Waterstone Canada's Most Admired™
Vancouver Fall Summit

Tuesday, October 6, 2026 | 3:00 – 7:00 pm | Pan Pacific Hotel

2:15 pm – 3:00 pm	**Registration, Coffee Break and Networking**
3:00 pm – 3:10 pm	**Doors open and Networking** (Seating is assigned)
3:10 pm – 3:20 pm	**Welcome and Context Setting** ***Leslie Horne, Chief Marketing Officer, Waterstone Human Capital***
3:20 pm – 3:55 pm	**Keynote Presentation – Leading in the Age of AI** What does AI mean for how leaders lead, how cultures adapt, and what 'high performance' looks like in an AI-enabled organization. ***Jean Parchewsky, Chief People Officer, Vendasta***
3:55 pm – 4:45 pm	**Panel Q&A | Growth Stories: Culture Meets AI** Leaders share focused, personal accounts of how intentional culture-building and AI adoption have combined to drive measurable growth in their businesses. ***Satri Alpine, Chief People & Culture Officer, The Oppenheimer Group*** ***Michael Brown, President & CEO, Trico Residential*** ***Jaime McMahon, Chief Technology Officer & Partner, ProServeIT*** ***Norm Sabapathy, Executive Vice President, Corporate Services, Cadillac Fairview*** ***Moderator: Darlene Minatel, President, Waterstone Human Capital***
4:45 pm – 5:05 pm	**AI Doesn't Build Your Culture. It Exposes It.** AI doesn't create culture—it reveals it. Drawing on insights from 500+ CEOs working with CEO Coaching International, this session unpacks why AI tools compound results in some companies and quietly fail in others. The result—a sharper read on culture, and what it takes to make AI an advantage rather than a liability. ***Randy Dewey, CEO, CEO Coaching International***
5:05 pm – 5:20 pm	**Culture Intelligence™: From a Coin Flip to a Sure Thing** Even at companies with admired cultures, the next senior hire is still a coin flip: 50% fail within 18 months, and 89% of those failures come down to fit, not skill. Drawing on a real VP of Operations search (three finalists, one seat), this session shows how evidence-based culture and fit assessment turns that 50% into a 90% success rate. ***Marty Parker, Founder & CEO, Waterstone Human Capital***
5:20 pm – 5:40 pm	**Table Discussion: Culture Intelligence™ in Your Organization**
5:40 pm – 6:00 pm	**Table Harvesting & Closing Remarks**
6:00 pm – 7:00 pm	**Networking Reception | Refreshments and Hors D'oeuvres**

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