

**GEN-Y:** HELLO,  
I'M HERE FOR  
THE ROOM  
FOR ME!

**GEN-X:**  
I AM  
WAITING.

**BOOMER:**  
I'M NOT  
RETIRING.

# **XYBOOM CONFERENCE**

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FIVE GENERATIONS. ONE FUTURE

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OUR VISION: A SOCIETY WHERE ALL  
GENERATIONS COLLABORATE AND LEARN  
TOGETHER

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# THANK YOU LETTER

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I'm always so surprised by the sheer amount of people that have contributed to XYBOOM.

In the two short years of its existence, it seems like the people involved are always extremely dedicated and passionate. The team has always been at the core of what makes the conference - if you don't mind me saying - magical. There are countless people I need to thank; I'll start off with our Title Sponsor, the Thrive Project. Not only is this an amazing initiative, but the team behind it is also just as amazing. If you haven't thought about working in non-profit, this team will convince you. Their passion illuminates the limitless opportunities the sector provides, how it continues to grow in innovation and why it is truly a very desirable sector to be a part of.

I would love to also thank our Community Partners: YMCA, BCHRMA, My Loud Speaker Advertising, SFU Work Integrated Learning, Linda W. Young + Associates, Impact99, BCODN & Drawing It Out. Our community partners support the cause by providing our current team with invaluable resources throughout the process of putting this conference together.

Our Board Members are the most dedicated and inspiring group of people I know. They have great passion for this topic and truly believe in our cause and what we're trying to achieve. A lot of the inspiration from this conference has come directly from our in-depth board meetings where we talk about all the relevant topics that pertain to intergenerational issues. I am so thankful for their knowledge, insights, and ability to re-energize our team every time we meet.

As for our Core Team meetings, I'd describe them as therapeutic. It is very helpful that I'm in the company of three very bright, exceptional women who never fail to inspire me: Amanda Fenton, our facilitator who also leads the design process of the conference, Linda Young, our panel moderator, and Yumi Numata, XYBOOM Director of Communications. They create the magic behind all the unique aspects of this event - they are the brains behind everything that makes the XYBOOM Conference extraordinary. Everything you experience today is a manifestation of an idea that sparked from their minds during one of our many meetings. I have never met such giving women in my life - and it translates into the activities of

this conference. I truly hope you feel all the love that was put into making today memorable for everyone.

Our amazing volunteer team are the most dedicated bunch I've ever seen in a volunteer organization. They attend weekly meetings, they contribute to all aspects of the conference, and they are willing to offer their support in all situations. This conference cannot happen without these individuals each contributing constantly to this cause. We hope that this conference gives them meaning and that they understand how truly thankful we are!

I do want to also thank another group of individuals: XYBOOM would never have existed without me coercing the My Loud Speaker team to donate countless days and nights on the marketing, advertising and more, on this passion project of mine. I know they support XYBOOM mainly because of their dedication to the cause, but also because they're just supportive, awesome people.

And of course, I can't forget to thank my other half - the conference's soul - Yumi Numata. Even though she moved across Canada, she still spends countless nights and weekends working selflessly on this project. Sometimes I ask myself why she still volunteers all this time - and I'm sure she asks her self why too - but regardless of the answer, I just want to say I am so very thankful she is as passionate about this team and this project as I am. It would not be the same otherwise.

There are many more people to thank but there is never enough time or space for that, so thank you all who are here today supporting and participating in the XYBOOM Conference. Thank you to all to all our supporters, friends, and families. We hope you all love the work we've put into this conference and take this opportunity, as we have, to meet new amazing individuals, have great conversations and be inspired to create change in your work lives and beyond!

Cheers,

Tammy Tsang

Executive Director  
XYBOOM Intergenerational Organization

# AGENDA OF THE DAY

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8:15 AM **REGISTRATION & CHECK-IN**

**PANEL #1**

**PANEL #2**

LUNCH

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**LIVE CASE STUDIES**

**WISDOM CAFE**

BREAK

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**ACTION SPACE**

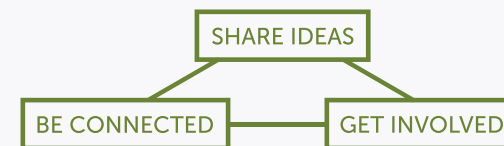
5:00 PM **CONFERENCE CLOSE**

# thrive

ADAPTIVE **SKILLS & RESOURCES**  
FOR BC'S NON-PROFIT SECTOR

The Thrive Project is all about creating a dynamic workforce in B.C.'s non-profit sector. Thrive is exciting and innovative.

**Thrive is about you.**



Watch for the launch of career tools, educational resources and new ways for you to 'thrive' by making a difference in a BC non-profit!

**[WWW.THRIVEPROJECT.CA](http://WWW.THRIVEPROJECT.CA)**



Thrive is sponsoring this year's XYBOOM conference to help convene a group of people with diverse experiences of generations working together.

By sharing your insights, you will help to create innovative tools and resources for BC's non-profit sector.

Canada



Funding provided through the Canada-British Columbia  
Labour Market Development Agreement

# PANEL 1 / OUR WORLD TODAY AND TOMORROW

PAST AND FUTURE TRENDS IN THE DEMAND AND SUPPLY OF JOBS, COST OF LIVING (AND INCOME LEVELS), ACCESS TO EDUCATION, SHIFTS IN HOUSEHOLD DYNAMICS WILL BE EXPLORED.



**Linda Young, Moderator**

*Linda W. Young + Associates*

Linda Young is a dynamic professional with over fifteen years of experience. She has a passion for uncovering hidden insights and opportunities across a spectrum of activities including consumer research, product development, corporate planning and organizational development. Linda's career began in television researching and interviewing top business, social and political leaders. Her keen sense for investigating key business and social issues led her to join AC Nielsen. Linda then applied her research skills to developing rural telecommunications funds in Africa, Asia and Latin America.

In 2007, she established Linda W. Young + Associates, a research and planning company that works with for profit and non-profit to achieve their organizational objectives. A constant innovator, Linda joined Coast Capital Savings in 2009 and is currently the Director, Research and Products. Linda's extensive background makes her a versatile and well sought consultant, facilitator and planning professional. She believes in the power of collaboration and harnessing the diversity of group dynamics to create powerful outcomes.

## PANEL 1

1.

### LYNELL ANDERSON

*Senior Researcher at UBC; Generation Squeeze*

Lynell is Senior Researcher for the Generation Squeeze campaign at UBC's Human Early Learning Partnership (HELP) and a Certified General Accountant. Drawing on 30 years of experience across the private, voluntary and public sectors, Lynell's research focuses on the financing of family policy in Canada, especially with respect to child care services. Lynell has also taught Public Sector Financial Management for the CGA Associations of BC and Canada. Her work is driven by a simple goal: to share financial and related analyses that inform, engage and empower all.



Lynell was awarded the 2010 United Way of the Lower Mainland Excellence in Action Early Childhood Development Award for both her research and advocacy on behalf of children, women and families. While born into the Boomer generation, she is commonly considered 'freakin cool' by many from younger generations.

Lynell is a member of the Vancouver Foundation's Advisory Committee on Children, Youth and Families and a Research Associate with the Canadian Centre for Policy Alternatives. She also volunteers as Chairperson of the Federation of BC Youth in Care Networks and Treasurer of the Coalition of Child Care Advocates of BC. Lynell is passionate about her work and volunteer roles, and she struggles to balance them with time for family, friends, music and – most recently – growing an edible yard.

2.

### IGLIKA IVANOVA

*Economist and Public Interest Researcher at the Canadian Centre for Policy Alternatives*

Iglika Ivanova is an Economist and Public Interest Researcher at the Canadian Centre for Policy Alternatives in BC. Born and raised in Bulgaria, Iglika took her first economics course as a 17-year-old curious to learn more about what was happening in her home country during the transition from central planning to market capitalism. She quickly realized that not just in Eastern Europe, but across the globe many people live in poverty because of poorly designed economic policies, and decided that she wanted to work to change that.



Iglika has an MA in Economics from UBC and in her current position, she uses her skills to research and write on issues of social and economic policy in BC. More specifically, Iglika's work investigates issues and trends in government finance, taxation and privatization and how they relate to the accessibility and quality of public services, and in turn, to our quality of life. She is also very interested in the workings of the Canadian labour market and

in particular trends in income inequality, low wage work and the integration of immigrants.

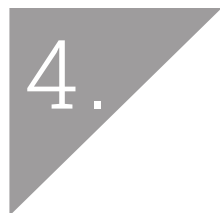
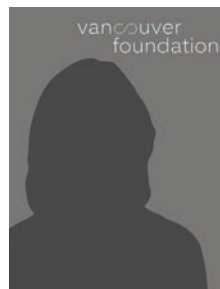
Iglika is a frequent media commentator on public policy issues, a blogger on PolicyNote.ca and this summer, she is a regular on the bi-weekly Tuesday Business Panel on CBC radio's Early Edition. Follow her on Twitter <http://twitter.com/Iglikalvanova>



**HEATHER HAY**

*Executive Director, BC Non Profit Labour Market Program at Vancouver Foundation*

Heather is an innovative leader with a passion for working with marginalized populations. She has extensive senior leadership experience within the health care system both nationally and locally. Previous positions held included: Regional Director for Complex Mental Health and Addictions, Director HiV AIDS / Aboriginal and Addiction Services with Vancouver Coastal Health. She provided the leadership for Downtown Eastside Health and Safety initiative for over 10 years. Heather has worked extensively across ministries and jurisdictions to implement innovative projects such as North America's First Supervised Injection Site, Burnaby Centre for Mental Health and Addiction. Heather holds a Masters of Science degree from McGill University and a Masters in leadership degree from Royal Roads University. She is currently working as the Executive Director for the BC's Non Profit Labour Market Program which is affiliated with the Vancouver Foundation and the Ministry of Jobs and Tourism.



**PETER REEK**

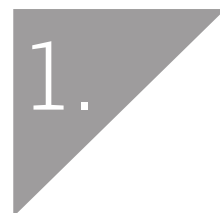
*Principal at Smart, Savvy + Associates*

Peter Reek is the founder and principal of Smart, Savvy + Associates a marketing and communications focused recruitment firm. Peter has been helping companies make smart decisions and build for success for over 20 years. Seasoned in market research, brand architecture and senior-level marketing, Peter knows what businesses need to meet their goals. He also knows WHO they need. A consultant for 8 years, Peter specialized in group moderating and team facilitation. Translation: he knows people. He can spot the star and sniff out the imposter. Peter has served clients in a variety of industries, lead sizable teams and launched divisions in Canada, US, Europe and Australia.



# PANEL 2 / OUR WORKPLACE

THIS PANEL SERVES TO PROVIDE INSIGHTS INTO WHY PEOPLE BEHAVE AS THEY DO, CHALLENGES GENERATIONAL MYTHS, SHEDS INSIGHTS INTO THE JOB EVOLUTION, AND SPOTLIGHT WAYS TO ACHIEVE EMPLOYEE ENGAGEMENT AND PEAK PERFORMANCE FROM EMPLOYEES.



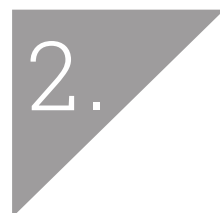
**VAL LITWIN**

*VP of Franchise Operations at Nurse Next Door*

Entrepreneur and social-enterpriser, Val Litwin recently sold the first-to-market concept, Blo Blow Dry Bar. Known for creating and "owning" its business category, Val and his two business partners grew the Blo brand from zero to 13 locations in just three years. In that time, Blo garnered over 500 media hits and 300 franchise requests. But business isn't his only passion. Val also runs the for-profit Extreme Kindness ([extremekindness.com](http://extremekindness.com)) and non-profit Kindness Crew Society — both born to educate, inspire and mobilize people to commit good deeds.



Val co-authored the best-selling book, Call To Arms: Embrace A Kindness Revolution. The Kindness Crew speak to and challenge corporations to engage in CSR and bring new meaning to the phrase "global warming". Currently Val serves as Vice President of Franchise Operations for Nurse Next Door, a fast-growth home healthcare franchise dedicated to Making Lives Better.



**JANE TEREPOCKI**

*HR Administrator Recruitment/Training at Mountain Equipment Co-op*

Jane is a Recruiter and Trainer in the Human Resources Department at Mountain Equipment Co-op - Canada's leading outdoor retailer ([mec.ca](http://mec.ca)). She takes pride in building collaborative, long-term relationships, and understanding the nature of the issues people face, so that she can improve their employment experience. Jane contributes articles to BCHRMA's magazine 'People Talk' and, as a member of the International Leadership Association, has attended conferences in the USA and Europe.



3.

**JAMES PALMER**  
*VP of Sales and Marketing at Great Little Box Company*

Panelist James Palmer is the Vice President of Sales and Marketing at Great Little Box Company - a 40 million dollar business. He was recently featured in a Globe and Mail article for using innovative practices to help his company attract and retain high-quality talent. He will be sharing his secrets during Panel 2 of the conference.



4.

**CAROL CHIANG**  
*Partner at KPMG*

Carol is a Partner with KPMG and a member of the Greater Vancouver Enterprise practice leadership team which focuses on servicing private companies, public sector and not-for profit organizations. Her client-focused activities include providing financial statement assurance and general business advisory services. Carol's primary areas of practice are mid-market, privately owned businesses in the consumer and industrial market sector. She also has client experience in the not for profit sector.



Carol has been with KPMG for 22 years. She is a graduate of UBC and holds a Bachelor of Commerce degree in accounting; she obtained her Chartered Accountant designation in 1993 and has since worked in the KPMG Greater Vancouver practice, with a brief stint at the KPMG Adelaide, Australia office. Carol was promoted to her current role in 2006 and has since taken on a leadership role in the KPMG People Management program, in addition to her client responsibilities.

Throughout her professional career, Carol has participated in community activities and held board and committee positions with organizations such as the Richmond Chamber of Commerce, Minerva Foundation, Richmond Asia Business Association, and Sunbrite Business Association. She more recently chaired the Minerva Follow a Leader program and volunteers for her son's swim club. Carol enjoys spending time with her husband and 11 year old son as well as travelling, gardening, music and staying healthy.

# LIVE CASE STUDIES

## BEYOND THE WATERCOOLER

The XYBOOM 2013 conference is based around the theme "From Workplace Tension to Intergenerational Collaboration." A key element of the days' programming includes a series of live case studies, where individuals (or pairs in some cases) will share their own career and/or workplace experiences – strategies, promising practices, challenges, outcomes and more. This is a participatory process that creates strong connections, shared understanding and deeper learning on the issues of intergenerational tensions and workplace collaboration.



### Amanda Fenton, Facilitator

Amanda is an experienced designer and facilitator of meetings, gatherings, conferences and more, using participatory dialogue processes in the service of co-creating a better future. She's a group process artist who draws from processes such as Open Space Technology, World Cafe, PeerSpirit Circle, Collective Story Harvest and others. She is passionate about hosting and harvesting conversations that matter where containers are created for participatory leadership and wise action to emerge.

## 1. LYNDA GERTY

*Director of Engagement at Vantage Point*

**RECRUITMENT & HIRING: A Non-Profit Entrepreneurial Approach to Finding and Engaging Talent**

Lynda is passionate about equipping not-for-profit organizations to view the whole community as their potential workforce. She will share stories that highlight how this approach has allowed her to engage and learn from Boomers, Gen X and Millennials.

## 2. MICHELLE FORTIN

*Executive Director at Watari Counseling and Support Services*

**ENGAGING/RETAINING: How to Increase Workplace Flexibility**

Michelle will be sharing how she has worked to create an intentional workplace that places priority on honoring the whole lives of individuals and as a result, has an extremely high level of retention and a waiting list of individuals interested in employment.

## 3. DAVID REEVE

*Chief Strategy Officer at Fully Managed*

**RETAINING: Mentoring**

David will be sharing how his mentorship philosophy, which focuses on what he has employees 'becoming' rather than what are 'doing', builds amazing synergy in teams and manifests into award winning cultures.

## 4. ALDEN HABACON

*Director, Intercultural Understanding Strategy Development at UBC*

**SUCCESSION PLANNING: Career Planning**

Alden is a Gen X who will be sharing how his career has evolved and how branding himself has really helped him build a reputable and successful career.

## 5. KRYSTAL GABRIEL

*Consultant*

**TRANSITIONING: Intergenerational Networking** Krystal is a Gen Y who will be sharing how she reframed 'networking' in a way that has led to some of her most rewarding jobs and relationships to date.

## 6. PAULINA LIPSKA

*Co-Founder/President at Young Women in Business; Business Development Manager at Canadian Youth Business Foundation*

**RECRUITMENT/HIRING: Gen Y and Recruitment**

Paulina is a Gen Y who will be sharing her knowledge around recruitment of Gen Y's, including the recruiting values and strategies that have proven successful in her experience recruiting for YWiB.

## 7. REBECCA ATAYA

*Director of Member Services & Engagement at the Federation of Community Social Services of BC*

**SUCCESSION PLANNING: Gen X, Ready and Waiting**

Rebecca will be sharing her experience working as a Gen X seeking leadership responsibilities in a Boomer-filled sector, as well as her experiences with expectations around skill and capability vs. age and years of experience.

## 8. JILL TSOLINAS

*Director at RODOS Consulting*

**ATTRACTING: Strategies on attracting Gen Y, Mining sector**

Jill will be sharing how her organization has moved from brochures and paper to media-based attraction and recruitment strategies geared towards younger generations – including developing a TV program to showcase employment possibilities and engaging with social media – highlighting lessons learned and the current results of these efforts.

## 9. ROANNE WEYERMARS

*Senior Manager, Brand & Advertising at Coast Capital Savings*

**RETAINING: Intergenerational Conflict**

Meeting rooms and boardrooms can be uncomfortable places. Even more so when you realize that there is an obvious age gap between yourself and nearly everyone else in the room. Roanne will share her strategies on how she has learned how to 'win the room over' by finding the courage to prove her own value and overcome intergenerational biases.



## 10. LAUREN LAU

*Administrative Officer at Human Resources and Skills Development Canada*

RETAINING:  
Gen Y in a  
Gen X/Boomer  
Workplace

Lauren is a Gen Y working in a predominately Boomer/Gen X workplace within the federal public service. She will be sharing how she created a space for intergenerational collaboration, bringing together over 150 participants across the public, private, and non-profit sectors to share ideas and dialogue on how to better relationships and connect with others to collectively share their workplace.

## 11. DAWN LONGSHAW

*Managing Director, Professional Recruitment at Vertical Bridge Corporate Consulting*

RECRUITING: An  
Entrepreneurial  
Career

Dawn is a Baby Boomer who will be sharing how changes in the business model of her workplace of over 20 years lead to her successful transition to an entrepreneurial career in her field of recruitment.

## 12. STEPHANIE PAPIK

*Program Lead, Aboriginal Youth Internship Program at The Learning Centre, Talent Management Division, BC Public Service Agency*

RETAINING:  
Intergenerational  
Conflict

Stephanie will be sharing her strategies on managing and addressing intergenerational conflict in complex situations, highlighting how she has pro-actively sought to develop resiliency and leadership skills to do so through co-mentoring.

## 13. CHRISTINE MCLEOD

*Founder, Impact People Practices*

RECRUITING: An  
Entrepreneurial  
Career

Christine will be sharing her unique perspective on being an intrapreneur in the corporate world and then transitioning to being an entrepreneur, with 2 successful businesses, a speaking career and a deep passion for making an impact on global workplace engagement.

## CONTRIBUTOR PROFILES

## 1. LYNDA GERTY

*Director of Engagement at Vantage Point*



Lynda Gerty is the Director of Engagement at Vantage Point, and the co-author of a new book titled *The Abundant Not-for-Profit: how talent (not money) will transform your organization*. With over 15 years of leadership experience in the not-for-profit and private sectors, Lynda thrives on building integrated, multi-generational teams of salaried employees and knowledge philanthropists. Lynda is a sought-after speaker and workshop facilitator, and is on a mission to transform the not-for-profit workforce.

Originally from Montreal, Lynda's home is on the west coast where she is currently engaged in the community as a board member with HFBC Housing Foundation and member of Ladybug Community Garden. On the weekends, you'll find her painting in her studio, running the seawall, devouring novels and spending time with the 12 children in her life.

## 2. MICHELLE FORTIN

*Executive Director at Watari Counseling and Support Services*



Michelle Fortin has been working in the community social service sector since 1985, shortly after completing her BA in Psychology at York University in Toronto. Ms. Fortin has worked in many different capacities including frontline work with emotionally challenged youth in a group home setting and homeless and battered women in a transitional shelter; she managed a caseload of sexually exploited youth and also worked as a street youth outreach worker. In the hopes of affecting greater change within the client populations served, Michelle obtained a counselling certificate from the Counsellor Training Institute in 1993.

As the Executive Director of Watari Youth, Family & Community Services since 2003, Michelle is responsible for ongoing program development, staff training and fundraising with this Vancouver based community agency. She is deeply committed to the idea of possibilities for individuals and communities, believing in solution focused approaches to the work.

As the Executive Director of a social profit working with children, youth and families struggling with problematic substance use she believes that her experiences working with varied government ministries and foundations brings a diverse perspective to the delivery of services. She is active in her community through sport associations and volunteer work in the arts and cooperative sector. In her spare time travel, sports and family are her passions.

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### 3. DAVID REEVE

*Chief Strategy Officer at Fully Managed*



“Inspire someone to be more than they ever thought they could be and leave them better than I found them”...This is David’s purpose in life. In his role as Chief Strategy Officer at Fully Managed Canada’s premier IT managed services brand, David is accountable for the following: Mentoring the founders, designing the brand, designing an amazing culture and building the operating platform to achieve the consistent rhythm.

David is a Lean certified black belt in the Toyota production system where he helps brands eliminate waste in their processes and only keep what is of value to the end user. David sits on several advisory boards where he guides companies to stay true to their core purpose, values and platform and does not allow them to become distracted by “shiny objects”. He speaks regularly to a variety of industries on the topics of culture building, Lean mythology and how to survive in an entrepreneurial culture. During his spare time David likes to mentor individuals from all walks of life on the power of dreams and is the founder of [www.unleashdreams.com](http://www.unleashdreams.com).

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### 4. ALDEN HABACON

*Director, Intercultural Understanding Strategy Development at UBC*



Alden E. Habacon is an accomplished diversity and inclusion specialist and a Director, Intercultural Understanding Strategy Development for the University of British Columbia (UBC). Prior to UBC, Alden was the Manager of Diversity Initiatives for CBC Television, where he has worked on the development and implementation of CBC’s national diversity strategy and some 300 diversity initiatives across Canada. He is a sought-after speaker and consultant in the area of interculturalism in Canada, diversity in media and strategic hiring. Alden is also the founder and Publisher of Schema Magazine ([SchemaMag.ca](http://SchemaMag.ca)), and the co-founder of the Asian Canadian Journalists Association in Vancouver.

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### 5. KRystal GABRIEL

*Consultant*



Krystal is addicted to big dreams, ambitious goals, and attitudes of gratitude. She believes in the power of conversation and co-creation to ignite change where change is needed and strives to live life by design while helping others do the same.

Krystal has a passion for company culture and has experienced everything from big corporate environments, to completely virtual ones, to one of the most progressive workplaces in the world (Mindvalley). Her roles have included: A Leadership Development Specialist for Terasen Gas during its merger with FortisBC where she was involved in aligning the two companies around leadership and performance, a Project Manager at Mindvalley (an internet business incubator based in Malaysia whose sole mission is to push humanity forward) where her team worked to develop and launch a platform for the world’s most successful products in the personal development industry and lastly, a Human Capital and Strategy Consultant with Deloitte creating the infrastructure and strategy for a Change Management Center of Excellence. The red threads in her work are leadership, strategy, change, growth and entrepreneurship and it’s in these spaces that she is most alive.

Krystal has a Bachelors degree in Kinesiology from UBC and an MBA in Entrepreneurship and International Business from UVIC. She was a varsity volleyball player in both the US and Canada during her undergrad, has worked/travelled in 10+ countries, and can usually be found in a yoga studio or reading and writing in coffee shops.

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### 6. PAULINA LIPSKA

*Co-Founder/President at Young Women in Business; Business Development Manager at Canadian Youth Business Foundation*



Paulina is a people alchemist who thrives at the intersection of people & making ideas happen. Her gift is knowing the special formula to release unexpected synergies between people, teams and ideas, and asking the hard questions needed to get there.

In 2009, Paulina co-founded Young women in Business- an organization that provides personal and professional development for young women. Over the past 5 years, YWiB has grown from a local conference to a national non-profit with 4 chapters. Simultaneously, Paulina worked at KPMG Vancouver earning her Chartered Accountant Designation.

She is the newest team member of the Canadian Youth Business Foundation as Business Development Manager BC & Yukon. In her role, she supports entrepreneurs in turning their great ideas into successful business and enabling a thriving youth entrepreneurship community in Canada.

Paulina is passionate about seeing Gen Y challenge themselves in defining their own meaning of success and identifying their core values to then structure their lives to pursue their vision and goals.

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7. REBECCA ATAYA

*Director of Member Services & Engagement at Federation of Community Social Services of BC*



Rebecca is Interim Executive Director with the Federation of Community Social Services of BC, and has worked with The Federation since 2010, most recently as the Director of Member Services and Engagement. Prior to joining the Federation Rebecca was the first program manager at Brenda's House, a collaborative rapid re-housing initiative serving homeless families in Calgary. She worked as a volunteer coordinator with the marketing and fund development arm of Kids Help Phone where she supported volunteer chapters in communities across Alberta. Rebecca began her career in community social services working as a transition house children's support worker and counsellor, and was an owner/operator of a daycare program in Victoria, BC serving children with special needs. Rebecca has served on the board of the Child and Youth Care Association of BC since June 2010, and is a founding board member and care clown with the Sunshine Clown Society.

Rebecca has BA in Child and Youth Care from the University of Victoria, and an MSW from the University of Calgary where her focus of study was on family poverty and child neglect.

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8. JILL TSOLINAS  
*Director at RODOS Consulting*



Jill Tsolinas brings fresh view-points along with valuable experience in corporate development, project management and community/public relations experience to her role as Director at RODOS Consulting and as a member of the Board of Directors of the Association for Mineral Exploration British Columbia. Her knowledge of the industry originated while processing satellite imagery for the resource sector and was developed through her tenure at UBC as strategic project coordinator.

Most recently, Jill has focused on supporting companies to advance their local and international projects through front-end studies and permitting. She has also raised awareness of career opportunities in our industry through strongly contributing to the BC HR Task Force: Mineral Exploration & Development, Mining, Stone, Sand & Gravel and working on the successful "Mining Your Future" TV series that aired in homes and schools across British Columbia in the fall of 2012.

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9. ROANNE WEYERMARS

*Senior Manager, Brand & Advertising at Coast Capital Savings*



Roanne is a passionate marketer with more than 10 years experience building national and local brands. Inspired by her grandfather, a controversial political cartoonist, Roanne began her career in communication arts as a graphic designer in 2001. During this impressionable time, her clients and employers insisted that her real talent lay within marketing strategy and communications on a broader level. Roanne learned to channel her artistic roots into the bigger creative picture and established herself as an authoritative client side marketer working with predominately with telecommunications and finance brands. You can often find Roanne engaged in an enthusiastic conversation around her favourite topics of strategic planning, marketing research, creative collaboration, advertising strategy and customer experience.

Roanne currently oversees the Coast Capital Savings brand and the credit union's advertising including all aspects of external and internal marketing across both traditional and digital channels.

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10. LAUREN LAU  
*Administrative Officer at Human Resources and Skills Development Canada*



Lauren is an active *intrapreneur* and gen y within the federal public service. As the new Co-Chair for Governexx, a federal interdepartmental leadership network, Lauren's mission is to create leadership platforms for innovative, imaginative, and idea-driven individuals within the federal public service. Lauren will be sharing first-hand experiences and insights on how to find and bring these individuals together to share and collaborate.

11. DAWN LONGSHAW



*Managing Director, Professional Recruitment at Vertical Bridge Corporate Consulting*

Dawn has been a professional recruiter since 1989; bringing a wealth of sales and marketing experience gained from her prior career in the consumer packaged goods and medical / pharmaceutical industries. Her recruiting expertise has proven invaluable to clients seeking sales, marketing and management personnel in the above industries as well as in traditional B2B sectors and financial services. She is a recognized leader in Western Canada and has been instrumental in helping to shape the careers of many of Vancouver's top HR practitioners.

Dawn takes pride in getting to know the nature of her clients' businesses and the issues they will face in order to provide a comprehensive solution in the human capital component necessary for their corporate success.

Dawn holds a BSc from McGill University and is a Certified Personnel Consultant. She has received numerous top producer awards in recognition of counselling excellence within the recruitment profession and is Chair of the Program Advisory Committee for the Sales and Marketing Program at BCIT, a Mentor with The Minerva Foundation for BC Women, a Past President of the Vancouver chapter of the McGill Alumni Association, and is on the Board of the University Women's Club of Vancouver.

12. STEPHANIE PAPIK



*Program Lead, Aboriginal Youth Internship Program at The Learning Centre, Talent Management Division, BC Public Service Agency*

I am of Inuit and Australian descent. Working on aboriginal issues has been a passion that has carried me through my career. I have an Honours Degree in Science, with distinction, at the University of Concordia in Montreal.

In 1996, I had the opportunity to work as the Lands and Environment Manager for the Dene Nation, NWT. I had represented the Dene Nation at the Arctic Council, and United Nation – Environment Programme to reduce the transport of long range contaminants to the north.

I have worked with Deh Cho First Nation and Canadian Parks and Wilderness Society on a co-management team for Nahanni National Park Reserve. An impactful moment was presenting former Governor General Adrienne Clarkson and her husband and author John Ralston Saul highlighting the need to expand Nahanni National Park Reserve.

In 2005, I began working for the Provincial government. I am the Program Lead for the Aboriginal Youth Internship Program and we have up to 25 aboriginal youth, leaders in their community, who participate in a one year paid internship to further develop their leadership skills and build stronger relations between the Province of BC and aboriginal communities.

In 2008, I took a year and half leave of absence from government to open my own business, Knotty By Nature Fibre Arts. In December 2011, I was recognized by the BC Aboriginal Achievement Foundation for business of the year. Then in 2012, I was recognized with an award for Eco-entrepreneur by Black Press.

13. CHRISTINE MCLEOD



*Founder, Impact People Practices*

Christine McLeod is passionate about driving change in global workplace engagement. She helps business leaders and their teams rise above day-to-day operations to see and synthesize the internal and external possibilities around them—shifting quickly from high level aspiration to bottom line application—with the clear purpose of creating more impactful future workplaces. Through her own business, Impact People Practices, Christine speaks, trains and consults in the area of leadership and employee culture. Christine is the recipient of the 2013 Women of Worth's Leader of the Year.

# ACTION SPACE

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In this time, we will identify your bold ideas for action, help spread innovations 'out and up' and observe the patterns in what emerges. The process results in empowerment, inspiration and motivation to take ideas from XYBOOM into your world.

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## PROUD TO GIVE BACK

Most of you may know Tammy as the Founder of XYBOOM, but she is also the Founder of My Loud Speaker Advertising. As an award-winning organization, My Loud Speaker has found success and purpose in producing campaigns that give back to both the client, and the public. My Loud Speaker is proud to be sponsoring an organization like XYBOOM that shares the same values and goals when it comes to intergenerational collaboration in the workplace.

GIVE US A SHOUT

Tammy Tsang | The Godmother | [tammy.tsang@myloudspeaker.ca](mailto:tammy.tsang@myloudspeaker.ca)

# POST-CONFERENCE TAKEAWAYS

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You may have noticed XYBOOM team members taking notes, videos, photos and more throughout the day. We have been harvesting the themes, insights and strategies that have sparked with you during the conference in order to create a dynamic PDF that you'll be able to use as afterwards as a resource. We will also be updating our site with video clips and audio from today, and you'll be able to download the graphic recordings as well. You will be notified by e-mail when all this is available. Until then, please stay connected via our website or e-mail [info@xyboom.com](mailto:info@xyboom.com)

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AMANDA FENTON | FACILITATOR

# NOTES

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# NOTES

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# NOTES

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# NOTES

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**OUR MISSION:** TO FACILITATE  
INTERGENERATIONAL UNDERSTANDING AND  
COLLABORATION THROUGH SHARED DIALOGUE,  
MENTORSHIP AND RESEARCH OPPORTUNITIES.

GEN Y: THERE IS NO ROOM FOR ME

BOOMER: I'M NOT RETIRING

GEN X: I AM WAITING

GEN Y: THERE IS NO ROOM FOR ME

BOOMER: I'M NOT RETIRING

GEN X: I AM WAITING

GEN Y: THERE IS NO ROOM FOR ME

BOOMER: I'M NOT RETIRING

GEN X: I AM WAITING

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