

## IN THIS ISSUE:

Editor's Column: Ring the Bells That  
Still Can Ring

Support the Leadership Foundation

Out and About: Member Photos

Member Spotlight: Ann Divine

Members in the News

Feature: Mulling Career Transitions  
after 50

Chapter Highlights

'Tis the Season to Pay Your Dues

Save the Date: Conferences

## MAKE A DIFFERENCE: SUPPORT THE LEADERSHIP FOUNDATION

This annual fundraising campaign is critical to the Foundation's capacity for impact. The Fellows Program provides women around the world with the resources, education, and network they need to succeed at the highest levels globally. Make an investment in the next generation of women leaders and build better leadership to finally shatter the glass ceiling.

## DONATE NOW

IWFC Connector Winter 2016

## RING THE BELLS THAT STILL CAN RING



When news broke that Leonard Cohen had died, two days after a superbly qualified woman lost the U.S. election to a dismayingly unqualified man, the troubadour's beloved song "Anthem" was quoted and played far and wide. With the highest, hardest glass ceiling still in place and an ominous new world order looming, Cohen's words resonated like the message we most needed to hear: "Ring the bells that still can ring/ Forget your perfect offering/ There is a crack in everything/ That's how the light gets in."

This holiday season, as IWF members toast friendships old and new, we'll be ringing the bells that still can ring. We'll share our smartest ideas, our best advice, our funniest, most inspiring stories. We'll head home energized, hopeful and ready to brighten our corner of the world. There's a burning need for our wisdom and initiative—we learned that on November 9. And the way to get ready is to nourish ourselves together.

Happy holidays, everyone! Here's to a fruitful new year.

Rona Maynard, Editor

# OUT AND ABOUT



ABOVE: Janice McDonald was inducted into the WXN Hall of Fame at the WXN Top 100 Most Powerful Women Awards Ceremony on November 23.

*From left to right: Karen Oldfield, Karen Kinsley, Helen Spence and Janice McDonald.*



ABOVE: The IWF Leadership Foundation's Fellows Class comprises rising women leaders from 15 nations. Fellow Franca Gucciardi organized a Toronto area breakfast meeting at which they "all shared stories of how impactful our fellowship year was personally and professionally." The next Fellows meeting will be held in February or March.

*Left to right: Heather Tulk, Leslie Woo, Maria Churchill, Franca Gucciardi, Bambina Marcello and Claire Gilles.*



ABOVE: Francoise Lyon's mentoring of 2015-2016 IWF Fellow Chorvelle Johnson took her to Montego Bay, Jamaica, in October. The trip included a lunch with IWF Jamaica members.

*Left to right: Paula Kerr-Jarett, Chorvelle Johnson, Pat Ramsay (Founding President of IWF Jamaica), Francoise Lyon, Camille Facey (IWF Jamaica President), Jeanne Robinson-Foster, Peta Rose Hall, Minna Israel.*

LEFT: Ottawa members gathered at Janice McDonald's residence for a talk delivered by TED Fellow and biohacker Andrew Pelling, on innovation, disruption and his latest project, phacktory.com.

*Left to right: Karen Kinsley, Jackie King, Chamika Ailapperuma, Christine Tausig-Ford, Janice McDonald*





# OUT AND IN ABOUT CHICAGO

The IWF 2016 World Leadership Conference, Crossroads of Change, took place in Chicago this September. The conference explored where the world is heading in the realms of transportation, media, counterterrorism, and the economy.

Highlights included IWF Canada's own Vivian Manasc, green building pioneer and Edmonton chapter member; Wendy Freeman, President of CTV News; Stephen Attenborough of Virgin Galactic; and futurist Edie Weiner.



RIGHT

Left to right: Ani Hotoyan-Joly (Toronto), Jane Halford (Edmonton), Saida Rasul (Vancouver), Clare Beckton (Ottawa).



LEFT

Standing, left to right: Ani Hotoyan-Joly (Toronto), Diana Burke (Toronto), Vivian Manasc (Edmonton), Karina LeBlanc (Atlantic), Donna Scully (Toronto).

Sitting, left to right: Joan Charboneau (Toronto), Joan's daughter Jori Van Gorder, Beverly Foy (Calgary).

Photos: Diana Burke (Toronto)



# SPOTLIGHT ON ANN DIVINE, DIVERSITY CHAMPION

By Pamela Scott Crace and Laura McDonald

Ann Divine, a leadership consultant based in Halifax, recently led a Roundtable for Black and Immigrant Women. The young women spoke with heart about their career paths and desire to succeed. They shared challenges and ways they apply different tools. Participants felt their opinions and views mattered to the more experienced women.

We asked Ann about her own leadership journey and why bringing together truly diverse communities of women is such a powerful way for us to learn, grow together, and define our destiny. Soon, she will turn this life experience into a book.

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# SPOTLIGHT ON ANN DIVINE

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## LEADING IN COMPLEXITY

I work with people from diverse backgrounds who bring their perspectives into my workshops. So I'm accustomed to being challenged. Sometimes my colour causes offence. So I draw on my strengths, EQ, and self-belief. I listen and practice empathy. I notice I find common understandings when I'm most aware of differing learning styles and known and unknown experiences. Leading through these complexities helps build trust and understanding.

## IWFC'S INFLUENCE

My IWF circle is full of mentors, always willing to share time, knowledge, and expertise with me. My interest is working with young women, which grows our capacity for a diverse and multigenerational membership.

## POINT OF PRIDE

Honestly, I'm proud of me! Two years ago, I left a managerial job in government. Folks thought I'd lost my mind. Yet, since launching my consultancy I've thrived. It's been a steep curve, and I've made countless mistakes. So I'm proud to be self-employed and earning an income.

## SOLID ADVICE

Give of yourself generously; keep your integrity. Always aim to see the good in others and believe that something good is going to happen daily. Make friends with a younger or older person. Be the protégée. See their genius, what they know that you don't. And never be afraid to compliment another woman about how stunning she is or for an amazing outfit.

## WHAT'S NEXT

A brilliant future. I'm grateful to renew my covenant with myself to be the best I can be. To bring other women along with me, especially young women, and women of colour from marginalized communities.

## LES MEMBRES QUI FONT LES MANCHETTES

### Canada's Most Powerful Women

IWF Canada is proud to recognize and congratulate the 17 IWF Canada members and two IWF Fellows who made the Women's Executive Network's 2016 list of the top 100 most powerful women in Canada.

**See the list on our website.**

### Diversity Top 50

Six IWF Canada members are among the Canadian Board Diversity Council's Top 50.

### Fundraiser Extraordinaire

Susan Horvath (Toronto) was named Outstanding Fundraising Professional at the Philanthropy Awards Luncheon in November.

### Royal Society

Ottawa member Professor Pascale Fournier was elected to the Royal Society of Canada.

### Featured In Print

Annette Mitchell (Toronto) in *The National Post*, Lt.-Gen. Christine Whitecross (Ottawa) in *MacLean's*, Françoise Lyon (Montreal) in *Wealth Professional*, Madeleine Féquière (Montreal) in *Challenges*.

**Read all our member news online at [iwfcanada.com/blog](http://iwfcanada.com/blog).**



# Members Mull Career Transitions after 50

By Julia Deans

**The last time I made a big career shift, a colleague said I'd better land before I turned 50. I took her advice, but kept wondering whether transitions after 50 are harder. I thought it was a great topic for an IWF Toronto members' breakfast.**

We invited Andrea Waines, Managing Partner of Heidrick & Struggles Canada, and Kelly McDougald, formerly with Knightsbridge Human Capital Solutions. Members were pushing post-50 careers in new ways – citing opportunities to learn, give back, and focus. Solid track records and financial stability were seen as advantages. As one member put it: “What’s a good use of my time now, from my own POV?” Here are some of the highlights of our discussion.

**Getting clear** Take time for self-reflection and research. Questions such as “What makes me happy?” and “What’s the problem I want to solve?” are hard for most of us.

**What’s the goal?** A change of job, a change of career, or a change of lifestyle? Ask yourself whether you’re seeking a big(ger) role or a portfolio. While boards are the talk of the day, they don’t suit someone who enjoys leading operations.



**Use your network** Too few women ask their networks for help, or when they do, they don’t make specific asks. “Keep me in mind’ gets you nowhere,” cautioned one member. “It’s the death knell of recruiting.” But don’t expect too much from recruiters either.

**Age versus experience** Bias is a problem for women after age 50, especially in larger companies and for roles with narrow technical skillsets. But experience has the edge for strategic problem-solving, for managing and developing younger cohorts, and for resolving diversity challenges. Balance is key. “Companies need people who’ve seen the movie before and those who are newer to their careers,” said one member.

**Get with it** Update your online profiles. Grab a friend and do a style check. “Impressions count more than age,” said one member. “Opting out of digital says a lot about your attitudes.”

# CHAPTER HIGHLIGHTS



## ATLANTIC

The Atlantic Chapter was proud to invite 17 new members this summer, making it our second-largest chapter. Social and networking activities focused on mentorship.

Sponsorship, governance, and Women on Boards will be the chapter's focus this year.

## CALGARY

The Calgary Chapter put the final touches on an informative 15-minute video about IWFC and IWFC Calgary, starring Stella Thompson, Kathy Sendall, Thalia Kingsford and Mary Rozsa de Coquet. Stay tuned to the website for the grand premiere.

## EDMONTON

Edmonton member Vivian Manasc, was selected among IWF members worldwide to deliver a session at the Leadership Conference in Chicago. Members in attendance agreed that Vivian represented Canada well with her fantastic presentation.

## MONTREAL

The Montreal Chapter will be hosting the 2017 Canada Connects Conference from June 15 to 17, 2017. This year's theme, Women as Agents of Change, will explore how women have influenced all sectors with a unique Montreal focus. Registration and hotel information coming soon.

## OTTAWA

The Ottawa Chapter has been holding events featuring speakers such as TED Fellow Andrew Pelling; Alison Smith, host of CPAC's *Perspective with Alison Smith*; and Vivian Manasc. A Water Dialogue dinner is planned for January. All IWF members are welcome to attend Ottawa events if they happen to be in town.

ABOVE: Ottawa had a great turnout for their first AGM in many years. *Back row, left to right:* Jackie King, Louise Leger, Catherine Cano, Francoise Faverjon-Fortin, Janice McDonald. *Front row, left to right:* Karen Kinsley, Helen Spence, Clare Beckton, Maureen Boyd

## TORONTO

The Toronto Chapter was proud to invite 22 new members this summer. At almost 200 members, Toronto remains our largest chapter. Member Janice Rubin, an award-winning employment lawyer, will kick off 2017 with a January 12 presentation on workplace harassment.

## WATERLOO

The Waterloo Chapter held a successful AGM in September, welcoming new local Executive Committee members. Waterloo will be focused on increasing membership with an eye to inviting women from different sectors.

# 'TIS THE SEASON TO PAY YOUR DUES

Your membership expires on December 31 and we don't want you to miss out on the unique discoveries IWF is offering in 2017, from intimate gatherings in your local chapter to mind-stretching conferences in Stockholm and Montreal. You have until January 31 to pay your dues of \$550.

As you may have noticed, they've gone up by \$75. Here's why. IWF International, of which IWFC is an affiliate, has just raised its dues for the first time in more than 20 years. This long-overdue increase will help our non-profit organization support member services, technological advancements and subsidized rates at our leading-edge conferences.

**To pay online**, log onto the website ([iwfcanada.com](http://iwfcanada.com)). On the left-side menu, click on "Renew my membership." After paying, click the orange button directing you back to the IWFC website to ensure registration of your payment.

**To pay by mail**, send your cheque to the IWF Canada National Office, 10 Anjou Private, Ottawa, ON K1K 4S7.

**Need a formal invoice? Got a question?** Ask our Executive Director, Chamika Ailapperuma: [iwfcanada@iwfcanada.com](mailto:iwfcanada@iwfcanada.com).

## STAY CONNECTED

Stay connected with other members by keeping your profile up-to-date.

Click on 'Edit Your Member Profile' in the left-hand menu after logging in at [iwfcanada.com/members.php](http://iwfcanada.com/members.php).

Send newsletter contributions to [national\\_communications\\_manager@iwfcanada.com](mailto:national_communications_manager@iwfcanada.com).

## SAVE THE DATE: UPCOMING CONFERENCES

### **Stockholm, Sweden**

May 17 - 19 2017  
IWF World Cornerstone  
Conference

### **Montreal, Quebec**

**June 15 - 17, 2017**  
**IWF Canada Connects**  
**National Conference**

*The conference hotel is the Sofitel in downtown Montreal.*  
**Click here to book your hotel room** from June 15-18 2017 at the preferred rate (\$240 to \$260 per night).

### **Houston, Texas**

October 25 - 27, 2017  
IWF World Leadership  
Conference

### **Melbourne, Australia**

May 2 - 4, 2018  
IWF World Cornerstone  
Conference

### **Miami, Florida**

October 24 - 26, 2018  
IWF World Leadership  
Conference

Keep an eye on your email; registration details will be emailed to you from IWF International or the IWF Canada National Office when available.