



SPEAKERS' BIOS AND SESSIONS' DESCRIPTIONS

WELCOME REMARKS:

Hellas Uddin, Regional Manager, Public Services and Procurement Canada

Hellas' regular job is with Public Services and Procurement Canada (PSPC) as the Regional Manager of Procurement, Ontario Region. He has over 20 years of experience in the areas of procurement, people management and change management. Hellas has been a member of the CIPMM board of directors from 2019 and chairs the Regional Chapters and Regional Workshop Committees. Hellas holds a Bachelor of Commerce (BComm) degree from Ryerson University, Toronto, Ontario and a Master of Business Administration (MBA) degree from Laurentian University, Sudbury, Ontario. On a personal level, Hellas lives in Vaughan, Ontario with his wife and two sons. Hellas is a fan of cars and likes to go for long drives.

Tammy Kozak, Procurement Specialist, Public Services and Procurement Canada

Tammy Kozak is the Acting Client Engagement Advisor/EPS Coordinator for Public Services and Procurement Canada. In this role Tammy leads engagement and consultation activities with client departments and manages Electronic Procurement Solutions for the Western Region.

WELCOME REMARKS:

Carolyn Montague, Partner, Performance Management Network Inc and President, Canadian Institute for Procurement and Materiel Management (Volunteer)

Carolyn is the President of CIPMM as well as a Partner at Performance Management Network Inc, a management consulting firm located in Ottawa. Carolyn started in procurement in 1982 as an Intern Officer at what was called Supply and Services way back then. It is now PSPC. Over her 39 years in procurement, she has procured almost every type of service as well as software, hardware and many types of goods. She has delivered at one point or another all of the courses required for the Procurement and Materiel Management certification program on behalf of CSPS as well as developing and delivering over 35 different courses for various federal departments and agencies.

KEYNOTE # 1 FROM PREMIER PARTNER

CORCAN AS A FORM OF SOCIAL PROCUREMENT

CORCAN is an employment training program within the Correctional Service of Canada, that allows clients to support multiple Government priorities through acquiring meeting goods, services and construction needs. Through these projects and orders, CORCAN provides on-the-job training to individuals under CSC supervision with barriers to employment including Indigenous people and women. Learn more through various project examples how you can contribute to social reinvestment, public safety, and other priorities by utilizing the CORCAN program.

Kelly Hartle, Chief Executive Officer, Correctional Service of Canada, CORCAN

Kelly began her career with the Correctional Service of Canada (CSC) in 1998, working in various frontline and managerial roles at four different federal institutions in Alberta. Throughout her experience, Kelly has worked at various operational sites covering all security levels with both women and men offenders. In 2015, Kelly transferred to the CSC National Headquarters as the Director General, Women Offender Sector who was responsible for policy and programs related to women offenders under federal correctional jurisdiction across Canada. In April 2017, Kelly commenced as Chief Executive Officer, CORCAN in May 2017. The integration of the program and business mandates in CORCAN are a key focus for activities within CORCAN that is directly responsible for the Employment and Employability Program for federal offenders.

PLENARY SESSION # 2

UPDATE ON THE CIPMM / TBS STUDY SURVEY RESULTS

Participants will hear about the overall results of the recent CIPMM Professional Development survey of the procurement and materiel management community and have the opportunity to share with CIPMM their thoughts on professional development activities they would like CIPMM to consider in the future.

Carolyn Montague, Partner, Performance Management Network Inc and President, Canadian Institute for Procurement and Materiel Management (Volunteer)

Carolyn is the President of CIPMM as well as a Partner at Performance Management Network Inc, a management consulting firm located in Ottawa. Carolyn started in procurement in 1982 as an Intern Officer at what was called Supply and Services way back then. It is now PSPC. Over her 39 years in procurement, she has procured almost every type of service as well as software, hardware and many types of goods. She has delivered at one point or another all of the courses required for the Procurement and Materiel Management certification program on behalf of CSPS as well as developing and delivering over 35 different courses for various federal departments and agencies.

CONCURRENT SESSION # 3

INDIGENOUS PROCUREMENT

An overview of the mandatory 5% target, its reporting schedule, and Indigenous Procurement at large.

Crystal Villanueva-Berry, Manager for Modern Treaty Support, Regional Strategies and Special Projects, Public Service and Procurement Canada

Crystal has been working with the Modern Treaty Support (MTS) team since October 2021. The MTS team works closely with the Indigenous Policy Procurement Directorate (IPPD) and supports the operational implementation of the Nunavut Directive. In addition, MTS also provides advice and guidance related to the application of Indigenous considerations throughout the federal procurement process.

Crystal holds a bachelor's degree in business administration from the Collège Universitaire de Saint Boniface in Winnipeg. Crystal has been in the federal procurement field since 2000 and has gained experience in the procurement of all commodities including goods, services, real property contracting, architecture & engineering. Since 2012 she has had concentrated experience in procurement projects within Modern Treaties in the north focused on applying Indigenous procurement strategies with the goal of increasing opportunities for indigenous communities.

Alexandre Cournoyer – Business, Strategy and Policy Analyst – Indigenous Procurement Policy Directorate

Alexandre has been with the Indigenous Procurement Policy Directorate for 3 years. He primarily worked on Modern Treaty economic obligations in procurement, offering advice on meeting Government of Canada Obligations in Modern Treaty. He joined work on the 5% mandate implementation in 2021.

CONCURRENT SESSION # 4

NEW DIVESTMENT PRACTICES / KEEPING PPE OUT OF LANDFILLS! / WAREHOUSE PANDEMIC RESPONSE

Divestment practices have changed dramatically in the last few years. Material management lifecycle planning is essential in helping organizations maximize their assets while aligning acquisition activities for future renewal. As public budgets flex and contract during this time of fiscal uncertainty, assets are often being used beyond their useful life as other priorities may reduce available funding to run our programs. Join us as we provide a high-level overview of current PPE divestment practices as well as Material Management Lifecycle Planning while sharing examples of asset lifecycle management and what can be done to maximize this as well as the residual value of surplus assets through sale, transfer, and donation activities. This session will be interactive, and you are invited to bring your examples and questions.

Josée Doucet, Senior Director, GCSurplus, Public Services and Procurement Canada

Josée Doucet joined the public service in 2009 following a full and rewarding career in the Canadian Armed Forces. She worked within the Department of National Defence as a Senior Policy Analyst and advisor in the area of Materiel Management and as a Senior Procurement Authority responsible for the management of a variety of contracts including Optimized Weapon System Management, Repair and Overhaul and Foreign Military Sales. Josée joined Public Services and Procurement Canada in 2014 as the manager responsible for the divestment of surplus controlled goods and specialized assets. Josée

was appointed GCSurplus Senior Director in March 2020 and takes great pride in GCSurplus's increased leadership role in Materiel Management.

Blair Hurd, Assets Manager, Canada Border Services Agency

Blair Hurd is Assets Manager, Materiel and Assets Management Division, Canada Border Services Agency and has over 15 years' experience in the Materials Management field. Blair started his career at Industry Canada in 1998 in the warehouse at the Communications Research Centre and has gained his experience in the field of procurement and assets management over the years. Blair has worked in various modules in SAP, such as the Materials Management Module, the Plant Maintenance Module and the Assets Accounting Module of SAP and is a strong promoter of the systems capabilities.

PLENARY SESSION # 5

INCREASE NEW DELEGATION FOR FEDERAL DEPARTMENTS

As part of the department's commitment to modernizing procurement, this presentation will describe PSPC's initiative aiming to increase the standard goods delegation authority for all departments and agencies in order to align with the basic contracting limits as reflected in Appendix A of the Treasury Board's Directive on the Management of Procurement. Increasing the standard goods procurement delegation is aimed at improving client service by enabling client departments and agencies to assume responsibility for more transactional procurements thereby allowing PSPC to focus its efforts on higher-value, higher-complexity procurements.

Caroline Landry, Executive Director, Strategic Policy Sector, Procurement Branch, Public Services and Procurement Canada

Caroline Landry is a member of our CIPMM Board of Directors as well as the Chair of our Procurement Mentorship Program. For her day job, Caroline is an Executive Director in the Strategic Policy Sector within the Procurement Branch at PSPC. She has over 22 years' experience in the Government of Canada, with the last 14 years in various leadership roles in Procurement. She is passionate about all things procurement and is a strong advocate for our Procurement and Material Management Community".

PLENARY SESSION # 6

NO HEROICS: LEAN /AGILE PROCUREMENT 70% FASTER

In this talk, Craig will share his experience of how to apply Lean thinking to transform competitive Request for Services (RFS) processes to consistently deliver a signed contract & get \$ 100k in just three (3) weeks from first contact by the client, instead of 3-5 months. This process spans the following steps: first contact by client, development of RFS, posting, Q&A, interviews, evaluation, legal review, all the way through to final signature. Specifically, he will share:

- How to achieve this increase in speed while reducing the need for heroics
- by improving the process.
- The keys to reducing Failure Demand
- The "one-and-done" meeting to eliminate back-and-forth,

- Flow Efficiency vs Resource Efficiency
- How to maximize buy-in from staff, clients and other stakeholders,
- How to sustain this level of performance and continuing innovation in a virtual environment, as well as
- A handful quick wins that participants can try out on their return to work.

Craig Szelestowski, Founder, Lean Agility Inc.

Craig is a Lean/Agile transformation specialist with more than two decades of experience implementing dramatic turnarounds. He founded Lean Agility Inc. in 2010 to apply Lean exclusively to knowledge work / government organizations. With his coaching, his clients have reduced delivery times by up to 95%, increased capacity by up to 400% and created outstanding levels of employee engagement.

In his public service career, as a Vice President, he led the Royal Canadian Mint’s Lean transformation which helped move the organization through a challenging era of cutbacks and job losses into an extended period of financial and organizational health and stability. During his tenure, the Mint realized tens of millions of dollars of Lean improvements, dramatically reduced the time and effort to deliver its products and services, moving from a financial loss to a profit of over \$68 million. In terms of employee engagement, it improved from 100 grievances per year to 20 per year and was named by Maclean’s magazine as one of “Canada’s Top 100 Employers” from 2007 to 2010.

Craig has served multiple times as a part-time professor at the Telfer School of Business at the University of Ottawa. He is currently the Director of Lean content at the Telfer Centre for Executive Leadership and has taught Lean to Telfer’s MBA students.

He is a contributor to Canadian Government Executive magazine and various other publications, contributing both articles and podcasts. He founded the annual Lean Government Summit in 2011.

CONCURRENT SESSION # 7
“PAC-ED” FULL OF SUPPORT

Have you heard of PAC (formerly OSME)? Did you know that over the last three years PAC Western Region has averaged 324 engagement sessions with suppliers per year? Did you know that we develop partnerships with chambers of commerce, associations, diverse supplier organizations and Indigenous communities to share information on procurement processes and opportunities? Did you know that PAC can work with your procurement teams to increase the reach and diversity of suppliers for your procurements?

Please join this session to learn more about PAC services and examples of PAC outreach. Join us to explore the GOOD, BETTER, BEST scenarios to work with PAC to help inform your procurement strategy, socialize your procurements, or collaborate on an engagement strategy to increase the visibility of the procurement while increasing the number and quality of bids.

Kelsey L Debets, Regional Director, Western Region Procurement Assistance Canada, Public Services and Procurement Canada

Kelsey began her career in the Federal Public Service in 1998 with DND, moving to PSPC in 2000. Kelsey was seconded in 2006 to the Manitoba Federal Council and National Manager's Community to lead several interdepartmental, intergovernmental, and national Public Service Initiatives.

Kelsey returned to PSPC in 2011 to manage various teams in real property. In 2019, Kelsey moved on to a Client Service Director role, and in 2021 the Regional Director, Procurement Assistance Canada. Kelsey is the Executive Champion of WR Indigenous Engagement. Kelsey and her family reside on a golf course in Sandy Hook, MB near Lake Winnipeg.

CONCURRENT SESSION # 8

GCSURPLUS: YOUR DIVESTMENT PARTNER IN GREENING GOVERNMENT

This presentation gives an overview of GCSurplus' 4 business lines: GCSurplus, GCDonate, GCTransfer, and GCMil, and how these business lines serve the Canadian Government and the Canadian public. It also explains how these 4 business lines work to in greener procurement practices that align with the Government of Canada's greening government initiative.

Todd Krenbrink, Regional Manager, Public Services and Procurement Canada

Todd Krenbrink joined the public service in 2007 with Agriculture Canada and eventually deployed to the Residential School Secretariat with AANDC (INAC). In May 2014 he deployed to PSPC to the Regina GCSurplus office as a Supply Specialist. After several years, he applied and was successful for the manager position for the SK/MB region. Over the course of the last year GCSurplus has undergone a re-organization and Todd is now the Regional Manager for staff in all of Western Canada (MB/SK/AB/BC). He is still looking to grow as a manager in order to properly support his staff to allow them to also grow and be placed in the best positions to succeed in the careers as public servants.

Josée Doucet, Senior Director, GCSurplus, Public Services and Procurement Canada

Josée Doucet joined the public service in 2009 following a full and rewarding career in the Canadian Armed Forces. She worked within the Department of National Defence as a Senior Policy Analyst and advisor in the area of Materiel Management and as a Senior Procurement Authority responsible for the management of a variety of contracts including Optimized Weapon System Management, Repair and Overhaul and Foreign Military Sales. Josée joined Public Services and Procurement Canada in 2014 as the manager responsible for the divestment of surplus controlled goods and specialized assets. Josée was appointed GCSurplus Senior Director in March 2020 and takes great pride in GCSurplus's increased leadership role in Materiel Management.

CONCURRENT SESSION # 9

BEST PRACTICES IN MANAGING ASSETS IN REMOTE LOCATIONS

A moderated panel of three senior managers will share their thoughts on why managing assets in remote locations is different than managing assets in a HQ. Practical solutions will be discussed and participants will have an opportunity to ask questions themselves of the 3 panelists.

Moderator: Carolyn Montague, Partner, Performance Management Network Inc and President, Canadian Institute for Procurement and Materiel Management (Volunteer)

Panelists:

Kelly Hartle, Chief Executive Officer, Correctional Service of Canada, CORCAN

Josee Doucet, Senior Director, GCSurplus, Public Services and Procurement Canada

Blair Hurd, Assets Manager, Canada Border Services Agency

Carolyn Montague, Partner, Performance Management Network Inc and President, Canadian Institute for Procurement and Materiel Management (Volunteer)

Carolyn is the President of CIPMM as well as a Partner at Performance Management Network Inc, a management consulting firm located in Ottawa. Carolyn started in procurement in 1982 as an Intern Officer at what was called Supply and Services way back then. It is now PSPC. Over her 39 years in procurement, she has procured almost every type of service as well as software, hardware and many types of goods. She has delivered at one point or another all of the courses required for the Procurement and Materiel Management certification program on behalf of CSPS as well as developing and delivering over 35 different courses for various federal departments and agencies.

Kelly Hartle, Chief Executive Officer, Correctional Service of Canada, CORCAN

Kelly began her career with the Correctional Service of Canada (CSC) in 1998, working in various frontline and managerial roles at four different federal institutions in Alberta. Throughout her experience, Kelly has worked at various operational sites covering all security levels with both women and men offenders. In 2015, Kelly transferred to the CSC National Headquarters as the Director General, Women Offender Sector who was responsible for policy and programs related to women offenders under federal correctional jurisdiction across Canada. In April 2017, Kelly commenced as Chief Executive Officer, CORCAN in May 2017. The integration of the program and business mandates in CORCAN are a key focus for activities within CORCAN that is directly responsible for the Employment and Employability Program for federal offenders.

Josée Doucet, Senior Director, GCSurplus, Public Services and Procurement Canada

Josée Doucet joined the public service in 2009 following a full and rewarding career in the Canadian Armed Forces. She worked within the Department of National Defence as a Senior Policy Analyst and advisor in the area of Materiel Management and as a Senior Procurement Authority responsible for the management of a variety of contracts including Optimized Weapon System Management, Repair and Overhaul and Foreign Military Sales. Josée joined Public Services and Procurement Canada in 2014 as the manager responsible for the divestment of surplus controlled goods and specialized assets. Josée

was appointed GCSurplus Senior Director in March 2020 and takes great pride in GCSurplus's increased leadership role in Materiel Management

Blair Hurd, Assets Manager, Canada Border Services Agency

Blair Hurd is Assets Manager, Materiel and Assets Management Division, Canada Border Services Agency and has over 15 years' experience in the Materials Management field. Blair started his career at Industry Canada in 1998 in the warehouse at the Communications Research Centre and has gained his experience in the field of procurement and assets management over the years. Blair has worked in various modules in SAP, such as the Materials Management Module, the Plant Maintenance Module and the Assets Accounting Module of SAP and is a strong promoter of the systems capabilities.

CONCURRENT SESSION # 10

PROCUREMENT STRATEGY FOR INDIGENOUS BUSINESS (PSIB)

The Government of Canada has a commitment that a mandatory minimum target of 5% of the total value of contracts are awarded to Indigenous businesses annually – this presents a huge opportunity for Indigenous entrepreneurs. This presentation will provide an overview of how the Government of Canada incorporates Indigenous participation into federal procurement processes and what Indigenous entrepreneurs need to know in order to find and bid on these opportunities.

Timothy Dymond, Indigenous Services Canada

Tim works in the Transformative Indigenous Procurement Strategy Directorate at Indigenous Services Canada where he manages the Procurement Strategy for Indigenous Business and the Indigenous Business Directory. He provides policy advice and guidance to the procurement community, as well as supports and educates Indigenous business owners looking to sell their goods and services to the Government of Canada. Prior to working with Indigenous Services Canada, Tim was with Public Services and Procurement Canada where he was focused on the development of standard templates and tools for contracting officers to include in their solicitations to increase the representation of Indigenous businesses and Peoples in federal procurement. He also led the implementation of the Nunavut Directive, providing support to contracting authorities working on procurement files in Nunavut and other Modern Treaty areas. Tim is a veteran of the Canadian Forces, holds a Bachelor of Arts in Economics, and a Masters of Public Administration from the University of Manitoba.

CONCURRENT SESSION # 11

BREAKING THE TRADITIONAL CHAINS OF PRICE & PRODUCT SPECIFICATIONS AND EXPANDING PROCUREMENT'S CAPACITY TO SUPPORT SUSTAINABILITY AND NET-ZERO SUPPLY CHAIN POLICIES

This presentation will share ideas developed by Canadian Small Business and supplier to multiple government contracts. Ideas and best practices that advance fair, collaborative, sustainable procurement and support Materiel Managers effectively communicate and integrate the value of sustainability to support the Federal Governments' commitment to carbon reduction and net-zero procurement.

Minto Roy, Co-Founder Sugar Sheet Paper & Managing Partner Social Print Paper Ltd.

Minto Roy is the Founder and Managing Partner of Social Print Paper Ltd. in Vancouver, Canada. He is also the Co-Creator of the 100% agricultural Sugar Sheet Paper brand. With the vision to create a world that never uses trees to make paper, Minto and his team work to advance the greater awareness and use of agricultural paper to support the paper and print requirements of industry, gov't and academic institutions. Working with clients and distribution partners, Social Print Paper has saved millions of trees, minimized global landfill waste, and reduced the release of millions of kilograms of greenhouse gas emission.

CONCURRENT SESSION # 12

THE CANADIAN COLLABORATIVE PROCUREMENT INITIATIVE: INCLUDING SOCIO-ECONOMIC CONSIDERATIONS

The Canadian Collaborative Procurement Initiative helps governments and other eligible organizations to increase their buying power and also to generate economic benefits for suppliers. The post-COVID era of procurement has brought with it the necessity to find the right balance between supporting communities by buying locally, or pursuing 'whole life cycle' value while purchasing goods and services. Adding to the complexity of finding the right goods and services at the right price, are new considerations in the decision-making process, including socio-economic, green, and sustainable considerations.

As Procurement Assistance Canada became a key forum for the federal government to engage with provinces and territories, knowledge of policies and best practices in social and sustainable procurement expanded. The presenter will provide insights into solutions which could support public procurement professionals, in developing and reforming their procurement policies. This will include examples from various levels of government and international partners.”

Julie Courchesne, Director, Federal, Provincial, Territorial and International Relations, Procurement Assistance Canada, Public Services and Procurement Canada

Julie Courchesne is a Public Service Executive with a strong record of leadership in delivering innovative and effective business transformation in the Canadian Federal Government.

In her career to date, Julie has worked on a number of complex, high-profile files where she has been able to support departments in achieving consistently high results by providing sound advice, directing key programs and overseeing service delivery operations. Her career with the Government of Canada has largely focused on organizational change, team management and strategic partnership building.

In addition, Julie is a lifelong learner, using her spare time to increase her knowledge and experience in areas that can benefit her growth and the organizations she supports. Julie holds a Bachelor of Sciences in Urban Planning from Université du Québec à Montréal and a Master of Public Administration from École nationale d'administration publique.

CONCURRENT SESSION # 13

WHY IS PROFESSIONAL DEVELOPMENT IMPORTANT?

Come to this lively Session to hear from 3 Managers why they believe professional development is important, learn from their personal journeys and find out how they approach the professional development of their team.

Moderator: Carolyn Montague, Partner, Performance Management Network Inc and President, Canadian Institute for Procurement and Materiel Management (Volunteer)

Panelists:

Caroline Landry, Executive Director, Strategic Policy Sector, Procurement Branch, Public Services and Procurement Canada

Josee Doucet, Senior Director, GCSurplus, Public Services and Procurement Canada;

Kelly Hartle, Chief Executive Officer, Correctional Service of Canada, CORCAN

Carolyn Montague, Partner, Performance Management Network Inc and President, Canadian Institute for Procurement and Materiel Management (Volunteer)

Carolyn is the President of CIPMM as well as a Partner at Performance Management Network Inc, a management consulting firm located in Ottawa. Carolyn started in procurement in 1982 as an Intern Officer at what was called Supply and Services way back then. It is now PSPC. Over her 39 years in procurement, she has procured almost every type of service as well as software, hardware and many types of goods. She has delivered at one point or another all of the courses required for the Procurement and Materiel Management certification program on behalf of CSPS as well as developing and delivering over 35 different courses for various federal departments and agencies.

Caroline Landry, Executive Director, Strategic Policy Sector, Procurement Branch, Public Services and Procurement Canada Caroline Landry is a member of our CIPMM Board of Directors as well as the Chair of our Procurement Mentorship Program. For her day job, Caroline is an Executive Director in the Strategic Policy Sector within the Procurement Branch at PSPC. She has over 22 years' experience in the Government of Canada, with the last 14 years in various leadership roles in Procurement. She is passionate about all things procurement and is a strong advocate for our Procurement and Material Management Community".

Josée Doucet, Senior Director, GCSurplus, Public Services and Procurement Canada

Josée Doucet joined the public service in 2009 following a full and rewarding career in the Canadian Armed Forces. She worked within the Department of National Defence as a Senior Policy Analyst and advisor in the area of Materiel Management and as a Senior Procurement Authority responsible for the management of a variety of contracts including Optimized Weapon System Management, Repair and Overhaul and Foreign Military Sales. Josée joined Public Services and Procurement Canada in 2014 as the manager responsible for the divestment of surplus controlled goods and specialized assets. Josée was appointed GCSurplus Senior Director in March 2020 and takes great pride in GCSurplus's increased leadership role in Materiel Management.

Kelly Hartle, Chief Executive Officer, Correctional Service of Canada, CORCAN

Kelly began her career with the Correctional Service of Canada (CSC) in 1998, working in various frontline and managerial roles at four different federal institutions in Alberta. Throughout her experience, Kelly has worked at various operational sites covering all security levels with both women and men offenders. In 2015, Kelly transferred to the CSC National Headquarters as the Director General, Women Offender Sector who was responsible for policy and programs related to women offenders under federal correctional jurisdiction across Canada. In April 2017, Kelly commenced as Chief Executive Officer, CORCAN in May 2017. The integration of the program and business mandates in CORCAN are a key focus for activities within CORCAN that is directly responsible for the Employment and Employability Program for federal offenders.

CONCURRENT SESSION # 14

WHAT WE CAN LEARN ABOUT RESILIENCE FROM SPENCER, THE RESCUE DOG

Al shares his lessons learned about spending time with his best friend, Spencer. Spencer was a schnauzer rescue dog that changed Al's life forever. Since Spencer's passing, Al will share the lesson learned about life, love, grief and the power of resilience. Resilience is an important strategy to keep us "grounded" within the fast-paced world of Procurement. Every rescue story has the potential to make you believe in the good in people right when you're ready to swear off all humanity. His stories will bring hope to your heart, a tear to your eye, and inspire you to never give up in life. As a long-distance runner and animal rescue advocate, he will make the link to the power of resilience in the workplace by sharing some of his running rescue stories.

Al Garlinski, Irun4Rescue Running Team

Al Garlinski is a tireless animal rescue advocate, and founder of IRun4rescue, a running team committed to making a difference in the lives of animals. Al is a Canadian long-distance runner. He has run in long-distance running adventures in several countries, and unique locations, including Iceland, The Grand Canyon, The Canadian Death Race, trekking the volcanoes of Nicaragua, climbing Mt Jacinto in California, to running across Lake Manitoba in the winter. He openly shares his struggles with anxiety and shatters the stigma around mental illness and is an advocate for the mental health community. He has been blessed to speak about mental health and animal rescue issues at various business conferences across Canada.

He is currently a faculty member for the University of Winnipeg and Supply Chain Canada where he teaches Supply Chain Management, Negotiation and Communication courses. He is a retired public servant after spending 35 years with procurement for Public Services Procurement Canada (PSPC). He was awarded the PSPC National Award of Excellence for Outstanding Career in 2022 and has been the recipient of the "Mentor of the Year" award from the University of Alberta School of Business program. He earned his professional designation in Supply Chain Management with Supply Chain Canada and was awarded the prestigious Fellowship designation for his lifetime commitment with teaching, coaching, and mentoring. He also has a professional designation with the Institute of Supply Management from Tempe, Arizona.