

# Pathways to Success

## A special two-part webinar series presented by CIPH and MCAC

Open to CIPH and MCAC members

### Session 1: Pathways to Success: Attracting and Keeping Talent Recruitment, Retention and Succession Planning

#### Moderator



**Heather Ferris, Eastern Regional Sales Manager at InSinkErator (Canada)**

Heather Ferris is the Eastern Regional Sales Manager for InSinkErator Canada covering Ontario, New Brunswick, Nova Scotia and Prince Edward Island, as well as overseeing Quebec, and Newfoundland & Labrador. She is the first dedicated sales rep for InSinkErator Canada.

Heather entered the plumbing industry in 1999 while finishing her Honours Bachelor of Arts degree at Wilfrid Laurier University. She worked in boutique plumbing showrooms from 1999 – 2011 when she then moved to outside sales, and then joined InSinkErator in March 2014. Heather has held positions on the CIPH YES Committee, the CIPH Industry Career Awareness Committee and the CIPH Education & Training Committee, and currently sits on the CIPH Women's Network Committee which she now chairs. Heather is dedicated to both educating people and breaking down barriers in the plumbing industry. She also regularly volunteers with her son's sports organizations.

#### Panelists



**Lindsay Barber, Director of Product Management at Masco Canada Limited**

For over 18 years, Lindsay Barber has been a noteworthy leader in the plumbing industry. Joining Masco in 2002 as a customer service representative, Lindsay has held progressive roles in forecasting, analytics, sales and currently holds the position of Director, Product Management where she oversees Masco Canada's best in class plumbing portfolio. Prior to joining Masco Lindsay worked in the automotive sector where she completed her co-ops with large General Motors dealers as part of her education in Automotive Marketing at Georgian College. When Lindsay says she is passionate about the Plumbing industry, she comes by it honestly with 2 close family members that were long time members of the CIPH!



**Debbie Fedyk, Director, Human Resources at Lixil Canada Inc.**

Debbie has practiced in the Human Resources field for over 25 years. Currently she is Leader of Human Resources for Lixil Canada Inc. with responsibility for development and execution of integrated talent management strategies and practices.

Her career includes experience in freelancing that consisted of projects in the Not for Profit sector, Executive Coach and College Instructor. She has held roles in HR leadership in Pharmaceutical and Medical Devices industries with most of her HR formation accumulated in Hospitality and CPG industries.

An HR Generalist by discipline, Debbie has direct experience in total rewards, recruitment, labour relations and organizational development.

Debbie is trained as an Adler Coach, is certified in the ADKAR principles of Change Management, has a Bachelor of Arts Degree from the University of Western Ontario, and is both CHRP and CHRL certified.



**Peter Robertson, Profit Centre Manager at Emco Dartmouth**

In 2009 I was looking to return to the East Coast after working in sales in the tech sector in Toronto for several years. The following January, I joined Emco Corporation as an Outside Account Manager in Saint John, NB and the rest was history! In late 2010 I had the opportunity to move back to my home town and work in Emco's Dartmouth, NS Profit Centre. As I continued to work to gain more knowledge with respect to the industry and the Emco culture, I was asked to fill the role of Profit Centre Manager (PCM) in Bridgewater, NS. Two and a half years later, I once again had a home coming opportunity and took over the role of PCM in Dartmouth.

In addition to my role at Emco, I have had the pleasure of serving as a member of the CIPH Maritime Region Board for the past 9 years, and held the President's chair from 2017 – 2019. Involvement in CIPH has allowed me the opportunity to be an advocate for the industry, as well as the under 40 folks who are our industry's future.

It has been a great journey over the past ten years in what I consider to be one of the most rewarding industries in the world!



**Julie Zulich – TESC Mechanical Contractors, Chair of WiMC and sits on MCA Canada Board of Directors**

Julie Zulich is President of TESC, a group of companies who provide professional project management and multi-trade unionized construction services predominantly in the mining and energy sectors. Specializing in large industrial projects and plant/facility maintenance, TESC has offices in Sudbury, Ontario and Saskatoon, Saskatchewan and employs 65 permanent employees on top of its trade forces.

A graduate from Laurentian University's Honours Bachelor of Commerce program, Julie became involved with TESC in 2000, and represents the second generation of the business. Julie's father was an original founder of the company in 1976. Julie has held various leadership positions within the company as it expanded its operations. As the first female President of TESC, she is a strong promoter of diversity in the industry and dedicated to creating the third generation of TESC. Julie understands the value of succession planning and is actively creating a leadership development and recruitment strategy that showcases growth opportunities and professional challenges to encourage employee retention.

Born and raised in Sudbury, Julie is involved in various volunteer organizations. Early in 2019, she was selected as First Chair of the Women in Mechanical Construction (WiMC), a committee of the Mechanical Contractors Association of Canada (MCAC) that offers a forum for female professionals in the industry to connect, interact, and share experiences. She is also the first female board member of the MCAC, and Board Member and Chair of the Sudbury Chapter of Hope's Eating Disorders Support Services. Julie is a proud mother to her 3 children and enjoys travelling with her family in her free time.