

How to Be an Effective Leader Who Drives Success



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Meet the Speakers

Helen Wale

VP of Leadership Skills at CFI



Helen is an experienced Human Resources and Organizational Development professional holding a Certified Executive Coach designation. She is passionate about learning, supporting individuals to maximise their personal and professional skills through teaching, facilitating and individual coaching. Outside of work, Helen is an enthusiastic kayaker and has a fascination with genealogy.

Paul McAfee

Regional Vice President Business Development at NewGround



Paul McAfee is the Regional Vice President of Business Development for NewGround. With more than 30 years of experience, Paul has a proven track record of success in the financial services industry. Prior to joining NewGround, he held numerous credit union executive positions, including serving as the COO of North Peace Savings. Paul has been heavily involved in regional and national industry committees; including President of the Marketing Association for Credit Unions of Canada. Through the Credit Union Executive Society (CUES) Paul has received two designations; Certified Chief Executive (CCE) and Certified Innovation Executive (CIE). His recent focus has been on strategic-planning, brand development, innovation, sales and service leadership, and marketing. He is now helping credit unions bring their brand to life in a physical form and provide world class experiences for their members and employees.

Meet the Speakers

Andrea VandenEnden

Human Resources Business Partner
at KPMG



Andrea VandenEnden is the Human Resources Business Partner in the Greater Vancouver Area, overseeing all aspects of KPMG's people strategies. Andrea has been with KPMG for over 20 years and holds her Canadian CPA designation.

While trained as an accountant, early in her career, Andrea took the opportunity to move to Amsterdam to join KPMG's EMA People practice and spent 3 years working in Learning & Development, Engagement, and Resourcing before returning to KPMG Canada. Since her return she has spent time overseeing special projects such as the KPMG Alumni Program and spent 5 years as the Area Marketing Director. In 2021, Andrea re-joined the HR Team in the HRBP role where she works closely with the Vancouver Geographic Leadership Team.

Andrea is mom to three awesome kids ages 8, 10 and 12, and is always flying by the seat of her pants trying to manage her family, and her passions for running, cycling, and reading.

Leading High-Performing Teams

The Four Stages of Team Development



(Bruce Tuckman, "Developmental Sequence in Small Groups")

Being aware of this model as a leader means that you can ***anticipate and deal with issues*** and ***support your team*** as they move through the stages.

Characteristics of High-Performing Teams Overview



Summary

High performing teams are created and supported by leaders who have:

- Strong communication skills, specifically listening skills
- Solid and trusting relationships with their teams
- Leveraged their team's strengths to complete projects
- The ability to inspire and engage their team

Q&A



Continue Learning

Leadership Effectiveness Certificate Program

Get actionable frameworks for developing leadership skills that put people and performance first. This program **builds crucial leadership skills** for aspiring and senior leaders in finance.

Course learning objectives:

Challenging Situations,
Conversations, and
Change

Communication,
Engagement, and
Coaching

Relationships and Team

Self-Awareness and
Influence





Thank you for attending!



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