

## Navigating Change – Empowering Regulatory Leaders for Seamless Transitions

Changes in leadership can have significant impacts on the day-to-day and overall functioning within a regulatory college as well as the organizations they work with. The seamless transfer of leadership within regulatory agencies is critical to maintaining stability, continuity, efficiencies, and the trust of registrants and the public. How can leaders collaborate with their staff to ensure these transitions are smooth? What strategies can leaders implement to prepare for and communicate change? What skills are needed to support the work? Current and former regulatory leaders will share knowledge, strategies, and best practices required to successfully navigate leadership transitions within your organization.

### Program

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- 8:00 – 9:00 a.m. **Registration** (light continental breakfast provided)
- 9:00 – 9:15 a.m. **Welcome & Introductions**
- 9:15 – 10:15 a.m. **Legislative Impact on Regulatory Leadership: Challenges & Strategies**  
*Natasha Dookie, Chief Legal Officer, Law Society of British Columbia*  
*Graeme Keirstead, K.C., Deputy Registrar / Chief Legal Counsel, College of Physicians and Surgeons of BC*  
*Efrem Swartz, LLB, mMBA, Director, Legislation, Ethics & Compliance, Engineers and Geoscientists BC*
- 10:15 – 10:30 a.m. **Break**
- 10:30 – 11:30 a.m. **Utilizing Change Management Strategies for Leadership Transitions**  
*Heather Lehmann, MBA, PCC, Founder and Principal, Heather Lehmann & Associates Inc.*
- 11:30 – 12:00 p.m. **Q&A with morning speakers**
- 12:00 – 1:00 p.m. **Lunch and Networking** (lunch will be provided)
- 1:00 – 2:00 p.m. **Navigating Leadership Change: Experiences from Both Ends of the Spectrum**  
*Heidi Oetter, MD, retired Registrar & CEO, College of Physicians and Surgeons of BC*  
*Patrick Rowe, MD, CCFP (EM), FCFP, Registrar & CEO, College of Physicians and Surgeons of BC*
- 2:00 – 2:15 p.m. **Break**
- 2:15 – 2:45 p.m. **Leading with Empathy: Human-Centered Leadership Transitions**  
*Joanie Bouchard, M.Sc, RD, Chief Transition Officer, Amalgamation Project | Registrar, College of Dietitians of BC*
- 2:45 – 3:45 p.m. **Trends in Regulatory Leadership**  
*Daniel Roukema, CEO, MDR Strategy Group, Ltd.*  
*Ann Mary Joseph, MSW, RSW, Registrar and Chief Executive Officer, British Columbia College of Social Workers*  
*Joanie Bouchard, M.Sc, RD, Chief Transition Officer, Amalgamation Project | Registrar, College of Dietitians of BC*  
*Katherine Graham, MA CPCC, Chief Officer, Communications and People, British Columbia College of Nurses & Midwives*
- 3:45 – 4:00 p.m. **Concluding Remarks**