



A P E G S

*Association of Professional Engineers  
& Geoscientists of Saskatchewan*

# Practicing the Professions Day

October 28, 2024 | Delta Hotels Bessborough | Saskatoon SK

**Location: Adam Ballroom  
Convention Floor**

	Program Schedule	CPD Credits and Categories
<b>9:30 AM – 10:00 AM</b>	Registration Desk Opens	
<b>10:00 AM – 11:45 AM</b>	<b>APEGS in Focus: Insights, Updates, Responsibilities, and Enforcement</b> Presented by: APEGS Staff	1.75 – Formal Activity
<b>11:45 AM – 12:30 PM</b>	<b>Buffet Lunch</b>	
<b>12:30 PM – 1:45 PM</b>	Keynote Presentation <b>Bridging Cultural Differences in Technical Professions / in Engineering and Geosciences</b> Presented by: Dr. Lionel Laroche	1.25 – Formal Activity
<b>2:00 PM – 3:00 PM</b>	<b>Unconscious Bias</b> Presented by: Penelope (Penny) Popp, P.Eng. *this session also qualifies for 2024 ethics credit	1 – Formal Activity and Annual Ethics
<b>3:00 PM – 5:00 PM</b>	<b>Boost Your Career: Discover the Array of Professional Development Resources in Your Area</b> Networking reception	Time Spent - Participation

# Program Schedule - Monday, October 28, 2024

10:00 AM to 11:45 AM – Adam Ballroom



## **APEGS in Focus: Insights, Updates, Responsibilities, and Enforcement**

**Presented by** APEGS Staff

This presentation will explore the responsibilities of APEGS, focusing on its purpose and effectiveness. It will cover proposed updates to the Act and Bylaws and their impact on members. Additionally, it will clarify licensee responsibilities, emphasizing that self-regulation requires more than just paying fees and completing CPD. Topics include practicing within one's expertise, professional conduct, supervision of Members-in-Training, and the concepts of professionalism and responsibility. Finally, notable enforcement and investigation outcomes will be highlighted, along with APEGS' efforts to enhance its enforcement activities.

## **Bridging Cultural Differences in Technical Professions / in Engineering and Geosciences**

**Presented by** Dr. Lionel Laroche, Ph.D. (Chem. Eng.)

Culturally different technical professionals do not just look different or speak a different language; they think differently because they were taught to tackle the same challenges in different ways. When engineers and/or geoscientists who grew up in different parts of the world work together, this often creates significant misunderstandings. There often comes a time when we question the competencies and professionalism of our counterparts.

By combining telling real-life anecdotes with insightful anecdotes and concrete suggestions, this presentation explores the challenges and opportunities that cultural diversity creates in engineering and geoscience in Canada. Participants will leave this presentation with a better understanding of the underlying dynamics of multicultural teams and tried-and-tested approaches to bridge the cultural gap in their organization.



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### **Dr. Lionel Laroche, Ph.D. (Chem. Eng.)**

Over the past 25 years, Lionel has presented to over 20,000 people in more than 25 countries. In his workshops and presentations, he builds extensively on his personal experience as an engineer working in international teams at Procter & Gamble and Xerox, as well as his extensive experience in helping engineers and geoscientists from all over the world manage cultural differences in their careers and organizations. His client list includes regulatory bodies such as APEGBC, APEGA, APEGM, and PEO as well as many large corporations in the resource sector (oil & gas and mining) and many engineering consulting firms.

Born and raised in France, Lionel has obtained a Diplôme d'Ingenieur Polytechnicien from the Ecole Polytechnique de Paris and a Ph.D. in Chemical Engineering from the California Institute of Technology. Lionel has written three books:

- Managing Cultural Diversity in Technical Professions
- Recruiting, Retaining and Promoting Culturally Different Employees
- Danger and Opportunity: Bridging Cultural Diversity for Competitive Advantage

## Unconscious Bias

Presented by Penelope (Penny) Popp, P.Eng.

Bias is the enemy of innovation, and if you have a brain, you have bias. Join us for an enlightening session that delves into the human biological foundation of bias, exploring how it disrupts inclusion and stifles creativity within teams. This session will not only highlight the ethical imperatives of addressing bias in engineering and geoscience but also provide practical steps to foster a culture of diversity and inclusion.

In this session, you will:

- Gain insights into the ethical considerations of bias and its impact on innovation.
- Learn practical strategies to ensure that inclusion and diversity are the cornerstones of your workplace strategy.
- Discover techniques to mitigate your own biases and confront unconscious bias when it arises.

Don't miss this opportunity to transform your approach to innovation and ethics in engineering and geoscience. Be part of a conversation that will empower you to drive meaningful change and create a more inclusive and innovative workplace.



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**Penelope (Penny) Popp, P.Eng.**, is the founder and CEO of Pyvot, leveraging 25 years of leadership experience as a professional engineer. As the former Assistant Deputy Minister for Saskatchewan Ministry of Highways, she led teams through multimillion-dollar infrastructure projects, showcasing her strategic acumen in delivering operational, policy and capital projects and programs.

Penny excels in resolving intricate human challenges during project delivery, offering expert guidance and counsel to a diverse clientele. Her own experiences fuel her passion for nurturing other professionals to find balance in challenging circumstances, reflecting her invaluable status as a trusted advisor. Her extensive qualifications include a Professional Engineer (P.Eng.) designation for Saskatchewan, Nunavut, and Northwest Territories, as well as credentials in project management, leadership coaching, and change management.

Beyond her impressive credentials, Penny's practical approach and inspirational leadership have made a lasting impact in the world of project management, for both projects and those that lead them.



## Boost Your Career: Discover the Array of Professional Development Resources in Your Area

Join APEGS for a networking reception featuring local professional development resources. Discover how they can help you further your career and make valuable connections within your industries.

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### Organizations attending include:

- American Society of Heating, Refrigerating and Air-Conditioning Engineers (ASHRAE – Saskatoon & Regina)
- Canadian Society for Civil Engineering (CSCE Saskatoon)
- Institute of Electrical and Electronics Engineers (IEEE North Saskatchewan Section)
- Regina Engineering Society (RES)
- Saskatoon Engineering Society (SES)
- Saskatoon Geotechnical Group (SGG)
- University of Regina Library
- University of Saskatchewan Library
- and more