

**ECO**  **2024**  
**IMPACT**

**RETROFITTING  
THE WORKFORCE**

Empowering  
Environmental  
Innovation

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# ECO IMPACT 2024 Learning Series Sessions

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**Innovation and Future Trends:** Gain invaluable insights into the latest breakthroughs and advancements in environmental technology, policy, and practice. From the adoption of clean energy sources to the integration of artificial intelligence and data analytics, we will delve into the transformative potential of emerging technologies and their impact on environmental sustainability.

## **Cleantech Innovation: The Future is Here**

### ***Session | Innovation and Future Trends***

Learn about cutting-edge clean technologies that are revolutionizing various aspects of the environmental sector. From renewable energy systems and energy storage solutions to waste management technologies and water conservation innovations, dive into case studies showcasing the practical application and impact of these breakthrough technologies.

## **Leading with Technology: How Technology Can Transform Leadership and Future Trends Shaping the Global Workforce**

### ***Session | Innovation and Future Trends***

Explore the role of technology in driving innovation, collaboration, and sustainability in the environmental sector. Examine technological advancements and their potential to help organizations achieve their environmental leadership goals. Discuss real-world examples of organizations that have successfully implemented technology-driven initiatives to achieve their leadership objectives.

## **Green Tech Innovation: From Recycled Code to 3D Printing**

### ***Session | Innovation and Future Trends***

Explore the cutting-edge advancements that are driving sustainability and environmental consciousness in the tech industry. We will hear from leading experts in the field of green technology innovation, who will share their insights and predictions for the future of this rapidly evolving field.

## **Retrofitting Communities: Is this the Future?**

### ***Session | Innovation and Future Trends***

Retrofitting communities is becoming increasingly important as cities and towns face challenges such as climate change, rising energy costs, and an aging infrastructure. By making communities more sustainable and resilient, they can be better prepared to handle these challenges and thrive in the years ahead. Touch on the needs of rural communities and their planning for climate change.

### **Canada's Journey to Net Zero: How it's Going, What's Next**

#### ***Session | Innovation and Future Trends***

Discuss the policies and initiatives that have been put in place to reduce emissions across various sectors. Examine the progress made by Canada and delve into the challenges that we face in achieving our net zero goal. These include the need for significant investments in clean energy infrastructure and the need for more effective collaboration between federal, provincial, and territorial governments. Finally, we'll look at what's next for Canada's journey to net zero. This includes exploring the role of emerging technologies, such as carbon capture and storage.

### **ZEV: Innovative Solutions to Infrastructure Problems**

#### **Battery Supply Chain and Canada's Position globally**

#### ***Session | Innovation and Future Trends***

As governments worldwide aim to reduce greenhouse gas emissions and combat climate change, ZEVs have gained significant traction as a key component of the decarbonization agenda. However, the adoption of ZEVs requires a robust and supportive infrastructure, and this session aims to shed light on the various infrastructure challenges faced in Canada. We will also discover how ZEVs offer innovative solutions and explore strategies to overcome the issues related to battery supply chain management.

### **Transforming How we Think about Natural Resources & How the Workforce will Adapt**

#### ***Session | Innovation and Future Trends***

Energy and natural resources companies will need to find and integrate talent with a wide range of skills to guide them through the energy transition and help build new, greener businesses. Meeting this challenge will require retaining and reskilling today's workers, while integrating new people with varied backgrounds and capabilities.

### **Planning for Climate Change in Canada: Navigating Challenges, Building Resilience, and Driving Sustainable Solutions**

#### ***Session | Innovation and Future Trends***

Gain a comprehensive understanding of the current and projected impacts of climate change on Canada's diverse ecosystems, communities, and industries. Explore the regional variations in climate impacts and identify priority areas for adaptation and mitigation efforts. Examine the policy and governance frameworks at the national, provincial, and municipal levels that guide climate change planning in Canada. Discuss the integration of climate considerations into land use planning, infrastructure development, and other sectors, and explore best practices and lessons learned.

**Sustainability in Governance and Policy:** These sessions delve into the challenges, opportunities, and innovative solutions at the intersection of sustainability, governance, and policy.

### **Sustainability Shaping the New Workforce: Policy and Transparency in Supply Chain Management in Canada**

#### ***Session | Sustainability in Governance and Policy***

Exploring the significance of sustainable supply chain management and its impact on organizational success. Delve into the importance of transparency and traceability in supply chains. Explore innovative technologies and platforms that enable greater visibility into supply chain operations, foster accountability, and empower consumers to make informed choices.

## **Nature-Based Solutions for Canada's Environmental Sector: Harnessing the Power of Nature to Solve Future Challenges**

### ***Session | Sustainability in Governance and Policy***

Examine the policy and regulatory frameworks that facilitate the implementation of nature-based solutions in Canada. Discuss successful examples of policy instruments, funding mechanisms, and institutional frameworks that support the scaling up of nature-based solutions across sectors and jurisdictions. Discuss strategies for scaling up nature-based solutions and overcoming barriers to implementation. Explore funding mechanisms, capacity-building initiatives, and knowledge-sharing platforms that can accelerate the adoption and replication of successful nature-based solutions.

## **Canada's Global Leadership in the Clean Technology Sector: Accelerating Innovation, Driving Sustainability, and Seizing Economic Opportunities**

### ***Session | Sustainability in Governance and Policy***

Delve into the adoption of clean technologies across key sectors, including energy, transportation, manufacturing, and agriculture. Discuss case studies, pilot projects, and successful implementations that demonstrate the transformative impact of clean technologies in reducing greenhouse gas emissions, enhancing resource efficiency, and driving sectoral sustainability. Identify future opportunities and challenges for Canada's clean technology sector. Discuss emerging trends, disruptive technologies, and evolving market dynamics that will shape the sector's growth and competitiveness and explore strategies to address potential barriers and maximize opportunities. Touch on crypto currency and ethical investing.

## **Investing in a Time of ESG Skepticism: Navigating Environmental, Social, and Governance Factors for Sustainable Returns**

### ***Session | Sustainability in Governance and Policy***

As funds focused on environmental, social and governance (ESG) issues become ubiquitous, attracting large inflows, more investors are becoming skeptical that issuers can meet sustainability targets and offer strong returns. Discuss the skepticism surrounding ESG investing and explore the underlying concerns. Examine criticisms, misconceptions, and challenges related to ESG data quality, measurement methodologies, greenwashing, and the fiduciary duty of investors. Discuss how ESG analysis can enhance risk assessment, identify potential value drivers, and inform investment decision-making.

## **Indigenous & ESG: Green Colonialism - Exploring the Implications of the West's Climate Strategy on Indigenous Land Stewardship**

### ***Workshop | Sustainability in Governance and Policy***

Discuss the emergence of ESG frameworks and their increasing prominence in the West's climate strategy. Analyze the potential benefits and risks associated with ESG adoption, particularly in the context of Indigenous land and resource rights.

Delve into the concept of "Green Colonialism" and its implications for Indigenous land stewardship. Examine the potential risks of Western climate strategies, such as conservation initiatives, carbon offset projects, and renewable energy development, on Indigenous sovereignty, cultural integrity, and land rights.

**Innovating and Executing the Audit: Enhancing Sustainability, Compliance, and Accountability**  
**Session | Sustainability in Governance and Policy**

Explore innovative approaches and technologies that enhance the efficiency and effectiveness of environmental audits. Discuss the use of remote sensing, satellite imagery, drones, data analytics, and artificial intelligence in collecting and analyzing environmental data, improving audit accuracy, and identifying potential risks and opportunities.

Learn best practices for audit planning and risk assessment in the environmental sector. Discuss methods for identifying environmental risks, setting audit objectives, scoping audits, and prioritizing areas of focus based on potential environmental impacts and regulatory requirements.

**Human Resources, People Analytics:** We will explore the transformative power of people analytics in driving sustainable workforce strategies. With a focus on leveraging data-driven insights, these sessions aim to equip HR professionals and sustainability leaders with the tools and knowledge to optimize their human capital practices.

**Talent Attraction/Acquisition: How to Attract Talent and Stand out in the Market**  
**Session | Human Resources, People Analytics**

Discuss targeted talent acquisition strategies to identify and engage with potential candidates. Explore approaches such as building talent pipelines, partnering with educational institutions, leveraging professional networks, and participating in industry events to proactively connect with qualified professionals. Explore the role of technology in talent acquisition in the environmental sector. Discuss the use of applicant tracking systems, artificial intelligence in resume screening, virtual interviewing tools, and online assessments to streamline the recruitment process and enhance candidate experience.

**Accelerating Green Skills/Competency Profiling: Building a Skilled Workforce for the Environmental Sector in Canada**  
**Session | Human Resources, People Analytics**

Explore the development and implementation of competency profiling and skills frameworks in the environmental sector. Discuss the benefits of standardized frameworks for defining, assessing, and recognizing skills and competencies, and how they can support workforce development, career progression, and mobility. Highlight the significance of industry-academia partnerships in accelerating green skills development. Learn about successful collaboration models, such as internships, co-op programs, applied research projects, and industry-led curriculum design, that bridge the gap between education and industry needs.

**Workforce Solutions: Empowering the Environmental Workforce in Canada**  
**Session | Human Resources, People Analytics**

Examine strategies for managing workforce transitions in the environmental sector. Discuss approaches for supporting employees through industry shifts, technological advancements, and policy changes, including reskilling programs, career transition support, and proactive workforce planning.



## **How to Leverage the Downturn and Dominate in 2024: Becoming Flexible in the Age of Digital Disruption**

### ***Session | Human Resources, People Analytics***

Understand the importance of creating a flexible work culture that embraces change, fosters innovation, and promotes continuous learning. Explore strategies for effective change management, leadership development, and employee engagement that empower individuals to drive and sustain organizational success. Examine how organizations can reimagine and reshape their business processes and operations to optimize efficiency and drive innovation. Explore methodologies such as lean management, agile frameworks, and automation to streamline operations and enhance organizational performance.

## **Upskilling and Reskilling the Workforce: Fostering Organizational Agility for Future Success**

### ***Session | Human Resources, People Analytics***

Learn how to assess current skill gaps and anticipate future workforce needs. Explore methods for conducting skills assessments, analyzing industry trends, and aligning workforce development strategies with business objectives. Explore approaches such as competency-based training, blended learning, microlearning, and immersive experiences that enhance employee engagement and retention of new skills. Discuss the use of learning management systems, digital learning platforms, virtual reality, and artificial intelligence in delivering personalized and engaging learning experiences.

## **Great Leadership is a Network, not a Hierarchy: Embracing Change and Transformation in a Boundaryless World**

### ***Session | Human Resources, People Analytics***

Discuss the challenges and opportunities of leading in a boundaryless world. Explore how globalization, digitalization, and remote work are erasing traditional organizational boundaries and shaping new approaches to leadership and decision-making. Examine the role of leaders in building resilience and agility within their teams and organizations. Discuss strategies for anticipating and responding to disruptions, fostering adaptability, and empowering individuals to navigate uncertainty and change.

## **How Fearless Women Lead: Breaking Barriers and Driving Change in Canada**

### ***Session | Human Resources, People Analytics***

Identify key actions and commitments to advance women's leadership in the environmental sector. Discuss ways to create a supportive ecosystem, promote women's representation in leadership positions, and advocate for inclusive policies and practices. Discuss ways to amplify women's voices and ensure their perspectives are represented in decision-making processes. Explore strategies for creating safe spaces for dialogue, promoting women's thought leadership, and advocating for gender equality within the sector. Explore strategies for empowering and inspiring the next generation of women leaders in the environmental sector. Discuss the importance of mentorship, STEM education, and leadership programs in cultivating a pipeline of fearless women leaders.

### **Harmony and Belonging (DEI) in the Environmental Sector: Navigating Pushback and Developing a Strategic Planning Framework**

#### ***Workshop | Human Resources, People Analytics***

Address the challenges and pushback that may arise when implementing DEI initiatives in the environmental sector. Learn strategies to effectively navigate resistance, foster buy-in, and communicate the value and benefits of DEI for organizations and their missions. Explore strategies for building a culture of inclusion in environmental organizations.

Discuss the role of leadership in setting the tone, promoting psychological safety, and establishing policies and practices that support DEI. Gain insights into developing a strategic planning framework that embeds DEI principles.

### **Navigating Employment Challenges and Cultural Differences: Empowering Newcomers in the Canadian Job Market**

#### ***Session/Workshop | Human Resources, People Analytics***

Canada is known for its diverse and inclusive society, attracting newcomers from around the world who seek to build a better future. However, for many newcomers, the journey to finding suitable employment can be daunting, with numerous challenges to overcome. This conference session aims to shed light on the specific hurdles faced by newcomers in the Canadian job market and explore the impact of cultural differences on their employment journey. Attendees will gain practical knowledge, valuable resources, and inspiration to overcome challenges, maximize their employment potential, and embrace the vibrant Canadian job market.