



DISRUPT

WINDSOR 4.0

Challenge. Change. Create. **Disrupt!**

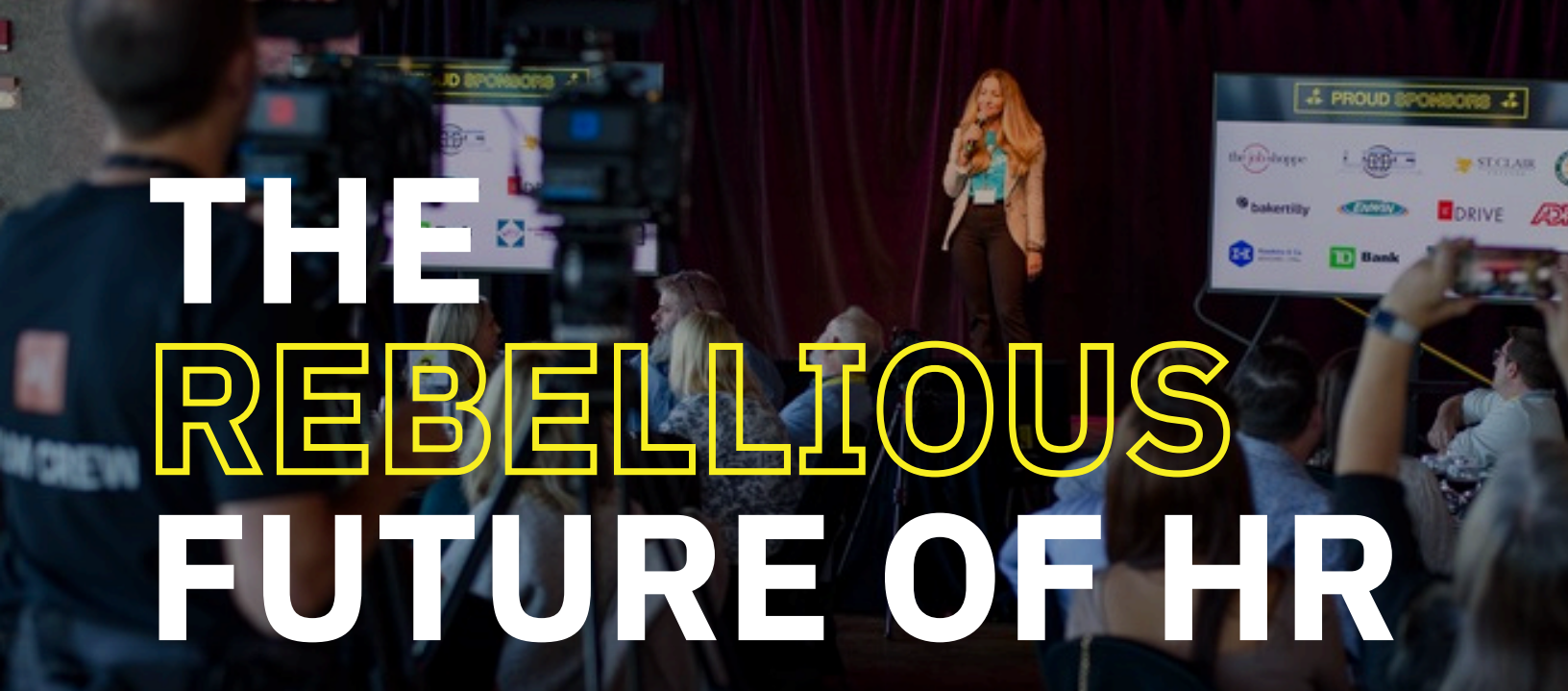
Bold Ideas are Changing the Workplace.

Hicks Morley is Proud to Support DisruptHR Windsor

DisruptHR Windsor brings together HR leaders and workplace innovators to challenge conventional thinking, spark fresh ideas and reimagine the future of work.

As Canada's largest boutique law firm specializing in management-side labour and employment law and advocacy, Hicks Morley helps employers navigate change, manage risk and move their workplaces forward with confidence.

Bold Thinking. Practical Advice. Better Workplace Outcomes.

A woman with long blonde hair, wearing a light blue top and dark pants, stands on a stage, speaking into a microphone. Behind her is a large backdrop with the text 'PROUD SPONSORS' and logos for various companies including 'the job shoppe', 'ST. CLAIR', 'bakertilly', 'Eaton', 'DRIVE', 'ADP', 'TD Bank', and 'Pembroke & Co'. The audience is visible in the foreground, some holding up phones to record the speaker.

THE REBELLIOUS FUTURE OF HR

Welcome to DisruptHR Windsor 4.0!

DisruptHR Windsor is back for its fourth edition—bigger, bolder, and ready to spark fresh thinking about HR, leadership, and the future of work.

We are thrilled to welcome more than 200 HR and talent professionals, business leaders, innovators, and community change makers who are ready to challenge the status quo and reimagine the future of people and workplaces across #YQG.

Tonight's stage will feature a dynamic lineup of speakers sharing real stories, bold ideas, and disruptive perspectives designed to inspire meaningful action. Together, we are creating a space where new ideas flourish, connections grow, and positive change takes root.

Whether this is your first DisruptHR Windsor or you have been with us from the beginning, thank you for being part of this movement. Your energy, curiosity, and willingness to think differently are what make this event so powerful.

Let's connect, challenge convention, and—most importantly—disrupt together!

A handwritten signature in black ink, reading 'Meighen Nehme'.

Meighen Nehme,
President and C.E.O., The Job Shoppe Inc.

EVENT FORMAT



12 Speakers

Enjoy presentations from a diverse range of speakers sharing their innovative ideas on various HR related topics.



5-Minute Talks

Each speaker has just 5 minutes, with slides rotating every 15 seconds. They will share something insightful, but quickly.



Inspire Change

These bite-sized talks are designed to challenge, inspire and leave you with plenty of food for thought (and absolutely no selling).

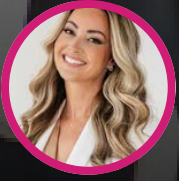


Your Role

We encourage you to interact - clap, laugh, cry and give these brave presenters some love. This format is no easy feat!

DisruptHR combines the insightful nature of TED Talks with a burst of energy and a wealth of talent, delivering a powerful experience on topics relevant to the human experience in the workplace.

EVENT CHAIRS



Meighen Nehme
President & CEO
The Job Shoppe



Erica Sokolik
The Job Shoppe

PLANNING COMMITTEE

Erika Ruskin
The Job Shoppe

Dr. Janelle Abela
Diverse Solutions

Lauren Beaudoin
Reko International

Nada Ahmed
The Job Shoppe

Shelley Beaudoin
Plasman

Zack Wilson
Plasman

THE LINEUP



5:00 P.M.

Doors open, event registration, networking, and delicious appetizers.



5:30 P.M.

Event introductions. DisruptHR Award & Scholarship winners by Meighen Nehme



6:00 P.M.

Speaker group One: Michelle Grocholsky, Sandy Nahra, Gary Filiatrault, Sam Branton, Kieran Murphy, Dr. Janelle Abela



6:45 P.M.

Intermission with some sweet treats



7:15 P.M.

Speaker group Two: Natalie Dumond, Nadim Kara, Roger Francis, Allison Prieur, Dianne E. Jozefacki, Megan Cole



8:00 P.M.

Event wrap up with Closing remarks

DISRUPTIVE SPONSORS



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Bold leaders disrupt what is.

And build what's next.



TD proudly celebrates the people challenging convention and shaping the future of work — in Windsor-Essex and beyond.

— **Congratulations to the 2026 recipient.**

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HR DISRUPTOR AWARD

The HR Disruptor Award recognizes an individual who is challenging traditional workplace practices and creating meaningful change in human resources, leadership, talent, culture, and the employee experience.

The recipient demonstrates the courage to question outdated approaches, introduce innovative solutions, and achieve measurable results that improve both organizational performance and the lives of employees.

CONGRATULATIONS!



Jennifer Cline

Windsor Essex Community Housing Corporation

Jennifer is a collaborative, people-first leader who has transformed workplace culture by building trust, empowering her team, and creating space for others to challenge the status quo and drive meaningful change. Her leadership has strengthened both her team and the broader organization, earning her the title of **2026 DisruptHR Award Winner.**



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DISRUPT SCHOLARSHIP

The DisruptHR Windsor Scholarship supports the next generation of leaders who are ready to challenge and rethink the world of work. This scholarship is part of a broader commitment to strengthening the HR community in Windsor-Essex by investing in emerging talent and creating meaningful connections between students and industry.



CONGRATULATIONS!

Brook Hillier

A driven and dedicated St. Clair College student with a strong foundation in recruitment, employee support, and human resources. She is passionate about challenging traditional approaches, embracing innovation and technology, and creating more effective HR processes that work better for the people they support.

HRPA CPD PRE-APPROVED!

DisruptHR Windsor 4.0 has been pre-approved by the Human Resources Professionals Association (HRPA) for 1 hour of Continuing Professional Development (CPD).

Attendees will receive the CPD activity code following the event to support their professional development reporting.

CONTINUING
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HRPA



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**MICHELLE GROCHOLSKY****Empowered EDI**

Michelle Grocholsky is an award-winning EDI strategist, TEDx speaker, and founder of Empowered EDI, helping organizations turn EDI from a program into a principle of how they operate. With 20+ years advising leaders across Canada, her work has earned recognition from WXN and Google Canada. She is the creator of the T.R.U.S.T. leadership framework and the concept of Trust Debt.

**Talk Title:**

You Don't Have a Quiet Quitting Problem.
You Have a Trust Debt.

**SANDY NAHRA****Practifi**

Sandy is passionate about helping people who lead others embrace vulnerability and creativity. Beyond her career in HR leadership, she is a proud mama, avid bookworm, and enthusiastic crafter.

Talk Title:

Visible Vulnerability: How Authentic Disability
Disclosure Transforms Workplace Culture



**GARY FILIATRAULT****NorthBridge HR Advisory**

Gary is an HR leader with a candid, practical approach to conversations about leadership, culture, and accountability. He believes in saying the hard things that often go unsaid, even when those in leadership may be uncomfortable, because that is where better workplaces begin.

Talk Title:

HR Isn't Here to Babysit Your Leaders



THE HOME OF SAINTS NATION





SAM BRANTON

Rocket Innovation Studio

Sam Branton is the first and only Talent Relationship Manager at Rocket Innovation Studio, where she leads the organization's university partnerships and early talent strategy across Canada. Through bold partnerships, innovative programs, and a passion for student success, she is helping shape the future workforce one opportunity at a time.

Talk Title:

Campus Recruiting is Broken –
Building a Talent Ecosystem



KIERAN MURPHY

RSM Canada

Kieran Murphy is a PCC-certified global Talent and Leadership Coach with 19+ years of international experience helping leaders unlock potential and build more human, inclusive, and culturally intelligent teams.

Talk Title:

The More AI We Use, The More Human
We Must Become





Celebrating innovation,
supporting our people, and
strengthening our community.



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DR. JANELLE ABELA Diverse Solutions Strategy Firm

Dr. Janelle Abela is an award-winning researcher, keynote speaker, CEO, and author of *Harnessing Difference*, who helps leaders navigate difference, strengthen communication, and build better workplace cultures.

Talk Title:
Same Workplace, Different
Generational Languages



**NATALIE DUMOND****Natalie Dumon Leadership
Consulting & Coaching**

Natalie Dumond is an ICF-credentialed leadership coach, facilitator, and speaker who helps leaders build confidence, lead with intention, and grow through her Confidence Ecosystem framework.

Talk Title:

The Weight They Don't See:
HR and the Cost of Emotional Labour

**NADIM KARA****GreenShield**

Nadim Kara is a transformational HR executive who connects people strategy with performance, helping leaders build clarity, alignment, and trust through better questions.

Talk Title:

Wellbeing Isn't a Cost, It's a
Performance Multiplier





ROGER FRANCIS

Roger Francis Consulting



Roger is an executive leader, author, keynote speaker, and strong operator who has led multi-billion-dollar businesses and transformational growth initiatives across North America. He is the author of *The Integrated Leader* and host of *The Leadership Equation* podcast, exploring how leaders can integrate IQ and EQ to turn strategy into execution.

Talk Title:

The Leadership Equation: IQ + EQ = Impact



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**ALLISON PRIEUR**
DARE Impact Consulting

Allison Prieur has spent 25 years helping teams align their values with day-to-day decisions by working with capacity, not against it. She is founder of DARE Impact Consulting, a Workforce WindsorEssex board member, and a Credentialed Evaluator pursuing a PhD in Evaluation.

**Talk Title:**

Show Your Math: Why Your KPIs Say More Than Your Values

**DIANNE E. JOZEFACKI**
Hicks Morley

Dianne Jozefacki is a labour and employment lawyer in Hicks Morley's Toronto office. She advises public- and private-sector employers on a broad range of workplace matters, with a particular focus on the energy and education sectors, as well as employment litigation.

**Talk Title:**

Risk Radar 2026–27: The Calls Keeping Canadian HR Up at Night

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519.351.2024

Now, for tomorrow



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MEGAN COLE

Megan Cole Advisory

Megan Cole is the Founder of Megan Cole Advisory, helping organizations build better leaders through practical HR strategy, leadership development, and people systems. Known for her straight talk, she helps create workplaces where people and performance thrive.

Talk Title:

Running on Empty: Why Pushing Harder Isn't Always the Answer



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unexpected insights take the stage.

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- ⚡ Volunteer to plan
- ⚡ Sponsor the event
- ⚡ Nominate an award winner

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SPARK YOUR OWN REVOLUTION



Host a Debrief Session with Your Team

Share key learnings and encourage an open dialogue about how you can integrate new ideas into your HR practices.



Leverage Expertise from Speakers

Reach out to speakers for additional insights or clarification on their presentations. Gain deeper knowledge or personalized advice.



Create a Summary Report

Highlight actionable points that are particularly relevant to your organization's goals and challenges.



Plan Your Path Forward

Select a few key ideas, implement a pilot program, and monitor outcomes. If successful, scale up!



**Hiring is complex.
Growing shouldn't be.**

We handle your workforce.

Your people strategy should move your business forward. At The Job Shoppe, we bring clarity to the connection between people and growth, using data-driven hiring to build better retention and better results. With clear communication, reliable delivery, and a true partnership, we help you make confident workforce decisions that support where your business is going.

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