Waterstone HUMAN CAPITAL

CANADA'S MOST ADMIRED

Waterstone Canada's Most Admired™
Toronto Fall Summit

Hotel X | 4:00 pm – 7:00 pm | Wednesday, October 28, 2026

Theme: Culture Intelligence™

This summit brings together CEOs, corporate leaders and heads of people and culture for a focused afternoon on the theme of Culture Intelligence™ — the science of predicting how leadership and culture will impact business performance.

AGENDA

3:15 pm – 4:00 pm: **Registration, Coffee Break, and Networking**

4:00 pm – 4:10 pm: **Welcome and Context Setting**
Leslie Horne, Chief Marketing Officer, Waterstone Human Capital

4:10 pm – 4:45 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.
Jay-Ann Gilfoy, President & CEO, Meridian

4:45 pm – 5:35 pm: **Growth Stories: Culture Meets AI**
Three leaders each share focused, personal accounts of how intentional culture-building and AI adoption have combined to drive measurable growth in their businesses.
Randy Dewey, CEO, CEO Coaching International
Brigid Pelino, SVP & Chief People and Culture Officer, Definity
Eric Sugar, CEO, ProServeIT
Q&A Moderator: Darlene Minatel, President, Waterstone Human Capital

5:35 pm – 5:55 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
Claudia Dumitru, Vice President, Executive Search, Waterstone Human Capital

5:55 pm – 6:00 pm: **Closing Remarks**

6:00 pm – 7:00 pm: **Networking Reception | Refreshments and Hors D'oeuvres**

Thanks to our partners

CEO COACHING international | NATIONAL POST | PROSERVEIT | tps Promotions & Incentives | PROUD PRINT SPONSOR TPH