



## 9th ANNUAL FUTURE LEADERS CONFERENCE AGENDA

May 2-4, 2025, Hilton Lac-Leamy, Gatineau, Quebec

### Friday, May 2, 2025

7:00 pm – 9:00 pm **CACE Sponsored Networking Event** – Salon Royal

### Saturday, May 3, 2025

10:00 am – 1:00 pm **Registration** – Beethoven Foyer

11:50 am – 12:50 pm **Attendee Networking Lunch** – Chopin Room  
15 Minute Q&A with 2024 Bursary winner Hannah Walline & Bursary Chair, Ian Pickard, McInnes Cooper

12:55 – 1:05 pm **Welcome Remarks – Co-Chairs** – Beethoven Room

*Speakers:*

- *Jill Wilkie, Miller Thomson LLP*
- *Paul McLean, Mathews Dinsdale & Clark LLP*

1:05 – 2:05 pm **Rights are Human, Complaints are Messy: Human Rights and Frustrated Employers** – Beethoven Room

As damages awards increase and lengthy protracted proceedings continue to be the norm, this panel will provide their overview of the most recent trends in defending our clients against human rights complaints, with quick hits and best practices for getting claims resolved, dismissed, withdrawn or stopped in their tracks before they are even submitted.

*Speakers:*

- *Caroline Richard, Bird Richard*
- *Calen Nixon, McDougal Gauley LLP*

2:05 – 3:05 pm **Confidence in the Courtroom - Crafting a Convincing Case – From Opening to Closing** – Beethoven Room

Using a fact pattern, panelists will offer advocacy tips and strategic advice in using evidence from cross-examinations in closing argument. The panelists will breakdown the key techniques required for an effective cross:

- Preparation and control
- Strategic questions



- Adaptability
- Impeachment techniques
- The panelists will review opening and closing argument skills:
  - Storytelling
  - Theory of the case
  - Organization and clarity
  - Addressing weaknesses
  - The ask

*Speakers:*

- *George Avraam, Baker & McKenzie LLP*
- *Murray Murphy, Stewart McKelvey*

3:05 – 3:30 pm

**Networking Break** – Beethoven Foyer

3:30 – 4:30 pm

**Corporate Counsel Confessions: What In-House Counsel Wish You Would Do** – Beethoven Room

In-house counsel will tell us what qualities and actions they look for in their external counsel and what practical steps external counsel can take to keep the relationship alive and well, providing tips on:

- Relationship building
- Things to avoid
- Things to focus on
- Billing practices
- Reporting
- Client appreciation
- Value add items

*Speakers:*

- *Matthew Carroll, Royal Bank of Canada*
- *Erin Ludwig, Alberta Health Services*



6:00 – 6:20 pm

**Busses leave from main entrance at hotel**

6:30 – 9:00 pm

**Mentoring Reception & Dinner** – Camp Fortune, Gatineau

*Mentors:*

- *Kecia Podetz, Emond Harnden LLP*
- *Vicki Giles, McLennan Ross LLP*
- *Nicole Skuggedal, Lawson Lundell LLP*
- *Matthew Carroll, Royal Bank of Canada*
- *Erin Ludwig, Alberta Health Services*
- *George Avraam, Baker & McKenzie*
- *Rebecca Saturley, Stewart McKelvey*
- *Christopher Deehy, Lapointe Rosenstein Marchand Melançon, LLP*
- *Jill Wilkie, Miller Thompson LLP*
- *Paul McLean, Mathews, Dinsdale & Clark LLP*
- *Neena Gupta, Gowlings WLG*
- *Ian Pickard, McInnes Cooper*

9:00 – 9:15 pm

**Busses leave back to Hilton Lac-Leamy**

## Sunday, May 4, 2025

9:00 – 9:45 am

**Buffet Breakfast** - Chopin Room

9:45 – 10:45 am

**Labour Law Panel: More Than Pizza and Pep Talks - Union Avoidance Strategies that Work** – Beethoven Room

Learn how to effectively, and legally, assist your client (with practical step by step advice) in thwarting a union certification drive, including:

- Template for management of speaking notes
- Template Q&As to provide to management
- Sample draft communications to employees

*Speakers:*

- *Rebecca Saturley, Stewart McKelvey*
- *Christopher Deehy, Lapointe Rosenstein Marchand Melançon, L.L.P.*

10:45 – 11:45 am

**Employment Law Panel: Enough Is (Maybe) Enough: Just Cause - does it exist?** – Beethoven Room

What does it take for a matter to rise to the level of just cause? The panel will cover the weird and wonderful world of misconduct at work, exploring where cause exists and where it does not, including proactive advice to provide to our clients when they are investigating alleged misconduct in the workplace.



*Speakers:*

- *Jill Wilkie, Miller Thomson LLP*
- *Paul McLean, Mathews, Dinsdale & Clark LLP*

11:45 am – 12:05 pm     **Networking Break** – Beethoven Foyer

12:05 – 1:05 pm     **Witnesses Who Know More Than You: Strategies for Success with Expert Witnesses** – Beethoven Room

- What experts do labour and employment lawyers come across in disputes? When is it appropriate to use an expert? How can an expert be used?
- Using a fake expert's report, panel members will:
  - Demonstrate the steps of qualifying an expert
  - Demonstrate cross examination of an expert

*Speakers:*

- *Neena Gupta, Gowling WLG*
- *Ian Pickard, McInnes Cooper*

1:05 pm     **Closing Remarks** – Beethoven Room  
*Speaker: 2024-2025 CACE President, Kecia Podetz*