

Experts scheduled for Tuesday February 26, 2019



Emily Séguin
Conference leader

Emily, who is passionate about organizational development, will propose innovative and refreshing ideas for organizations and communities to enable them to achieve optimal development and their full potential. She earned a master's degree in organizational development and a bachelor's in psychology and sociology. She has invaluable knowledge that will help you take on all challenges and bring your projects to fruition. In addition, she has an excellent reputation in her field due to her experience in employability and labour market development.

Simon Bastien, who holds a master's degree in management science, marketing research option, from HEC Montreal, has been a consultant with BIP since 2010. With 30 years' experience as a management consultant, his fields of expertise are mainly in marketing (surveys, market studies, marketing plans), strategic planning, economic development and quality management.

Having managed or completed more than 550 projects, he has extensive knowledge of the methodologies of both quantitative surveys (telephone, web and in-person surveys) and qualitative surveys (focus groups, one-on-one interviews). He is known for his skills as a facilitator, presenter, analyst, and writer and for being thorough whenever he gets involved. The customer approach is central to his intervention philosophy.



Simon Bastien



Ghislain Régis Yoka

Ghislain Régis Yoka is an economist for the Services Québec de l'Outaouais regional office and manager of the Campbell's Bay local employment centre.

Experts scheduled for Tuesday February 26, 2019 (continued)

Professor Jamal Ben Mansour (*M.Sc, Ph.D., CRHA*) is a professor in the HRM Department at the École de gestion de l'UQTR and a regular researcher with the INRPME (small and medium-sized business research institute). He has acquired more than eight years of professional experience as a consultant in various fields (public administration, the banking sector, SME) prior to earning a joint interuniversity doctorate (UQAM, HEC, Concordia and McGill) in human resources management. He teaches leadership, human capital management, HR analytics and research methodology courses at the graduate and undergraduate levels and has cutting-edge expertise in qualitative, quantitative and mixed methods, particularly longitudinal specifications. He deals with matters on issues relating to the entry into an organization (talent management, the commitment process at work, attitude change over time, the organizational and professional socialization of newly hired employees, plural leadership) along with very successful HRM practices.



Jamal Ben Mansour



Stéphane Simard

Stéphane Simard, B.A., B.A.A., CPHR, CSP is an international speaker and author of five books translated into four languages, including bestsellers *Génération Y* and *Générer l'engagement au travail*. In the past 12 years, he concretely equipped more than 25,000 managers to face new human capital management trends during his coaching conferences and workshops.

As a management and education graduate, Stéphane holds the title of chartered professional in human resources (CPHR) from the *Ordre des conseillers en ressources humaines agréés* and *Certified Speaking Professional (CSP)* from the *National Speakers Association*. He has worked for over a decade in medium and large businesses in the manufacturing and service industries, where he held management positions.

Stéphane is a regular contributor to business publications as a columnist. Since the publication of his first book, he was interviewed in more than fifty television and radio shows and was featured in several newspaper and magazine articles, including

Isabelle Bédard, who earned a psychology degree and an MBA, has been working in human resources for more than twenty years. She is both the president and director of CIB Développement organisationnel, a consulting firm specializing in training, recruiting and working environments. As a professional coach, she takes a pragmatic and humanist approach when providing support to managers in all sectors.

She is a member of the *Ordre des conseillers en ressources humaines*, a fellow of the *Ordre des administrateurs agréés du Québec*, and an affiliate member of the *Canadian Psychological Association*. She has the *Certified Management Consultant (C.M.C)* credential. She is also a lecturer with the *Université du Québec en Outaouais* and a trainer certified by *Emploi-Québec* and collaborates in continuing education offered by several institutions of higher learning.



Isabelle Bédard

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Emily Séguin, Conference leader

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Josée Blondin, M. Ps., who is an organizational psychologist, speaker, trainer and co-author, founded InterSources, a company of advisers and psychologists specializing in organizational development and business transfers.

A strategic adviser and speaker, Ms. Blondin gears her interventions toward taking concrete action couched in best management practices, the challenges of succession and retirement and strategies involved in the application of behavioural finance as it applies to human relations. Her workshops are both lively and participant-oriented, as she serves up concrete examples with a dash of humour to elicit actions applicable to day-to-day situations.



Josée Blondin



Isabelle Déry

A talent activator, Isabelle Déry has headed ID Entrepreneurship since 2010. She was previously the General Manager of ReGain Groupe Conseil (Quebec) and the Director of Communications and Marketing with the Economic Development Council for Manitoba Bilingual Municipalities (CDEM).

As consultant, trainer and manager in Quebec, Manitoba and now in Ontario, she has advised several entrepreneurs and NPOs with respect to their strategic and human communications issues on a national scale.

Her assignments centre on communications and entrepreneurial leadership development training, meeting facilitation, and strategic collaborative positioning

Professor Jamal Ben Mansour (*M.Sc, Ph.D., CRHA*) is a professor in the HRM Department at the École de gestion de l'UQTR and a regular researcher with the INRPME (small and medium-sized business research institute). He has acquired more than eight years of professional experience as a consultant in various fields (public administration, the banking sector, SME) prior to earning a joint interuniversity doctorate (UQAM, HEC, Concordia and McGill) in human resources management. He teaches leadership, human capital management, HR analytics and research methodology courses at the graduate and undergraduate levels and has cutting-edge expertise in qualitative, quantitative and mixed methods, particularly longitudinal specifications. He deals with matters on issues relating to the entry into an organization (talent management, the commitment process at work, attitude change over time, the organizational and professional socialization of newly hired employees, plural leadership) along with very successful HRM practices.



Jamal Ben Mansour

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Jethro Kombo Yetilo

My presentation will deal with business services of the Ministry of Immigration, Diversity and Inclusion (MIDI). First of all, I will give a brief overview of immigration in Quebec and in the rest of Canada. I will then present the various foreign worker recruiting programs and discuss the possibilities of recruiting immigrants who are already living in Quebec (regionalization).

We will discuss in concrete terms the practical (first- and second-line) coaching that MIDI can offer companies that request it. The presentation will be given by Jethro Kombo Yetilo, a partnership adviser in charge of the Outaouais for the Ministry of Immigration, Diversity and Inclusion.

Bruno Leblanc is the Director of Provincial Affairs, Quebec, for the Canadian Federation of Independent Business (CFIB). In that capacity, he is responsible for developing and coordinating strategies and actions aimed at promoting the viewpoints of CFIB members concerning government actions and policies in Quebec. Moreover, he takes part in the management of legislative affairs by identifying relevant issues and by developing public relations and government strategies pertaining to the defence of the interests of small and medium-sized businesses in Quebec.

Bruno, who joined the CFIB in October 2016, has a bachelor's in finance from Université Laval and a master's in law. His master's thesis dealt with interjurisdictional issues relating to the carbon market and sustainable development. In particular, he taught comparative environmental law at the



Bruno Leblanc



Alain Samson

A speaker and business trainer for more than 20 years, Alain Samson helps organizations meet the challenges confronting them. He is able to cut to the chase, while at the same time maintaining the interest of his audience due to the scientific-based nature of his comments and his deadpan sense of humour that he uses very effectively. Alain Samson offers a wide array of business conferences and training in Montreal, Quebec City and elsewhere in Canada. He also holds boot camps and team-building activities for companies and coaching sessions for managers and executives.

He has a certificate in social sciences, an MBA (UQAM, 1993) and a graduate studies degree in distance training along with a diploma from the *Authentic Happiness Coaching Program*, a training program offered by world-class leading