



LEADING 20
CHANGE 19

CAPITAL 
EVENT REPORT

FEB 27, 2019
TORONTO, ON

About Leading Change

Leading Change supports sustainability leaders and young professionals between the ages of 19-35. We equip them with the skills and support networks they need to accelerate action towards a livable, inclusive future.

Leading Change is part of a constellation of organizations that includes The Delphi Group, GLOBE Series, and the EXCEL Partnership.



Our shared vision is to **achieve a sustainable, prosperous and socially just future in a generation** – and to have fun while we're doing it. Together, we provide services and platforms that empower business, government and youth to improve performance while accelerating the clean economy.

About Leading Change Capital

For the first time in its nearly two decade history, Leading Change hosted a forum in conjunction with GLOBE Capital – a biennial convergence of leaders in finance, infrastructure, and cleantech to capitalize on opportunities in the clean economy.

On February 27, 2019, 36 young people assembled in Toronto, ON. An overarching objective of the forum was to bridge unlikely connections between the areas of investment, infrastructure, and innovation. These new connections are envisioned to evolve into long-term relationships and a cohort of emerging leaders who can:



mobilize the financial capital needed to fund the low-carbon future



understand and build cleantech and infrastructure solutions



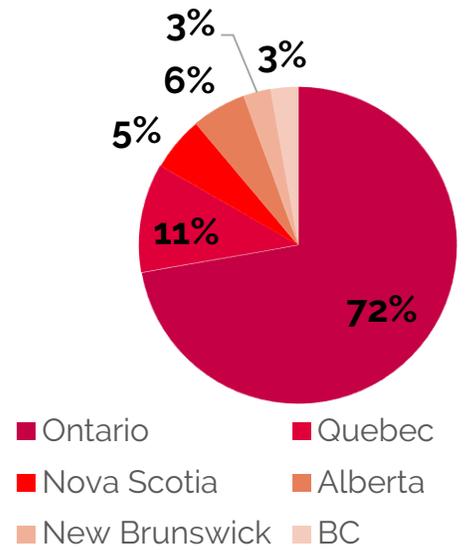
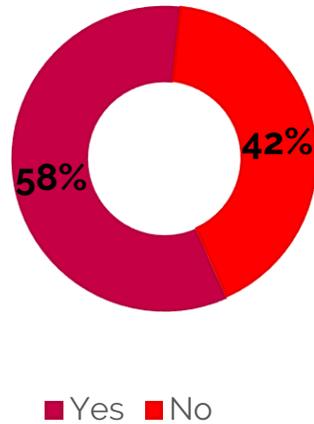
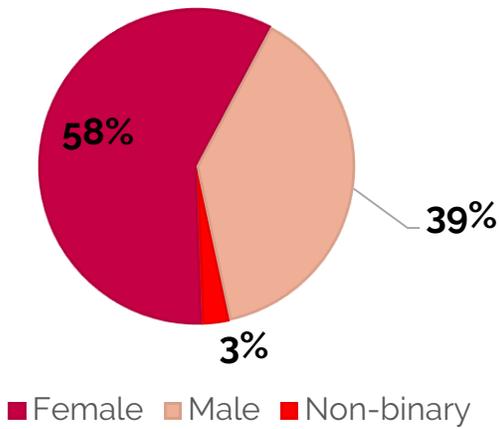
create more robust solutions through social and policy innovation

2019 Delegation snapshot

Gender representation

Self-identify from community typically underrepresented in positions of power or leadership

Where they came from

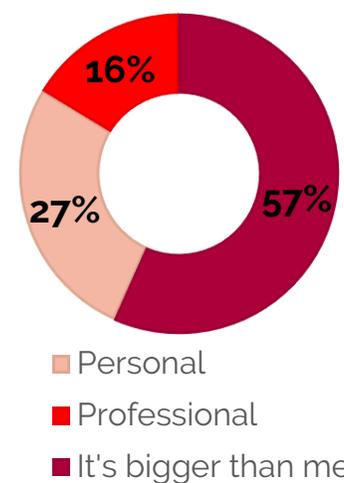
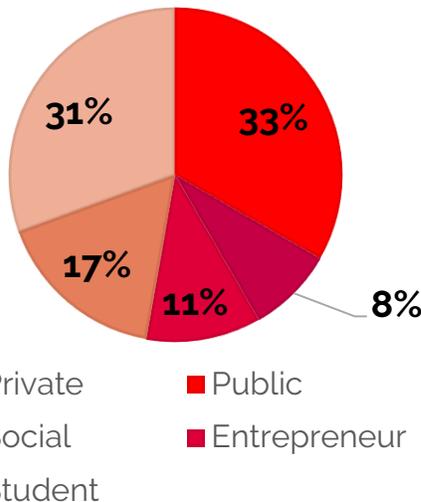
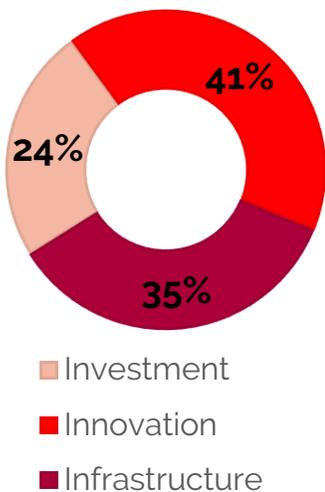


2019 Leading Change Capital delegates and organizers

Primary area of work

Sector they work in

Motivation to incorporate sustainability into their career



Highlights from the context-setting speakers



“Don’t be afraid to challenge short-term thinking wherever you see it - it’s the tragedy of the horizons.”

- Patricia Fuller, Ambassador for Climate Change for the Government of Canada on climate diplomacy and opportunities to be a global leader in the transition

“If you can help someone else solve a problem, you can usually get paid for it. There is a livelihood in helping solve the issues of climate change.”

- Scott Jacobs, CEO & Co-Founder of Generate Capital on seizing opportunities at the nexus of investment, innovation, and cleantech infrastructure



“As you become leaders of organizations, don’t forget the role of leading and inspiring the next generation.”

- Susan Uthayakumar, President of Schneider Electric Canada, on the responsibility to lead boldly in the transition to low-carbon organizations

Highlights from the mentor-supported round table discussions

Context

Prior to their arrival, Leading Change Capital delegates were instructed to reflect on the bigger systems change they're striving to make happen and then zoom into the present - identifying one barrier that could be realistically resolved in a 3-12 month period.

Any "low hanging fruit" issues were addressed and taken off the table, leaving room for discussion on common challenges and potential solutions.

Mentors



Chantale Després

Director of Sustainability,
CN



Mike Gerbis

CEO, The Delphi Group
& GLOBE Series



Dana Krechowicz

Sr. Sustainable Finance
Manager, HSBC



Sandra Odendahl

President & CEO, CMC
Research Institutes

Highlight challenges

- **Measuring change and success** and determining what a "successful" company or investment looks like
- **Balancing continuous learning** in a field that is constantly evolving with full-time workloads
- **Understanding organizational hierarchy** and messaging that will make a strong business case
- **Building trust to take big leaps** towards solutions that will have systemic impact important enough to diverge from our current path

Highlight proposed solutions

- **Define key impact objectives**, create comparable metrics to measure impact, and promote transparent sharing amongst the Canadian investment community
- **Offer regular webinars and virtual discussions** compatible with busy schedules for change management tactics and other leadership skills
- **Align with an organization's key values** when making an internal case and practice with peers or mentors before making a pitch
- **Organize longer face-to-face experiences** to deepen interpersonal bonds and flesh out actionable work plans

Highlight outcomes for delegates

1. A supportive network of peers across the areas of investment, infrastructure, and innovation to draw on to lead change – both now and in the future



"I loved that Leading Change brought together bright young minds that were working in different areas with the same outlook of driving positive social and environmental impacts on the world through their work."

- **Muhammad Ahmed**, Youth Climate Lab

2. A better understanding of what's required to finance a low-carbon economy and the role of young people in a just transition

"I can't say I can recall a time where I've ever learned more, and have had so many personal judgements debunked, in such a short amount of time. Understanding how we're going to finance a transition to clean energy, economy, and *culture* is so essential if we want to enact the systemic movement we so urgently need, in the time frame we've put ourselves in. Having the Lead Change Forum as a core component of GLOBE events recognizes that as youth, we are in some of the most powerful positions to lead intergenerational collaboration and mobilize change."



- **Larissa Crawford**, Ontario Ministry of Energy

3. A set of solutions to immediately put into practice and a morale boost to continue forging ahead with important sustainability-related work



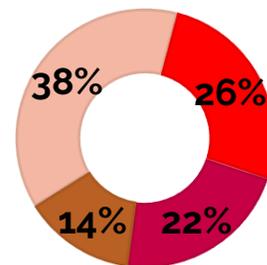
"I appreciated that many of the delegates [...] genuinely cared not only about sustainability issues or professional matters, but also about each other. Several people I met were extremely generous in providing me with advice and suggestions when I spoke about challenges I was facing in my own career."

- **Yvonne Ho**, Canada Green Building Council

Looking ahead to 2020

We asked delegates for the biggest barrier they face in accelerating their work towards a low-carbon economy. The majority expressed challenges related to **connection and support**.

- Finding the right collaborators
- Connecting to decision makers
- Navigating career hurdles
- Strained financial resources



What we propose to do in collaboration with our partners, sponsors, and alumni:

1. Continue to offer and improve on face-to-face events that connect unlikely allies and allow them to practice working together in a supportive environment

"There are many, diverse ways to achieve a low-carbon future and Leading Change offers a space for us to share and learn from each other as change is happening."

- Alice Yu, City of Calgary



2. Create regular touchpoints throughout the year to strengthen bonds, foster knowledge exchange, and harness guidance from experienced practitioners



"Leading Change is THE network you want to join to find connections and inspirations to create effective, transformational change in the public, private or NGO sector in Canada. The amount of knowledge, skills and inspiration is truly unparalleled."

- Burgess Langshaw Power, Natural Resources Canada

3. Scale participation and impact by ensuring opportunities are accessible regardless of means, location, or background

"I hope every young person in Canada gets a chance to participate in the Forum and join the Leading Change Canada network of amazing sustainability enthusiasts."

- Lina ElSetouhy, Metrolinx



Acknowledgements

Thank you to our 2019 partners for generously supporting our mission



2019 Leading Change organizing committee



Megan Poss
Manager,
Leading Change



Robyn Seetal
Principal,
Natural Capital
Solutions



Crystal Vella
Consultant,
The Delphi Group



Elliot Weinstein
Founder & CEO,
The Beach YYC



Taryn Wilkinson
Sustainability
Advisor, Niagara
College

2019 Leading Change delegation

Muhammed Ahmed, Youth Climate Lab
Alexander Banh, Fulcrum Technology Holdings
Samantha Casey, University of Guelph Sustainability Office
Laura Corrales Barrios, UPS
Clélia Couthier, Desjardins Innovation Lab
Larissa Crawford, Ontario Ministry of Energy
Melissa Dosne, Student Energy
Patrycja Drainville, Suncor Energy
Nourhane ElGarhy, Trottier Family Foundation
Loïc Eloy, Desjardins Insurance
Lina ElSetouhy, Metrolinx
Jaret Fattori, Queen's University
Devon Fernandes, Humber College Sustainability Office
Kisa Giebink, CoPower
Liz Gosselin, R&G Strategic
Kathleen Heymans, Province of Nova Scotia – Department of Energy and Mines
Yvonne Ho, Canada Green Building Council
Gonen Hollander, MaRS Catalyst Fund
Thomas Kineshanko, Protos Asset Management
David Klar, The Global SDG Awards
Burgess Langshaw Power, Natural Resources Canada
Lulu Li, Metrolinx
Elizabeth Liu, Air Canada
Emma Loewen, Waterfront Toronto
Roma Malik, Metrolinx
Derek Masters, Sustainable Development Technology Canada
Lewis Muirhead, NouLab – New Brunswick's Social and Public Innovation Lab
Alexander Nicolaou, Coca-Cola Ltd.
Nicholas Palaschuk, University of Waterloo
Maheep Sandhu, Watt for Watt and Student Energy
Shreya Srinath, Capstone Infrastructure
Jake Stemeroff, The Delphi Group and Stemeroff & Associates
Puninda Thind, Bentall Kennedy
Bobbie Thoman, Walker Environmental Group
Alice Yu, City of Calgary
Yun Zheng, Publicis Sapient – Sapient Consulting



Table on energy & efficiency



Table on strategy, policy & partnerships



Table on investment & insurance



Table on transportation, logistics & circular economy

Join us as we continue to build momentum



**LEADING
CHANGE
FORUM**

February 10, 2020
Vancouver, BC, CAN

*In collaboration with the **GLOBE Forum**,
February 11-13, 2020*

For more information on other
emerging programs and
opportunities, please contact:

Megan Poss | Manager

P 438.290.1096 x 501

E megan@leadingchange canada.com



www.LEADINGCHANGEcanada.com



[@LeadingChangeCa](https://twitter.com/LeadingChangeCa)



[/leading-change-canada](https://www.linkedin.com/company/leading-change-canada)