



**OMSSA EXCHANGE**

**MAY 2-4, 2022 | VIRTUAL**

# AGENDA

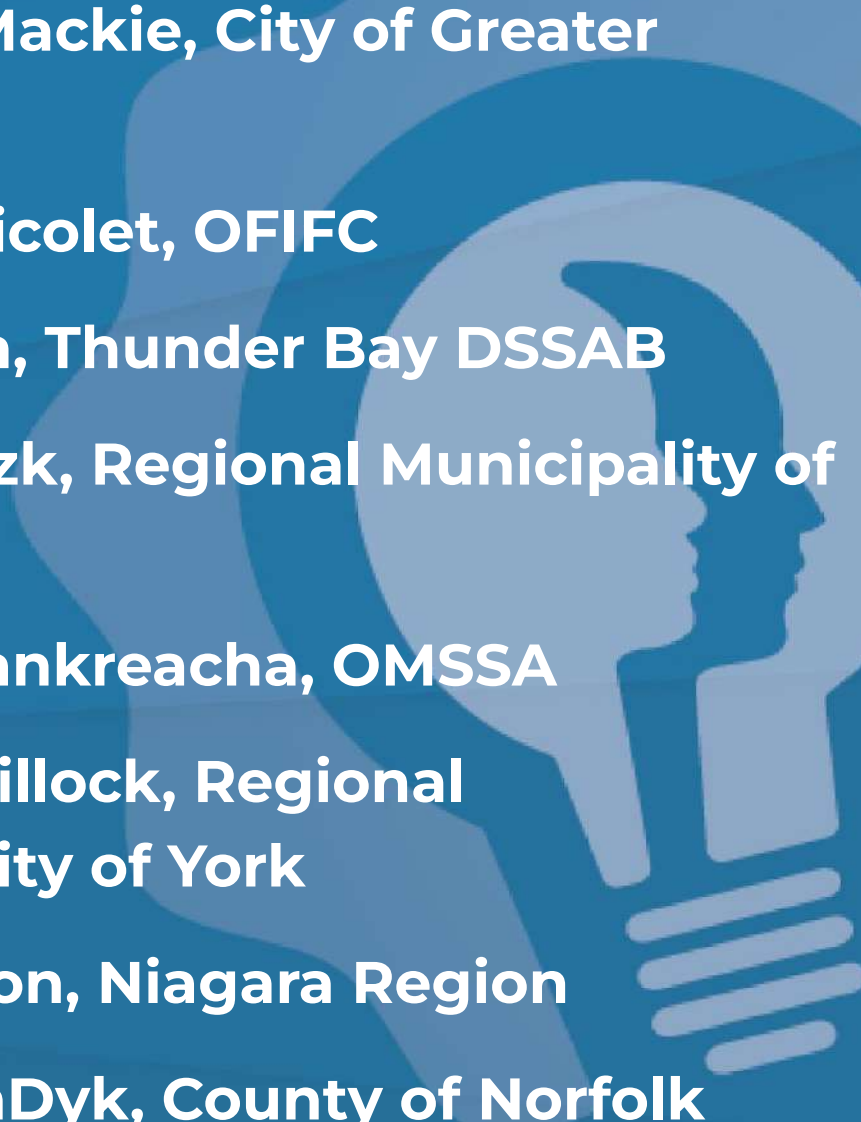
Welcome and Opening Remarks

**KEYNOTE:** Transformational Leadership  
in the Post-Pandemic

OMSSA 2021 Awards Presentation: Local  
Municipal Champions



# Thank you to our Planning Committee!

- (Chair) Tod Duncan, OMSSA
  - Beth Ann Boros, OFIFC
  - Sophia Brown, City of Toronto
  - Rebecca Carman,  
Northumberland County
  - Kelly Emery, Municipality of  
Chatham-Kent
  - Susan Evenden, City of Brantford
  - Christie Herrington, OMSSA
  - Rob Kirsic, OMSSA
  - Miranda Mackie, City of Greater  
Sudbury
  - Juliette Nicolet, OFIFC
  - Ken Ranta, Thunder Bay DSSAB
  - Mervat Rizk, Regional Municipality of  
Peel
  - Nalisha Sankrecha, OMSSA
  - Heather Tillock, Regional  
Municipality of York
  - Lori Watson, Niagara Region
  - Heidi VanDyk, County of Norfolk
- 

# KEYNOTE



**Dr. JP Gedeon,**  
Leadership Psychology and  
Transformation Expert; Chief  
Executive Officer, Transformative  
Directions



# JP Gedeon Slides





# POST-PANDEMIC TRANSFORMATION AND INTEGRATION

DR. JP GEDEON

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# AGENDA

Today's context

The trouble with Integration

Boss, Boss, ze plane!

How to adapt to this space



## TODAY'S CONTEXT – THE PANDEMIC'S LEGACY

- The disruption
- Shifting the market
- Shifting resident expectations
- The Great Resignation
- The Great Uproot
- Transformative Leverage



# THE TROUBLE WITH INTEGRATION

The world bursting open

Finding a new place

Loss of control

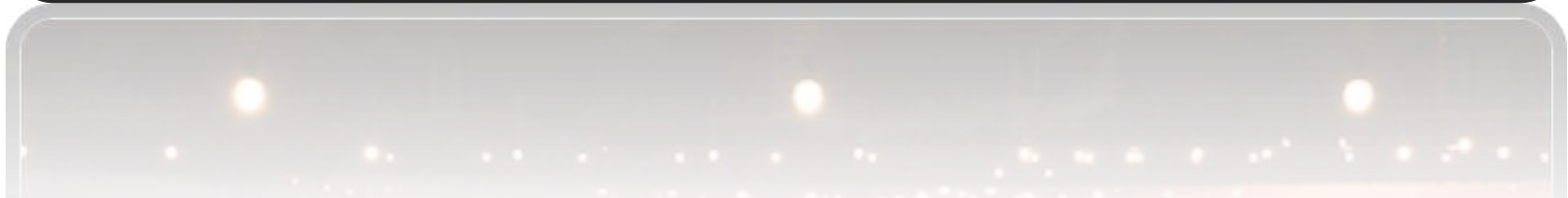
Increased anxiety

Pessimism

Tribalism

Defensiveness









# WHAT CAUSES CHANGE FATIGUE?





INCREASED MEANING = INCREASED RESILIENCE



# TAKING ON TRANSFORMATION





# 1. DELAYING GRATIFICATION

- **The time it takes**
- **Emotional gratification**
- **Problems solve us!**

Delaying gratification is the  
single most important  
indicator of success



Delaying gratification is a process of scheduling the pain and pleasure of life in such a way as to enhance the pleasure by meeting and experiencing the pain first and getting it over with. It is the only decent way to live.

— *M. Scott Peck* —

— *M. Scott Peck* —

## 2. THE PROBLEM WITH FOCUS



- Screen addiction
- Social media and other evils
- Promotes immediate gratification
- Reduces nuance and analysis and therefore promotes polarization
- Distraction in hybrid work models



# 3. Embracing Integration







## 4. COMPETITION VS COLLABORATION



## 5. THE ROOT OF TRANSFORMATION: COMFORT WITH LOSS





## THE POWER OF INTEGRATION

- Increase mental health
- Increased community
- Increased mutual support
- Increased sense of accomplishment
- Increase in incremental meaning
- Positive Feedback Loop





# Thank

# you

CONTACT DETAILS

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# LOCAL MUNICIPAL CHAMPION



**Chatham-Kent  
Employment and  
Social Services:  
Income Tax Support**

# LOCAL MUNICIPAL CHAMPION



**City of Windsor:  
Centralized and  
Automated Intake**

# LOCAL MUNICIPAL CHAMPION



County of  
Renfrew: Human  
Services  
Integration



# LOCAL MUNICIPAL CHAMPION



**County of Simcoe:  
Supporting  
Relationships for  
Learning**



# LOCAL MUNICIPAL CHAMPION



**Lanark County  
Children's  
Services: Early  
Childhood  
Recruitment and  
Retention**

# LOCAL MUNICIPAL CHAMPION



**York Region  
Homelessness  
COVID-19 Response  
Team**





# BREAK

Breakout sessions  
will begin at  
**10:45 a.m.**

