



**Vikas Narula**

Vikas Narula learned about the potency of informal employee networks while completing his MBA at Duke University. Surprised by the lack of business-oriented tools and services to leverage the power of informal networks, he created Keyhubs.

Since 2009, Vikas and his team have shown nearly 100 organizations, from Fortune 500 companies to community banks, **Vikas Narula** their unseen network of personal relationships and connections and how their organization actually runs. By uncovering these hidden networks, he helps everyone work smarter with each other and inspires employees who have and want to build influence.

Used in change management, collaboration building, leveraging employee talent, merger integration, reorganization, and helping new leaders succeed, Keyhubs has combined exceptional theory, mapping technology and the best business development practices to provide a new way of solving the most perplexing issues companies face today.

He lives with his wife and two boys in Minneapolis, Minnesota.



**Ken Coates**

Career paranoia, Aboriginal rights, technological innovations and the natural resource economy are the forces that Ken Coates thinks are transforming Canada. These are troubled times, in some quarters, as young adults struggle to find opportunities and as digital innovations chip away at this country's most secure jobs. At the same time, scientific discoveries are shaking the foundations of modern life, just as natural resource developments sustain Canada's high standard of living.

Ken is Canada Research Chair in Regional Innovation at the Johnson-Shoyama Graduate School of Public Policy, University of Saskatchewan campus. Ken appears regularly on various media platforms and is a prolific writer. Two of his books, *Campus Confidential* and *What to Consider When You Are Considering University*, generated a great amount of discussion on the role of Canadian post-secondary education. His 2015 book *#IdleNoMore: And the Remaking of Canada*, offers an optimistic view on the opportunity for real improvements in the lives of First Nations, Inuit and Metis people. His 2016 release *Dream Factories: Why Universities Won't Solve the Youth Jobs Crisis* argues that the over-promotion of higher education and university degrees is actually undermining the lives of young people, saddling them with enormous debts, and costing governments huge amounts of money.

He has served in various academic capacities over his career including: Founding Vice-President (Academic) at the University of Northern British Columbia; Dean, College of Arts and Science, University of Saskatchewan; Dean, Faculty of Arts, University of New Brunswick and Dean, Faculty of Arts, University of Waterloo. Ken is a high-energy speaker and does a great job of keeping audience members engaged and entertained. He encourages questions and thoroughly enjoys conversations during or after events.



**Zachary Spicer**

Zachary Spicer is a Visiting Researcher with the Institute on Municipal Finance and Governance, a Senior Associate with the Innovation Policy Lab at the University of Toronto's Munk School of Global Affairs and a Lecturer at The University of Western Ontario's local government program. He received his PhD in Political Science from The University of Western Ontario and completed post-doctoral fellowships at the University of Toronto and the Laurier Institute for the Study of Public Opinion and Policy at Wilfrid Laurier University. His first book, *The Boundary Bargain: Growth, Development and the Future of City-County Separation* was released by McGill-Queen's University Press in 2016.



**Dave Cash**

David is President of Cash & Associates Inc., a management consulting company he started in 2014, after a 30-year career in municipal government in Ontario. He provides professional advice to his clients, with an emphasis on Economic Development, Urban Planning Policy and Site Selection. Recent projects include economic development strategies for the City of Niagara Falls and Town of Georgina; and a Cleantech Sector Investment Strategy for the Town of East Gwillimbury. He also delivers in specialized training and executive coaching, including assignments for the Economic Developers Council of Ontario and the University of Waterloo, Economic Development Program.

He has held various positions in his municipal career, including as an Economic Development Officer, Director of Economic Development, Commissioner of Planning & Development and Chief Administrative Officer. David's career has taken him to the Niagara Region, Kingston Area and Town of Oakville and Town of Whitchurch-Stouffville. He is a Certified Economic Developer and a Registered Professional Planner. He holds an Honours Bachelor's Degree in Geography and Economics, from the University of Waterloo.

David recently relocated his home-based business to St. George-Brant. He is involved in number of volunteer capacities, including as a Board Member on the Workforce Planning Board of Grand Erie.

Note: In case you are wondering, he is related to Johnny Cash – it is his Dad!