



**January 21 – 22, 2026**

Vancouver, BC

Wosk Centre for Dialogue

580 West Hastings Street

**Connecting industry leaders in Canada**

## Conference Program

### Wednesday, January 21

09:00 -17:00

**Registration** Wosk Centre Atrium

10:00 - 10:45

#### **Career-Life Partnership Model- Redefining Success in Environmental Consulting & Engineering**

**Conference Room  
Wosk Centre**

This interactive seminar is designed for leaders & professionals who want to influence the way human resources and employee career build up in their organizations through cultivating a sense of purpose to achieve both individual fulfillment and financial well-being driven by the employees. Join us to explore actionable strategies for creating a sustainable, rewarding professional journey—one where career success and personal well-being and the organization’s performance go hand in hand.





Employee engagement and retention remain some of the biggest challenges for environmental consulting and engineering firms today. In an industry where human expertise is the most important asset, professionals often find themselves overwhelmed—struggling to stay engaged, fulfilled, and balanced while advancing their careers. Many employees feel stuck, burned out, or disconnected from their personal and professional aspirations. Meanwhile, employers face increasing difficulty in retaining top talent and fostering a motivated, high-performing workforce. The key to overcoming these challenges is a mindset shift—moving beyond the outdated notion of “work-life balance” to embrace a Career-Life Partnership.















Moderator  
**Kevin Nilsen**  
President and CEO  
ECO Canada







Presenter  
**Paul Goudreault**  
Founding Partner,  
Enorine Partners LLC

<p>11:00 - 11:45</p> <p><b>Conference Room</b></p> <p><b>Wosk Centre</b></p>	<p><b>Enterprise-Level Project Management: Driving Organizational Success</b></p> <p>This seminar explores a paradigm shift in project management—one that transforms how organizations approach their projects, ultimately driving profitability and long-term success.</p> <p>Organizations rely on project management to deliver technical expertise, resources, and solutions to their clients. However, according to CE3C benchmarking results and other industry studies, poor project management has the most significant impact on a company's financial health.</p> <p>While many consulting firms implement integrated project management systems and tracking tools, the effectiveness of training and its return on investment (ROI) often varies across the organization. This seminar focuses on aligning project management training with organizational goals to ensure:</p> <ul style="list-style-type: none"> <li>• Increased profitability and efficiency</li> <li>• Consistent project delivery</li> <li>• Effective risk and liability management</li> </ul> <p>By harmonizing training with enterprise-level objectives, companies can enhance project outcomes, mitigate risks, and improve their bottom line. Join us to learn how to optimize project management practices and maximize success.</p>	 <p>Moderator <b>Greg Martin</b> Co-founder and CEO Datanest</p>
<p>12:00 - 13:30</p> <p><b>Delta Hotel</b></p> <p>550 West Hastings</p>	<p><b>Lunch</b></p>	
<p>13:30 - 14:00</p> <p><b>Conference Room</b></p> <p><b>Wosk Centre</b></p>	<p><b>Opening Remarks</b></p> <p><b>Fred Keating</b> Master of Ceremonies</p>	 <p><b>Fred Keating</b> Master of Ceremonies</p>
	<p><b>Welcome Remarks</b></p> <p><b>Faramarz Bogzaran</b> Managing Partner F&amp;M Management Ltd</p>	 <p><b>Faramarz Bogzaran</b></p>
<p>14:00 - 15:00</p> <p><b>Conference Room</b></p> <p><b>Wosk Centre</b></p>	<p><b>Industry Benchmarking Presentation</b></p> <p>Through a high-level benchmarking of the industry the senior executives will be able to track Key Performance Indicators (KPI) while discussing the KPIs and other relevant operational and corporate topics important to their Canadian operations in a panel session forum at the conference. The benchmarking of the attending companies' performance conducted by CE3C has now become an index for the industry leaders to measure their performance against the industry.</p>	 <p>Presenter <b>Leroy Banack</b> Senior Partner F&amp;M Management Ltd</p>

<p>15:00 - 15:30</p> <p><b>Wosk Centre Atrium</b></p>	<p><b>Networking Break/Executive Group Photo</b></p>		
<p>15:30 - 17:00</p> <p><b>Panel Session</b></p> <p><b>Conference Room</b></p> <p><b>Wosk Centre</b></p>	<p><b>M&amp;A Panel Session – Crossing the Finish Line</b></p> <p>This year's M&amp;A Panel Session will explore the transaction process, key challenges faced by both buyers and sellers, and the critical role of external advisors in navigating deals. Panelists will also discuss potential transaction structures and agreements between parties.</p> <p>Additionally, the session will provide an update on valuation trends within the industry, examining the impact of economic fluctuations, tariffs, and geopolitical challenges on deal-making and long-term valuation trends in the industry.</p>	 <p>Moderator <b>Faramarz Bogzaran</b> Managing Partner F&amp;M Management Ltd</p>	
	 <p>Panelist <b>Ryan Smith</b> CEO 360 Engineering &amp; Environmental Consulting</p>	 <p>Panelist <b>Ziad Boustany</b> CEO, BDI Group</p>	 <p>Panelist <b>Scott MacFabe</b> CEO, BluMetric</p>
<p>17:30 - 20:30</p> <p><b>Terminal City Club</b></p> <p>837 W Hastings St</p>	<p><b>Dinner Reception</b></p> <p style="text-align: right;">Terminal City Club</p> 		
<p><b>Thursday, January 22</b></p>			
<p>07:30 - 17:00</p>	<p><b>Registration</b> Wosk Centre Atrium</p>		
<p>07:00 - 08:15</p>	<p><b>Breakfast</b> Delta Hotel - Second Floor</p>		
<p>08:30 - 10:00</p> <p><b>Keynote Forum</b></p> <p><b>Conference Room</b></p> <p><b>Wosk Centre</b></p>	<p><b>Nanos Report (with Live Polling)</b></p> <p>Nik Nanos returns to CE3C to analyze the key economic and political events of the past 12 months that have shaped our industry and beyond. This session will feature a comparative analysis of CE3C benchmarking results alongside Nanos' market insights, offering a deep dive into emerging trends and challenges.</p> <p>Key topics include the impact of tariffs one year later and their effects on various industries, including ours. Additionally, Nanos will provide an outlook on both economic and political landscapes, helping industry leaders navigate the road ahead.</p> <p>For the first time, CE3C will introduce <b>Live Polling</b>, engaging industry leaders in real-time to capture executive perspectives on critical issues. Managed by Nik Nanos, this interactive segment will provide valuable insights straight from the conference floor.</p>	<p><b>Keynote Speaker</b></p>  <p><b>Nik Nanos</b> Founder Nanos Research Corporation</p>	
<p>10:00 - 10:30</p> <p><b>Wosk Centre Atrium</b></p>	<p><b>Networking Break</b></p>		

<p>10:30 - 12:00</p> <p><b>Panel Session</b></p> <p><b>Conference Room</b></p> <p><b>Wosk Centre</b></p>	<p><b>Industry Panel Session: What do our Clients Say?</b></p> <p>CE3C is pleased to welcome three distinguished industry leaders from diverse sectors of the Canadian economy, each relying on environmental consulting and engineering services for their operations. During the panel session, these executives will share valuable insights into their organizations' needs, priorities, and future expansion plans. Their perspectives will offer CE3C attendees a unique opportunity to understand how clients view our services as integral to their operations, capital investments, and growth strategies in Canada.</p>		 <p>Moderator <b>Marissa Reckmann</b> CEO AGAT Laboratories</p>
<div style="display: flex; justify-content: space-around; align-items: flex-start;"> <div style="text-align: center;">  <p>Panelist <b>Michael Geller</b> Principal The Geller Group</p> </div> <div style="text-align: center;">  <p>Panelist <b>Martina Perdue</b> Vice President, EHS BentallGreenOak</p> </div> <div style="text-align: center;">  <p>Panelist <b>Stefania Sottile</b> Associate Director of Environment Greater Toronto Airports Authority</p> </div> </div>			
<p>12:00 - 13:30</p> <p><b>Delta Hotel</b></p> <p>550 West Hastings</p>	<p><b>Networking Lunch</b></p>		
<p>13:30 - 15:00</p> <p><b>Workshop</b></p> <p><b>Conference Room</b></p> <p><b>Wosk Centre</b></p>	<p><b>Leader Character – The Foundation of Professional Consulting Judgment</b></p> <p>Join Corey Crossan and Bill Furlong for a dynamic, interactive workshop that explores why a leader's character is the foundation of sound decision-making, personal well-being, and organizational success. In today's competitive landscape, character is more than a personal trait—it's a strategic advantage.</p> <p>This fast-paced session will delve into the critical role character plays in leadership effectiveness and overall performance. Participants will be introduced to innovative paradigms for understanding character, backed by compelling evidence and practical insights from the science-based Leader Character Framework.</p> <p>Through engaging videos, reflective exercises, and group activities, this session will bring the concept of leader character to life—empowering you to lead with clarity, integrity, and impact.</p> <div style="display: flex; justify-content: space-around; align-items: flex-start;"> <div style="text-align: center;">  <p>Keynote Speaker <b>Corey Crossan</b> Co-Founder and Executive Director, Virtuosity Character</p> </div> <div style="text-align: center;">  <p>Keynote Speaker <b>Bill Furlong</b> Board of Directors, CAA Club Group of Companies</p> </div> </div>		
<p>15:00 - 15:30</p> <p><b>Wosk Centre</b></p> <p><b>Atrium</b></p>	<p><b>Networking Break</b></p>		

<p>15:30 - 17:00</p> <p><b>Panel Session</b></p> <p><b>Conference Room</b></p> <p><b>Wosk Centre</b></p>	<p><b>Beyond Commoditization: Restoring Consultants' Sense of Purpose and Value</b></p> <p>This session will explore the growing disconnect between organizational values and how consulting professionals perceive their worth within our industry. Panelists will examine the root causes of employee disengagement, including the perception that employers and clients undervalue technical expertise and contributions. Additionally, the session will investigate successful cultural solutions and leadership approaches that have effectively demonstrated value beyond financial metrics. Panelists will share practical strategies for creating environments where technical expertise is genuinely valued, fostering stronger alignment between organizational purpose and personal fulfillment.</p> <p>The discussion will provide executive attendees with actionable insights on how to address these challenges within their own organizations, with a particular focus on enhancing retention, improving productivity, and combating commoditization trends within the industry.</p>	 <p>Moderator <b>Linda Hogg</b> Senior Partner Gowling WLG LLP</p>	
	 <p>Panelist <b>Mark Lai</b> President &amp; CEO ECOH Management Inc</p>	 <p>Panelist <b>Steve Boyce</b> Managing Partner Active Earth</p>	 <p>Panelist <b>Jennifer Price</b> President and CEO McElhanney Ltd.</p>
<p>17:00</p> <p><b>Conference Room</b></p> <p><b>Wosk Centre</b></p>	<p><b>Wrap Up Remarks</b></p> <p><b>Leroy Banack</b>, Senior Partner, F&amp;M Management Ltd</p>		
<p>17:00</p> <p><b>Conference Room</b></p> <p><b>Wosk Centre</b></p>	<p><b>Closing Comments</b></p> <p><b>Fred Keating</b> Master of Ceremonies</p>		
<p>17:30 - 20:30</p> <p><b>Brass Fish Tavern</b></p> <p>385 Burrard St</p>	<p><b>Cocktail Reception</b></p>		