



# CAHRMA

Canadian Aboriginal Human Resource Management Association

---

## **Speaker Biographies**

### **Matt Adolphe**

#### **SAIT Polytechnic Institute**

Matt Adolphe is the author of *Canadian Workplace Culture: Mastering the Unspoken Rules*, a keynote speaker, and a corporate trainer for School of Business at the Southern Alberta Institute of Technology (SAIT). Also, he is an experienced course facilitator who has developed communication courses for newcomers to Canada and job seekers looking for success. He teaches a variety of professional courses in the oil and gas industry and education sector, typically focusing on diversity, leadership, and communication skills in the workplace. Also, Matt has been teaching in several training to employment programs offered by SAIT in First Nations communities in Alberta.

He holds a B.A. in Indigenous Studies and History from Laurentian University and an M.A. in Communication Management from the University of South Australia. Additionally, Matt's family roots extend back to the very first French explorers to Canada and to the Metis in Manitoba and Saskatchewan. As a result, he was a founding member of the Metis Nation of Ontario in 1993. From 1994 – 1996 he was the first Post-secondary Representative for the MNO. During that time, he collaborated with other Aboriginal associations in the province, and was a guest lecturer for Laurentian's Indigenous Studies department, teaching about Metis Culture.

Overall, he has been teaching about English, History, Culture and Communication for almost 20 years in Korea, Japan, Macao and Canada.

Apart from his professional work, his other activities have included: political organizer, volunteer, career coach, communication/media consultant, actor, writer, radio DJ, studio musician, and speech writer. Also, he became the first TV English news presenter in Macao's broadcasting history in 2004.

### **Tantoo Cardinal**

#### **Andrew Clarke**

##### **Clarke Financial Planning and Insurance Services**

Andrew Clarke is the owner and operator of Clarke Financial Planning and Insurance Service. A business that is made up of 3 main components - group insurance, pension plans and pension investment plans for First Nation governments, corporations and individuals. Investment assets are now in excess of \$80,000,000. The business is headquartered in Winnipeg with clients across Canada. Over 3,000 employees and their dependents depend on Clarke Financial Planning and Insurance Services for their benefits. Andrew is a Certified Financial Planner (CFP) and a member of the Norway House Cree Nation.

Andrew was one of the founding members of the Aboriginal Business Leaders and Entrepreneurs (ABLE). He served ABLE on its board and as the treasurer from 1995 until December 2000. Andrew also served on the following boards: Canadian Council for Aboriginal Business (Manitoba chapter) from 1997 to 1999. From 1998 to 1999 he was a board member with Aboriginal Ganootamaage Justice of Winnipeg. From 2000 to 2007 he was a board member of the Manitoba Public Insurance Corporation (MPIC). From June 2008 until December 2011 he was a board member of the Helen Betty Osborne

Memorial Foundation. Andrew also served on the Aboriginal Chamber of Commerce board from early 2009 as the secretary treasurer and 2010 - 2011 as the chair for the organization. In early 2011 Andrew was appointed by the Province of Manitoba to serve on the board of governors for Red River College and the Premier's Economic Advisory Council (PEAC). These appointments ended in 2013. Andrew is also a past board member of the Canadian Aboriginal Human Resources Management Association (CAHRMA).

Over the past 21 years Andrew has done countless presentations at High Schools, Educational facilities and trade shows across Alberta, Manitoba and Ontario demonstrating to young aboriginal people that careers in the field of financial services can be achieved.

**Trina Bucko** of Mattagami First Nation, is an internationally certified adult educator with over 15 years of experience training adults in a variety of organizations. She has developed and delivered training for First Nation, Métis and Inuit community groups, multi-national corporate HR teams, and provincial and federal government departments. Trina has a passion for training that is grounded in honouring the 7 Grandfather Teachings, putting the learner first, and supporting a creative approach to learning

**Lorraine Desmarais, HR Manager**  
**First Nations of Northern Manitoba Child and Family Services Authority**

Lorraine Desmarais is originally from Sagkeeng First Nation Treaty 3 territory however resides in and has been an active member of the Winnipeg First Nations community for many years.

Lorraine brings 20 years of experience that include finance but primarily the social services field in the areas of; Adult Education, Employment and Income Assistance, Addictions, Child and Family Services and volunteer work with Probation Services. Lorraine is also a certified group facilitator and counsellor with a degree in Social Work combined with diplomas in Community Wellness, Human Resource and Management from the University of Manitoba and University of Winnipeg respectively.

Utilizing a holistic approach in all of her work Lorraine has implemented the understanding that performance management is more than an annual appraisal or performance review. Lorraine's philosophy has been if you can successfully challenge or change how people work together by encouraging the employee and supervisor this will help to increase individual and team (organizational) performance.

**Roberta Everson**  
**Technologies for Learning Group**

Roberta is TLG's Director of Learning Strategies responsible for the instructional design, development and educational integrity of all TLG produced learning systems. For TLG, she has designed and developed more than 100 online, face to face and blended learning systems for workplace, business and lifelong and continuous learning situations. Since starting with TLG 13 years ago, Roberta has worked to promote the use of technology to increase access to training and skills development opportunities for Aboriginal learners across Canada.

Roberta is an experienced educator with almost 20 years in training and workplace learning. Prior to joining TLG, Roberta was an employer liaison and trainer in a pre-employment program with the Manitoba Métis Federation and a teacher at Sagkeeng and Roseau River First Nations. Roberta has a B. Ed from the University of Manitoba and a Master of Science in Instructional Design and Technology from the University of North Dakota. Roberta is also a certified Essential Skills Profiler.

**Victoria LaBillois****Wejipeg Excavation**

Victoria LaBillois, a Listuguj Mi'gmaq from Atlantic Canada, will share her gift of languages and organizational capacity by serving as Mistress of Ceremonies for CAHRMA's inaugural national conference.

Victoria has used her Master's degree in Business Administration to serve the Aboriginal public service at the reserve, regional and national levels in various capacities for the past twenty years. She now leads her own company, Wejipeg Excavation, helping to build wind farms in Gaspesie, Quebec and was recently appointed CEO to the Gespe'gewaq Mi'gmaq Resource Council, to help promote sustainable natural resource and oceans management within her traditional territory of Gespe'gewa'gi.

**Charlotte Larocque****Spirit Staffing & Consulting Brandon Inc.**

As a Certified Human Resource Professional, Master Practitioner and Coach in Time Line Therapy®, Hypnotherapy and NeuroLinguistic Programming, Certified Step I & II Meyers Briggs Type Indicator Coach and Practitioner, Internal and External Communications Specialist, Trainer and a visionary leader, Charlotte has a keen sense for creating and providing the tools required for developing positive work cultures. Charlotte is facilitating the successful national growth of the ius Opes with her Supervisor and Workforce Development programs.

Charlotte currently sits on a number of committees and has been nominated for several business awards. Registered federally and under the umbrella of Spirit Staffing & Consulting Brandon Inc., ius Opes (eye-us oh-pess – Latin for right resources) strengthens the internal capacity for a strong, safe, engaged and productive workforce. She specializes in Workforce Development and Supervisor Training. As a private company she has the flexibility to go to sites/locations where her clients need her, customize programs to fit their specific needs and incorporate the psychological aspects required for effective supervision as well as the technical. Coast to coast, bottom to top, we are all about the thinking behind the actions. In addition, being 100% Aboriginal owned and operated, she works with Aboriginal Communities to prepare, strengthen and engage their members in the workforce while maintaining their traditional culture, values and beliefs. This is done through creating relationships, building trust, workforce preparation and overcoming barriers to meaningful, long-term employment.

Charlotte has many years of experience in managerial, training and leadership roles, including motivational speaking, developing programs, philosophies, visions, goals, long-term objectives and framework. She is able to collaborate with clients, teams, communities and organizations to assist in determining the skills and experience required to successfully grow individuals, teams, leaders and safe, efficient workforces. She is able to seek-out and foster talent in a way that challenges individuals while satisfying their goals and values. She directs, motivates and evaluates, while mentoring, coaching and fostering others. She provides the tools necessary in creating the aspired positive change.

**Koren Lightning-Earle****Indigenous Bar Association**

Koren Lightning-Earle is Cree and from Samson Cree Nation, Alberta. She runs her own law practice at Thunderbird Law in her home community. Koren was a Council Member for Samson Cree Nation for three years before returning back to private practice. Koren has a Bachelor of Arts in Recreation and

Leisure Studies and a Bachelor of Arts Special in Sociology. She graduated from Law School in 2007 at the University of Alberta. She was called to the bar in February 2009 and had the honour of having her Bar Call on her Reserve of Samson Cree Nation. Koren is currently finishing the 1<sup>st</sup> year of her LLM in Alternative Dispute Resolution. Koren is the President of the Indigenous Bar Association and she is the Vice - President of Kasohkewew Child Welfare Society. She is a sessional instructor at Maskwacis Cultural College teaching Organizational Behaviour and Business Law. She is the mother to two daughters and leader for her daughters Sparks and Brownie troops.

### **Beverly McIntosh**

#### **Marriott at River Cree Resort**

I am currently the Human Resources Supervisor at the Marriott at the River Cree Resort. I have twelve years' experience within the HR field including international HR experience. I have worked in a few industries such as Distribution, IT, Construction and Financial. My current role has allowed me to continue to build my HR capabilities while being able to be involved with First Nations communities, tying two very important aspects of my life together.

I am a member of the Beaver Lake Cree Nation. Though my childhood was spent on the Elizabeth Metis Settlement. After moving to Edmonton I pursued my education in the Criminal Justice and Human Resources field and have been working in the HR field since graduation.

**Mr. Tal D. Moore** is serving his fourth two-year term as NNAHRA's elected President. During his tenure membership has grown from less than 100 to more than 1000. Mr. Moore was the visionary behind the Tribal Human Resources Professional certification while he was employed by the Falmouth Institute, Indian Country's largest provider of Human Resource training.

Tal's experience is a 30-year combination of Hospitality; Education; Indian Gaming; and Organizational Development. Key positions held include Director of the Hospitality Institute & Assistant Professor at the University of Central Missouri for 10 years; Chief Human Resources Officer of the Sandia Pueblo; and currently serves Fort Defiance Indian Hospital as the Chief Administrative Officer for the past four years.

Tal has served over 300 tribes in training and consulting within areas of Human Resources; Organizational Development; Tribal Leadership and Strategic Planning over the past 20 years.

### **Ron Peters**

#### **Ronald Peters & Associates Inc. Management Consultants**

Ron Peters founded and leads an independent management consulting firm active in a wide range of sectors. Ronald Peters & Associates Inc. has over twenty-five years of experience working as a trusted advisor with a wide range of national and international clients in corporate, not-for-profit, academic and government sectors. Superior client-focused results have been achieved by collaborating and partnering with a wide range of project stakeholders.

Consulting assignments and professional presentations have been completed in Canada, the United States, Peoples Republic of China and Kuwait. Previous Employment Readiness Projects include:

- Manitoba Home Builders Association: Residential Plumbing Training Program
- Information Communication Technology Association of Manitoba: Aboriginal Information Communication Technology Diploma Program
- Workplace Education Manitoba: Connecting Aboriginals to Manufacturing, Industry Workforce Skills Diploma Program

- Arborg-Bifrost Community Development Corporation: Connecting Aboriginals to Manufacturing, Employment Readiness Program

Ron holds Bachelor Degrees from the University of Manitoba and the University of Winnipeg, and a Masters Degree from McGill. Specialized professional learning includes programs from the Banff Centre for Management and Harvard.

### **Jeff Ross**

#### **Sushila Samy**

##### **Alberta Human Rights Commission**

I currently oversee the Alberta Human Rights Commission's education program – workshops, forums, consultations and policy reviews.

I have over 25 years' experience providing education and information on human rights and diversity issues. I have worked for the Canadian Human Rights Commission and the Alberta. My experience includes investigation and mediation of complaints, review of human rights and diversity related policies for organizations as well as adult education. I am a Certified Human Resources Professional, with the Human Resources Institute of Alberta.

### **Larry Sault**

#### **Milton Tootosis, BA, PAED**

Milton has over two decades experience in human resource management and Indigenous policy development at the tribal, provincial and federal levels of government. His professional and personal interests enhance and build communities of collaboration with attention to building positive relationships and advancement. Milton has served on numerous committees with a focused attention to skills development, attraction and recruitment of human beings, enhancing capacity building, effective leadership, governance and sustainable economic development.

Milton is from the Poundmaker Cree Nation in Treaty Six Territory. Milton received his undergraduate education from the First Nations University of Canada. He is an accredited Professional Aboriginal Economic Developer by the Council for the Advancement of Native Development Officers. He subscribes to the Nation Building approach as researched by the Harvard Project on American Indian Economic Development and the Native Nations Institute for Leadership, Management and Policy at the University of Arizona. Tootosis has been the Director of Livelihood for the Office of the Treaty Commissioner since 2008 and resides in Saskatoon, SK/Treaty # 6 – Canada.

#### **David Wynne**

##### **CAHRMA**

David Wynne is the Principal of R. D. Wynne Consulting Ltd., a consulting business that helps companies in Human Resources and Governance. He has over thirty five years of experience in the HR field involved in all areas of HR while specializing in Human Resource Management Systems. He has worked in private industry and government services and he is one of the founding committee members for CAHRMA and has created and taught a course at Red River Community College. He was

also an advisory member and chairman of the HR Advisory Committee of Red River College for their certificate program.

David holds three designations: a Master of Business Administration (MBA), a Certified Human Resource Professional (CHRP) and an International Personnel Management Association, Certified Professional (IPMA-CP).