



# BEAA

## CONTINUING EDUCATION

# RETREAT

**BALANCE : DESIGNING YOUR OWN ROAD MAP**

**FRIDAY SEPTEMBER 27-  
SUNDAY SEPTEMBER 29<sup>TH</sup> 2019**

The Algonquin Resort  
St. Andrews by-the-Sea  
New Brunswick

[www.BEAAtlantic.com](http://www.BEAAtlantic.com)  
Building Equality In Architecture Atlantic

**#BEARetreat**  
**#BEAAtlantic**

# BEAA | RETREAT

THE ALGONQUIN RESORT



ST. ANDREWS BY-THE-SEA, NEW BRUNSWICK

**EARLY BIRD PRICE**  
**\$862.50**

(Includes meals, resort accommodations & Con-Ed registration, excludes Saturday night dinner)

Building Equality In Architecture Atlantic (BEA Atlantic) is excited to present our first annual fall retreat weekend to be hosted at the Algonquin Resort in St. Andrews-by-the-Sea, New Brunswick, September 27-29th, 2019.

The retreat will offer an inclusive space for our region's members to connect, learn, and grow together.

Continuing education programming will form the backbone of the weekend dedicated to the cross pollination of knowledge and experience between peers and mentors. Education programming will include guest speakers, breakout sessions, panel discussions and architectural tours that will explore the multi-faceted concept of balance and architecture. The weekend's events will provide space to find inspiration in new places, establish collaborative relationships and partake in thoughtful conversation.

Registration will include Friday and Saturday night accommodations in the beautiful town of St-Andrews-by-the-sea luxury resort, continuing education sessions, speakers, walking tours, cocktail reception and meals.

# SCHEDULE

**Day1 - Friday, September 27**

- Arrival + Registration 16:00
- Cocktail Reception And Networking
- Introductions +  
Weekend Agenda : Monica Adair
- Ice Breaker / Networking

**Day2 - Saturday, September 28**

- Breakfast 8:00
- Con Ed Session No. 1 : Robyn Tingley
- Break-Out Session No. 1 : Robyn Tingley
- Con Ed Session No. 2 : Marilyn Orr
- Networking Event
- Break-Out Session No. 2 : Marilyn Orr
- Dinner At Kingbrae Gardens
- Networking Event

**Day3 - Sunday, September 29**

- Breakfast 8:00
- Con Ed Session No. 3 : Tanya Chapman
- Break-Out Session No. 3 : Tanya Chapman
- Weekend Wrap Up :  
Retreat Take-Away : Monica Adair

# SPEAKERS



## **ROBYN TINGLEY**

DIVERSITY EVANGELIST. AUTHOR. FULL FORCE FEMINIST  
**GlassSKY Inc.**

Robyn works with the world's leading employers who are preparing for a future of significant demographic changes. Her organization, GlassSKY Inc., conducts research, consults on diversity programs, and helps senior management teams assess their readiness for shifting demographics. She also works directly with women who are seeking to advance their careers and impact in the world.

Her clients include such leading corporations

as Hyundai Capital, Scotiabank, JD Irving, The Government of Canada, and Mars Corporation, as well as major industry associations including academia, technology, engineering, precast concrete, nursing and water & waste-water management. She specializes in the two fastest-growing groups in the workplace – women and emerging leaders (Millennials and Gen Z).



## **MARILYN ORR**

MA, CEC, PCC  
**Capacity Building Coaching, LLC**

Marilyn is passionate about coaching - coaching her clients, equipping others with coaching skills and promoting coaching. She was instrumental in starting the International Coach Federation (ICF) chapter in Atlantic Canada. She is Past President of the ICF chapter in Austin, Texas.

Marilyn's formal education includes a Bachelor in Psychology, a Masters in Counseling and a graduate Certificate in Executive Coaching from Royal Roads University in Victoria, BC. As a result of the challenges that her own life has offered Marilyn has a unique passion for everyday practical resiliency. She authored "How Absorbent Are Your Shocks?", a practical workbook helping people build their personal capacity and offer practical tools to bounce back better from the hard things in life.



## **TANYA CHAPMAN**

EXPERIENCED HUMAN RESOURCES AND PUBLIC AFFAIRS EXECUTIVE,  
MBA, CPHR

**The Chapman Group**

Tanya Chapman is the President of The Chapman Group, a human resource management consulting company specializing in developing human resource strategy and planning, building human resource programs, leadership development, performance management and facilitating change.

Tanya has experience as an oil and gas executive, university lecturer and business owner. She is a facilitator, and works with individuals and teams to help them create focus and clarity to achieve their professional and personal goals. She has a passion for working with businesses and not for profit organizations to deliver sustainable change for our region, and is highly committed to leading with purpose.

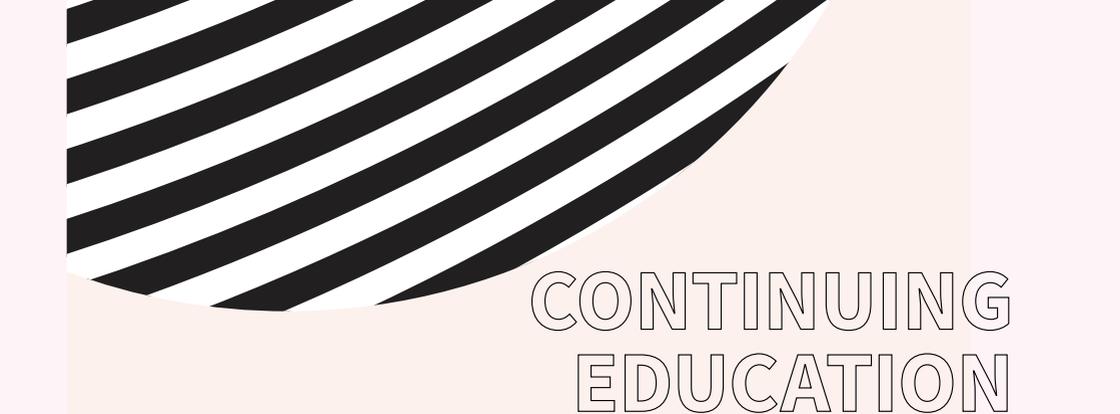
## **FACILITATOR**

### **MONICA ADAIR**

DIRECTOR OF BEA ATLANTIC  
PARTNER OF ACRE ARCHITECTS  
AANB, NSAA, MRAIC, LEED AP  
**Acre Architects Inc.**

Monica Adair is co-founder of the award-winning firm Acre Architects. The Acre were the recipients of the prestigious Canada Council for the Arts 2018 Professional Prix de Rome in Architecture, and the 2017 New Brunswick Lieutenant-Governor's Award of Excellence in Architecture. Monica was the 2015 recipient of the honored Royal Architecture Institute of Canada's Young Architect Award, and profiled in the book 'Canada 150 Women - Conversations with Leaders, Champions, and Luminaries'.





# CONTINUING EDUCATION

Approved core topics :  
"Practice management" &  
"Starting your own practice"

## ROBYN TINGLEY

SESSION NO.1

### STAGE SETTING AND MACRO LANDSCAPE IN THE FIELD OF ARCHITECTURE

Building a practice, while also driving change in a traditionally male-dominated field, requires a clear plan and courage to push for progress both personally and professionally.

In this workshop participants will discover the building blocks to drive that change. They will gain an understanding of women in the workplace today, barriers they encounter, and why organizations need to leverage their female talent for workforce and market advantage. They will reflect on their own role as an agent of change for gender equality, and dive into creating their own personal action plan for career advancement.

- Foundational understanding of women in the field of architecture today, including national trends and shifting demographics
- Best practices from leading organizations that are promoting women and supporting advancement and inclusion
- Common barriers and enablers encountered, including systemic barriers (such as the theme of balance) that are causing women to abandon professional careers prematurely

CON-ED : 1HR

BREAK-OUT SESSION NO.1

### TAKING CHARGE OF YOUR OWN CAREER

- Benefits of women running their own business and earning more wealth, including an understanding of why money in women's hands is so powerful for social and economic progress
- Self assessment on attributes of high performers who actively manage their own career journey, including the benefits of risk taking, personal branding, networking and confidence levels, and the notion of balance for working mothers and female entrepreneurs
- New tools to use to assess career opportunities personal and professional growth, including career mapping and advancement frameworks

CON-ED : 1HR

## **MARILYN ORR**

SESSION NO.2

### **RESILIENCY, BALANCE AND MANAGING YOUR PRACTICE**

Risk management is integral to architectural design. It is also essential and integral to architects!

In the last few decades there has been significant research in to professional burnout - its causes, stages and symptoms as well as its 'cures' and prevention.

Most simply, burnout results in a loss of three things: energy, enthusiasm and professional confidence.

This session will alert participants to the signs of burnout. Each person will leave the session with a questionnaire allowing them to self-evaluate their current risk.

**CON-ED : 1HR**

BREAK-OUT SESSION NO.2

### **KEY COMPONENTS TO RESILIENCE**

Some aspects of resilience are connected to personality, but the vast majority are about three things - our thinking, emotional health and behavior choices. This session is very interactive and practical. Using a coaching approach, participants will create their own personal action plan. "Balance" looks different to each of us, but the principles remain the same. This session will be a guided tour of key components to resilience. Each person will also receive a resource list to further their learning and highlight resources they can make use of.

**CON-ED : 1HR**

## **TANYA CHAPMAN**

SESSION NO.3

### **CREATE CULTURAL CHANGE IN THE WORLD OF DESIGN**

- Understanding how a goal-driven organization can impact bottom line
- Building a Goal-driven practice
- Incorporating goal setting into design projects

**CON-ED : 1HR**

BREAK-OUT SESSION NO.3

### **PRACTICAL TOOLS AND TECHNIQUES**

- Business model review
- Real-time management tools and techniques for goal setting, risk management, scenario planning and measuring results

**CON-ED : 1HR**