



Canadian Process Control Association  
**2023 ANNUAL CONFERENCE**

May 25 - 27  
Niagara-on-the-Lake

## Building Grit

Join your colleagues in Niagara-on-the-Lake for three days of networking, educational content and presentations from thought leaders on building an organization that inspires and energizes; new employee demographics and attitudes; as well as equity in leadership.



CANADIAN PROCESS CONTROL ASSOCIATION



The CPCA Conference is a must attend for professionals in the process control industry to gather knowledge and network with colleagues who have a stake in building the sector.

With a mix of education from thought-leaders and exciting social events, you will leave the conference better informed, connected and engaged in a host of new ideas to address challenges in the marketplace and learn how to adapt in an evolving industry.

#### Country Elegance in Niagara-on-the-Lake

The event will be held at the Pillar and Post, a five-star hotel in a 19<sup>th</sup> century building that boasts a rich history and features all of the modern comforts.

#### A special thanks to the 2023 Conference Planning Committee:

Chair: Paul Bastel  
Sean Kozicki  
Peter Sikora  
Adam Dello

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#### THANK YOU TO OUR SPONSORS



## SCHEDULE OF EVENTS – CPCA 2023 Conference

### Thursday May 25, 2023

3:00 PM – 6:00 PM	Registration Opens
6:00 PM – 10:00 PM	<b>President's Reception and Networking Dinner</b> Library, Pillar and Post
<b>Friday May 26, 2023</b>	
7:00 AM – 8:00 AM	<b>Breakfast – Cannery Restaurant</b> Guests are invited to join the delegates for breakfast or to dine on their own before 10:00 AM.
8:00 AM – 8:15 AM	<b>Welcome from the President – Joe Ferraro</b> Library, Pillar and Post
8:15 AM – 9:45 AM	<p><b>Building Grit</b> Gary Gzik CEO, BizXcel Inc.</p> <p>Why are some people, teams and organizations able to be met with challenge after challenge, but are still able to persevere while others crumble at the first misstep? It's because these people and organizations have grit. Gritty leaders, teams and organizations share the same traits: a desire to work hard, learn, improve, support each other and commit to the work and relationships. They rise to the challenge in the face of adversity and of course a true respect and appreciation for what each member brings to the team.</p> <p>There are two critical aspects to grit – passion and perseverance. Passion comes from within. It is a decision to bring our best self to the work we do and the people we do it with. It is a decision to show up and let our purpose guide us. Passion lights the way for us, whereas perseverance fuels our drive.</p> <p>In this keynote, participants will learn how to build grit in themselves, their team and organization to inspire and re-energize the culture of the organization.</p>
9:45 AM – 10:45 AM	<b>Session to be Announced</b>
10:45 AM – 11:00 AM	<b>Refreshment Break</b>
11:00 AM – 12:15 PM	<p><b>Diversity, Equity &amp; Inclusion (DEI): What and Why?</b> Desiree Phillips, Registered Psychotherapist and Equity Consultant</p> <p>Members will explore the foundational concepts of DEI and come to a common understanding of how these concepts impact individuals within organizations and industries. With this understanding, members will gain insight into how their organizations can practice ethically and equitably to improve quality and effectiveness within the various aspects of their functioning.</p>
12:15 PM – 1:30 PM	<p><b>Lunch – Cannery Restaurant</b> Sponsored by e2r Solutions</p> 

<b>1:00 PM – 5:00 PM</b>	 <p><b>Wine Tour for Guests</b></p> <p>A wine tour of three of Niagara-on-the-Lake's hidden gem wineries has been organized for guests from 1:00 to 5:00 PM. Meet in the lobby of The Pillar and Post at 1:00 PM. This cost is already included in the guest registration fee.</p>
<b>1:30 PM – 2:30 PM</b>	<p><b>Hiring The Next Generation of Employees</b> Stuart Decouff, Founder, e2r Solutions</p> <p>Although they are the new kids on the block, Gen Z has already had a rippling effect on the workforce and their presence will continue to change the future of work. This e-learning session will explore the similarities and differences in the demographics and attitudes across Generations X, Y (Millennials) and Z. Topics include:</p> <ul style="list-style-type: none"> <li>- The impact of Gen Z in the workplace;</li> <li>- What Gen Z values in employers; and</li> <li>- The future of work, what this means for employees and employers.</li> </ul>
<b>2:30 PM - 3:00 PM</b>	<p><b>Networking Break</b></p>
<b>3:00 PM – 4:00 PM</b>	<p><b>CPCA Annual General Meeting</b></p>
<b>4:00 PM – 5:00 PM</b>	<p><b>Workshop #1</b></p> <p>Report from Training Task Force and review of options for professional development.</p>
<b>5:30 PM – 10:00 PM</b>	 <p><b>Reception &amp; Dinner - Château des Charmes</b></p> <p>Château des Charmes was founded in 1978 by Paul Bosc, a fifth-generation French winegrower. Paul and his young family arrived in Niagara in the 1960's with the idea that growing their own grapes was the best way to make fine wine. More than ever, they believe in this Estate Winery model and make their wine only from grapes they have grown themselves. Join us for an evening of fine food and wine. A shuttle bus from the Pillar &amp; Post Hotel to the winery will be provided.</p>

## Saturday May 27, 2023

7:00 AM – 8:00 AM	<b>Run with Paul Bastel</b> Meet at Front lobby at 7:00 AM.
7:30 AM - 9:00AM	<b>Networking Breakfast</b> Guests are invited to join the delegates for breakfast or to dine on their own before 10:00 AM.
9:00 AM – 10:00 AM	<p><b>Pathways Alliance</b> Joe Vetrone, SVP, GHG Emissions Reduction, Suncor Energy</p> <p>The Pathways Alliance is a collaboration of Canada's six largest oil sands producers. Together, these companies represent about 95 per cent of current oil sands production. In June 2021 Pathways Alliance announced a comprehensive multi-phased plan to reduce current oil sands GHG emissions by about 22 million tonnes annually by 2030 on their path to net zero by 2050.</p> <p>Their proposed foundational project is a carbon capture and storage (CCS) network and CO2 pipeline which would gather captured CO2 from more than 20 oil sands facilities and transport it to a hub in the Cold Lake area of Alberta for safe underground storage. The line would also be available to other industries in the region interested in capturing and storing CO2.</p> <p>CCS is also a great enabler of other technologies. Pathways continues to work on over 80 technologies in addition to CCS in order to tackle this challenge from multiple angles, including hydrogen, electrification, renewables and direct air capture. As the innovation arm of Pathways Alliance, COSIA continues this important Technology Development work.</p>
10:00 AM – 10:30 AM	<b>Refreshment Break</b>
10:30 AM – 12:00 PM	<p><b>Workshop #2</b></p> <p>Discussion of Professional Development Plans. Strategies, Priorities, Timelines.</p>
12:00 PM – 1:00 PM	<p><b>Lunch – Cannery Restaurant - Sponsored by Pathways Alliance</b></p>  <p><b>Pathways Alliance</b></p>
1:00 PM – 6:00 PM	<p><b>Social Program</b></p> <p>Niagara-on-the-Lake is a first-class destination for winery tours, golf and so much more. Social activities at the conference are a unique opportunity to network with leaders in the Canadian process control field with both manufacturer and distributor delegates. Choose one of the following options:</p>
Option #1	 <p><b>Thundering Waters Golf Tournament</b></p> <ul style="list-style-type: none"> <li>• 18 holes with cart</li> <li>• Small welcome gifts</li> <li>• Voucher for Beverage</li> <li>• Prize awarded in closest to the pin challenge</li> </ul>

<b>Option #2</b>	 <p><b>Tour and Wine Making Competition at Gretzky's / Trius</b></p> <p>Get the creativity and competitive juices flowing by challenging your teams to produce their very own Bordeaux-style wine. Their expert guide will introduce the wines that participants will be using, demonstrate how to mix them properly, and provide tips along the way.</p> <p>When the fun is done, each team will present its creation in competition for the coveted title of Best Amateur Winemakers. It's team building at its finest—and most entertaining.</p> <p>All Participants will take home the bottle of wine that their team has created.</p>
<b>6:00 PM – 10:00PM</b>	 <p><b>Farewell BBQ and Reception – Queen's Landing Patio</b></p> <p>A casual networking opportunity with CPC members and other key industry leaders will be held at the Queen's Landing Hotel, an opulent Georgian mansion in the heart of Niagara-on-the-Lake overlooking the Niagara River.</p>

*Topics and speakers subject to change*

## Conference Faculty

	<p><b>Stuart Decouff</b> Founder, e2r Solutions</p> <p>Stuart Ducoffe is a seasoned employment and labour lawyer. He is the founder of e2r™ and Partner and co-founder of Woolgar VanWiechen Cosgriffe Ducoffe LLP, where he leads the employment and labour law group of the firm.</p>
	<p><b>Gary Gzik</b> CEO, BizXcel Inc.</p> <p>Gary is the Chief Energizing Officer, a keynote speaker, trainer, coach and management consultant. Some also fondly call him a workplace zombie hunter. He is also an author of two books; The Orange Popsicle and the Power of RE. His passion has fuelled the creation of Build a Kick Ass Company and the call to bring Humanity back into the workplace. He has been inspiring companies and people for over 35 years in a plethora of industries including manufacturing, education, first nations, financial, aerospace, retail, tourism, government and hi tech. Gary loves being a catalyst for individuals and teams to choose to 'become more' and to be fully engaged in work and in life.</p>
	<p><b>Desree Phillips</b> Registered Psychotherapist and Equity Consultant</p> <p>As an equity consultant and expert trainer, Desree designs and facilitates various activities for organizations at all levels. She incorporates principles of industrial and organizational psychology to support organizations of all sizes to enhance organizational effectiveness and success while centering equity. In addition to this, Desree has also worked alongside various experts across multiple sectors to create curriculum exploring various aspects of power, privilege, and oppression and implement various organizational processes and tools to weave equity into the very fabric of organizations.</p>