

## Schedule at a Glance

### Day 1: Thursday, September 24, 2026

|                    |                                                                                                                                                               |
|--------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 11:30 am – 1:00 pm | Program Check-In ( <i>rooms not yet available</i> )                                                                                                           |
| 1:00 pm – 1:30 pm  | Welcome and Introductions                                                                                                                                     |
| 1:30 pm – 2:30 pm  | Keynote with Morgan Hamel<br><b>Governing the Grey: HR's Role in Managing Polarization Risk</b>                                                               |
| 2:30 pm – 3:30 pm  | Facilitated Discussion with Morgan Hamel<br><b>Governing the Grey: HR's Role in Managing Polarization Risk</b>                                                |
| 3:30 pm – 4:00 pm  | Break                                                                                                                                                         |
| 4:00 pm – 5:00 pm  | Keynote with Jamila Godfrey, presented by <i>Village of Play</i><br><b>Capacity Under Pressure: Building Brains That Hold Up When the Load Doesn't Let Up</b> |
| 5:00 pm - 6:00 pm  | Room Check-In and Pre-Dinner Networking                                                                                                                       |
| 6:00 pm – 7:30 pm  | Dinner and Networking                                                                                                                                         |
| 9:00 pm            | Fireside Connections, <i>sponsored by ADP</i>                                                                                                                 |

### Day 2: Friday, September 25, 2026

|                     |                                                                                                             |
|---------------------|-------------------------------------------------------------------------------------------------------------|
| 7:00 am             | Optional: Yoga or Guided Walk                                                                               |
| 8:00 am – 9:00 am   | Networking Breakfast, <i>sponsored by ADP</i>                                                               |
| 9:00 am – 10:00 am  | Keynote with Jenn Lofgren<br><b>Leadership Agility: Leading Strategically Through Change</b>                |
| 10:00 am – 11:00 am | Facilitated Discussion with Jenn Lofgren<br><b>Leadership Agility: Leading Strategically Through Change</b> |
| 11:00 am – 12:30 pm | Networking Lunch and Optional Guided Walk                                                                   |
| 12:30 pm – 1:30 pm  | Keynote with Michelle Dolan<br><b>What HR Leaders Actually Need to Know About AI</b>                        |
| 1:30 pm - 2:30 pm   | Workshop with Michelle Dolan<br><b>What HR Leaders Actually Need to Know About AI</b>                       |

## Session Descriptions and Speaker Bios

---

*Day 1: Thursday, September 24, 2026*

Keynote and Facilitated Discussion with Morgan Hamel

### **Governing the Grey: HR's Role in Managing Polarization Risk**

Issues that once stayed outside the workplace increasingly find their way in.

Social and political divisions, employee activism, competing expectations around organizational values, public pressure and rapidly shifting norms are creating a new category of risk for organizations, putting HR leaders at the center of some of the most difficult decisions.

When should employees be free to express strongly held views, and when does expression become an organizational concern? How do we create both psychological safety and accountability? How do we foster belonging while making room for genuine differences in perspective? And what role should HR play when an issue has implications not only for people and culture, but also for trust, reputation and organizational risk?

In this interactive keynote and facilitated conversation, business ethicist and former CEO Morgan Hamel will introduce polarization risk and explore why it is becoming an important leadership and governance issue. Drawing on ethics, psychology and real-world examples, Morgan will help participants understand how polarization affects people and decision-making, recognize emerging issues before they escalate, and navigate situations where legitimate values and responsibilities pull in different directions.

Throughout the session, participants will have opportunities to reflect on and discuss the tensions showing up in their own organizations, learn from the perspectives of fellow HR executives, and consider the practical role HR can play in strengthening organizational preparedness.

Participants will leave with a clearer understanding of polarization risk, practical frameworks for navigating competing truths, and new questions to bring back to their executive teams about how their organizations can prepare for the increasingly complex people, culture and reputational challenges ahead.

#### **About the Speaker:**

**Morgan Hamel** is an ethicist, TEDx speaker and the President of MH Partners Inc., a boutique consulting firm adept at helping leaders and their organizations navigate a new era of business ethics and reputation risk. With a master's degree in ethics from Utrecht University in the Netherlands, 11 years spent working in the ethics office of a large organization and real-life polarization experience as the founder and CEO of an Instagram-based ethical fashion marketing firm that generated over \$1M in responsible sales in its first corporate year, Morgan brings together the academic, corporate and entrepreneurial aspects of business ethics in a way that doesn't exist elsewhere.

*Day 1: Thursday, September 24, 2026*

Keynote with Jamila Godfrey, presented by *Village at Play*

**Capacity Under Pressure: Building Brains That Hold Up When the Load Doesn't Let Up**

Burnout is rarely ever a willpower problem. It's a cognitive load problem. Capacity Under Pressure discusses executive functioning skill-building and gives your team the neuroscience-backed tools to perform under pressure, communicate more effectively, and build sustainable capacity, without the shame spiral that comes from pretending everything is fine.

**About the Speaker**

**Jamila Godfrey** is the founder of Village of Play and the creator of Capacity Under Pressure, a workshop series that helps organizations build the focus, regulation, and follow-through their people need to perform without burning out. Drawing on 20 years of corporate experience, including senior brand and national training roles GE Appliances Canada, and certifications in brain science and psychological health and safety, she reframes employee wellbeing as what it actually is: capacity, and a risk worth managing upstream. She works with leaders and teams across Alberta and Canada. She's also a wife and mom raising a teenager with ADHD, which keeps the work honest.

**About Village of Play**

**Village of Play** helps people build the brain skills underneath focus, resilience, and follow-through, through play. Founded by Jamila Godfrey, the organization works with children, adults, and organizations to strengthen executive function, the mental skills that govern attention, emotional regulation, and decision-making under pressure through training, coaching and play-based programs.

For workplaces, Village of Play's Capacity Under Pressure workshops reframe employee wellbeing as capacity, and as organizational risk management: burnout, turnover, and shaky decisions under stress are costly, and far cheaper to address upstream than down. Grounded in brain science and delivered through practical, engaging sessions, the work leaves teams with tools they actually use. Village of Play is based in Cochrane, Alberta, and serves communities and organizations across the region.

*Day 2: Friday, September 25, 2026*

Keynote and Facilitated Discussion with Jenn Lofgren

**Leadership Agility: Leading Strategically Through Change**

Today's senior leaders must navigate economic uncertainty, organizational complexity, competing values, and constant change without losing sight of long-term priorities. Through real-world case studies, facilitated discussion, and round table discussions, this interactive session will explore how executives can move beyond reactive decision-making, lead with transparency and resilience, and develop the leadership capacity their organizations need for the future.

By the end of the session, participants will be able to:

- Apply practical leadership-agility principles to balance immediate operational pressures with long-term strategic priorities.
- Identify approaches for leading decisively and transparently through disruption while sustaining trust, resilience, and organizational alignment.
- Strengthen executive succession by creating the cross-functional experiences, relationships, and development opportunities future leaders need to succeed.

**About the Speaker**

**Jenn Lofgren** is the Founder and Managing Partner of Incito Executive & Leadership Development. A Chartered Professional in Human Resources, Jenn began her career in HR and technology, leading large-scale international executive transformation initiatives. Today, she is one of only 60 Master Certified Coaches in Canada and also holds the International Coaching Federation's Advanced Certification in Team Coaching and the ICD.D designation in corporate governance.

Jenn has a longstanding connection to Alberta's HR community, including past board and volunteer leadership roles with CPHR Alberta and its predecessor organizations. In recognition of her contribution to the profession, she received the CPHR Alberta Community Champion Award in 2021. Her broader governance experience includes serving on the boards of the Calgary Chamber of Commerce, Parks Foundation Calgary, Calgary Youth Justice Society, and The GRAND, where she served as Board Chair.

Jenn is the author of *The Inspired Leader* and has published more than 75 articles in *Forbes*. Her leadership and community impact have earned her national recognition as one of Canada's Most Powerful Women: Top 100 in 2019, 2023, and 2025. Through her mindset-first approach, Jenn partners with executives and leadership teams to address the root causes of complex challenges, uncover new possibilities, and make courageous choices.

*Day 2: Friday, September 25, 2026*

Keynote and Workshop with Michelle Dolan

**What HR Leaders Actually Need to Know About AI**

AI is moving fast. The challenge for HR leaders isn't keeping up with the headlines. It's knowing what actually works.

In this interactive session, HR Director and AI educator Michelle Dolan will cut through the hype and show what AI can actually do inside an HR function today, what's coming next, and where leaders should be paying attention.

Using real examples, live demonstrations, and lessons from her own experience applying AI inside HR, Michelle will explore opportunities across recruitment, learning and development, workforce planning, leadership support, research, and the everyday work that consumes HR teams' time.

Participants will see how AI use evolves from supporting individual tasks to building repeatable workflows, custom GPTs and AI assistants, to understanding what emerging AI agents could mean for HR and the way work gets done.

What happens when AI can complete parts of the work our teams have traditionally done? Where does human judgment become even more valuable? What should HR stop doing, start doing, or completely redesign? And how can HR leaders help their organizations adopt AI thoughtfully without losing the human side of work?

This two-hour interactive session combines practical learning with executive discussion and application. Participants will identify real HR and business challenges within their own organizations and explore where AI could create meaningful value.

Participants will leave with practical ideas they can use immediately, questions to take back to their executive teams, and a clearer understanding of where AI may change the HR function next.

The goal isn't to become an AI expert. It's to become an HR leader your organization turns to when it needs to know what to do with AI.

**Session Format**

Interactive Keynote: See What Is Possible

A fast-paced, practical exploration of AI in HR, including real-world examples and live demonstrations across the employee lifecycle. Participants will see examples ranging from everyday AI use to custom GPTs, AI assistants, and emerging agent capabilities.

Executive Discussion & Workshop: Make It Real

Participants will identify a real HR or business challenge from their organization and explore how AI could help solve it. Through small-group discussion and facilitated peer learning, executives will consider potential use cases, opportunities, risks, and where human oversight matters most.

The session will conclude with a practical challenge: identify one AI opportunity worth testing when you return to work.

### **About the Speaker**

Michelle Dolan is the Director of Human Resources at MNP Community & Sport Centre, where she joined the strategic leadership team in 2018. With more than sixteen years of HR experience, she focuses on using technology, agile systems, and inclusive practices to strengthen organizational effectiveness.

Before joining MNP Community & Sport Centre, Michelle spent eighteen years at WestJet in roles spanning recruitment, facilitation, instructional design, and management.

She holds an MBA and earned her CPHR designation in 2020. Michelle is passionate about professional development and creating learning opportunities that help employees grow, stay engaged, and succeed.