardis has provided volunteer counseling at Citizen's Counseling Centre, Victoria, BC, since 1998.

Born and raised in Victoria, BC, Ardis has also been privileged to live and raise a family in Vancouver, New Brunswick, Nova Scotia, and Washington, DC. She has had many rich associations with international cultures in professional, personal and educational capacities and has developed a lens for appreciating similarities within apparent differences.

The essence of what Ardis brings to coaching is a strong and abiding appreciation for individual gifts and strengths and an ability to help individuals clarify, acknowledge and build on their natural talents and passions. She demonstrates compassion by holding client's capable, responsible and accountable for their commitments to breakthrough results that lead them to personal satisfaction.

Estelle Paget Program Committee

Estelle Paget is an educator and entrepreneur. Her background is in second language acquisition in adults, adult learning, mentoring and communications. She 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. 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. There she held three roles: Director of the Centre for Teaching and Learning, Director of Undergraduate Liaison and Director of International Education Services. At RRU she set up the first teaching centre, designed and implemented an innovative certificate for faculty on teaching to adult learners, introduced Instructional Skills Workshops and led the creation of an online training program for faculty. She created inter-institutional relationships with educational institutions across Canada and in China, and developed programs for international learners to support their academic success. Since April 2007 Estelle has returned full-time to her work as an educational and communications consultant. She is president of *Paget Communications*, also known as Leading Communications Ltd., a consultancy she created in 1994. She designs and delivers workshops for a variety of clients in industry and education, and is a popular keynote speaker. Estelle is much in demand for the competence, energy, sensitivity and humour she brings to her workshops. Outside of her regular work, Estelle has recently returned to a long-standing passion: reach vulnerable parents and provide them with parenting support for their child's first months of life through a visual medium. She has partnered with the award-winning filmmaker, Hilary Pryor and a team of pediatricians, family physicians and other health-care workers to "translate" the science of Early Child Development into an appealing visual tool to be "delivered" to new parents at the delivery of their baby. Volunteering has always been an essential aspect of Estelle's life. Estelle sits on the Curriculum Committee of Leadership Victoria. She has frequently chaired United Way workplace campaigns and supports collaborative approaches to achieving goals.

John Shaver Program Committee

John's second favorite thing to be, after family-man, is a coach.

John has a penchant for pivotal life experiences. Two months into the Executive Coaching program at Royal Roads University, he jumped. Leaving his cushy job of nine years he started anew, much more authentically aligned. As a coach, John finds he tends to work well with those who are mired in the fears and excitement of stepping off their own sheer drops, whatever they may be.

John grew up in Red Deer. He completed his Psychology, Phys. Ed. (Athletic Therapy), and finally Physical Therapy degrees, at U of A. The combination of studies were helpful in guiding the many 'no pain no gain' athletes he treated to achieve their best.

An early significant leap came when John left his job as a physio and moved to Penticton to focus on triathlon. Ironically, out of all his years doing Ironman Canada, that year was his toughest race and worst finishing time; by a lot. But, as are many moments in life, it was also one of his most profound learning experiences. (Why can't life's big lessons come while relaxing on a beach in Maui?) That race, and the others, gave him a significantly deeper understanding for the levels of perseverance and the capability of a driven human mind. John now enjoys the parallels in coaching driven, motivated individuals and leaders. He provides a unique insight and encouragement toward setting and achieving goals that truly stretch limits on the way to fulfilling dreams.

Prior to coaching, John was predominantly a healthcare professional, in physiotherapy, as well as several years in small and large corporations within the pharmaceutical industry. Between those, he was the Director of Training and the corporate liaison for a rapidly expanding restaurant business out of Edmonton.

Personal note: he counts 42 roommates before meeting his wife Suzanna. Three young boys later (Jack, Max and Leo), and his single most important and rewarding goal, family life, has come together nicely.

John's desire to contribute more to the world of leadership, and to our community, has led him to this first year as a project coach and member of the Leadership Victoria Program Committee.

Dave Whittington Program Committee

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 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 Salmon Kings.