



LEADERS OF CHANGE

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GM executive to speak on Valuing Diversity in a Global Business World

Maureen Kempston-Darkes, General Motors Group Vice President and President GM Latin America, Africa and Middle East (LAAM) will be the speaker on June 6, in Toronto, at the National Club. The luncheon will be the first in a series of **Women Who Lead** events organized by Women in the Lead (WIL).



Prior to being appointed to her role as GM group vice president and a member of the General Motors Automotive Strategy Board, Maureen was president and general manager of General Motors of Canada Limited (GMCL) and vice president of General Motors Corporation from 1994 to 2001. In addition to her corporate affairs responsibilities, she was appointed general counsel and secretary of GMCL in 1992.

She serves on the boards of CN Rail and Brookfield Asset Management.

A true role model and woman of achievement, she is a graduate of University of Toronto and University of Toronto Law School, and has received honorary doctor of law degrees from a large number of Canadian universities. Maureen Kempston Darkes received the Order of Canada and in 2000 was appointed an Officer of the Order of Canada. In 2006 she received the Governor General’s Awards in Commemoration of the Persons Case in recognition of her co-founding the General Motors of Canada National Women’s Advisory Council. It serves as a forum for addressing women’s concerns about the

work-life balance and barriers to their success, and to challenge the corporation to support women’s career advancement. Under her leadership, the Council has been instrumental in opening doors for women.

You are invited to join her for lunch at the National Club, 303 Bay Street, Toronto, on Friday, June 6 from 12 noon to 2.00 p.m. RSVP to Shirley Wang registration@womeninthelead.ca or register directly online at www.womeninthelead.ca/register. Charge for the event is \$50. Space is limited.

Annette Verschuren attracts crowd in Ottawa

The president of The Home Depot Canada and Asia spoke to a “sold out” audience in Ottawa recently. It was the second annual event organized by Women in the Lead and Institute of Corporate Directors (ICD) Ottawa Chapter. Donna Price and Debi Rosati, co-chairs of the ICD Ottawa Chapter spearheaded the event.

Annette Verschuren, the company’s dynamic leader, in her address titled “Dare to be Different: Leadership in Complex Times” discussed the three approaches to leadership on which she focuses.

For a summary of her remarks see pages 4 and 5.



Alliance Partner

INSTITUTE OF CORPORATE DIRECTORS
INSTITUT DES ADMINISTRATEURS DE SOCIÉTÉS

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You were asking...

how to submit new résumés for the fourth edition of directory

Women in the Lead Inc. is now in the process of preparing a fourth edition of its unique published directory *Women in the Lead/ Femmes de tête* and electronic online subscriber database.

Through the establishment of these, Women in the Lead has been able to showcase the talents of women professionals from a broad spectrum of Canadian business. They have helped dispel the present-day misconception there are not enough women with the necessary credentials for corporate board appointment in Canada.

These resources, which have been developed by Women in the Lead over the past seven years, have proven invaluable to nominating committees and executive search firms in placing women with the necessary experience on boards and in senior corporate roles.

The fourth edition will contain the résumés of approximately 800 distinguished names.

We are inviting senior-level women who were not listed in the third edition of the directory (2006) to submit their résumés online if they feel they are qualified for board appointment. An advisory committee, using strict criteria, will review the submissions and candidates will be notified. To submit your résumé online, visit www.womeninthelead.ca

Those Previously Listed

Those whose résumés appeared in the third edition and who wish to be listed in the 2008 edition will be notified by email as to how to update their current entry.

Those Based in Quebec

Those based in Quebec have their résumés appear in both English and French and are asked to submit their information in both languages online on www.womeninthelead.ca. If they are unable to do so, translation services can be made available.

Complete instructions to submit a résumé and to create a user account and step-through the forms are provided on the main Web page. Should you have any questions or concerns, email us at lead@womeninthelead.ca



Roles and Responsibilities of Board Directors: Program Scholarship Offered

Laval University's Collège des administrateurs de sociétés (CAS) is offering a \$2,950 scholarship to a woman listed in the *Women in the Lead/ Femmes de tête* directory and online database. This scholarship covers the fee to enrol in the first module of CAS's certification program – Roles and Responsibilities of Board Directors, given in French. To apply, kindly download and complete [the application form](#) and return it by June 19 to isabelle.leclerc@fsa.ulaval.ca.

For more information, please contact the CAS at 418 656-2630.

Dans le cadre du partenariat avec Women in the Lead, le Collège des administrateurs de sociétés (CAS) remettra une bourse de 2 950 \$, permettant à la lauréate de suivre la formation *Rôles et responsabilités des administrateurs*. Cette bourse sera remise à l'automne 2008 lors du lancement du nouveau répertoire Women in the Lead. Pour plus d'information, communiquez avec le CAS au 418 656-2630.

Critères d'éligibilité

Pour être éligible, la candidate doit répondre aux critères suivants :

- Être membre de Women in the Lead
- Siéger à au moins un conseil d'administration
- Démontrer une expérience professionnelle pertinente en direction d'entreprise et en gestion.

Inscription

Les personnes intéressées doivent remplir le formulaire **Bourse CAS 2008** ci-joint et le retourner en mode électronique à l'attention de madame Isabelle Leclerc, Collège des administrateurs de sociétés : isabelle.leclerc@fsa.ulaval.ca. La date limite d'inscription est le jeudi 19 juin 2008.

Description de la formation

La bourse d'une valeur de 2 950 dollars comprend les frais d'inscription, les coûts du matériel didactique et des repas pour toute la durée de la formation *Rôles et responsabilités des administrateurs*. D'une durée de trois jours, cette formation se déroulera en français à Québec ou à Montréal ; les dates et le lieu seront au choix de la lauréate selon le calendrier établi par le CAS.

Jury

La lauréate sera sélectionnée par un jury composé des personnes suivantes :

- **Bruno Déry** (Directeur du développement, [Collège des administrateurs de sociétés](#))
- **Annette Dupré** (Chef, Budgets et trésorerie, Ville de Westmount, et Secrétaire-trésorière, Caisses de retraite)
- **Helen Kearns** (Présidente, R.S. Bell & Associates Ltd., et membre du conseil d'administration de Women in the Lead)
- **Anne-Marie Poitras** (Surintendante de l'assistance à la clientèle et à l'indemnisation, Autorité des marchés financiers, et membre du conseil d'administration du Collège des administrateurs)

THE PATH TO THE BOARD

Mentors Help Show The Way

By Thea M. Miller
Program Director, Women on Board™ Mentoring Program

Betty DelBianco is enjoying a dynamic career with Celestica as their Executive Vice President, Chief Legal and Administrative Officer and Corporate Secretary. Having been with the company for 10 years she's had opportunities to lead in a variety areas including legal, governance, human resources, global branding and communications. Her academic achievements include a BA, LLB, and an MBA and on top of that, she recently completed the Institute of Corporate Directors' director education program.

Lauren Flaherty took on the Chief Marketing Officer job at Nortel in 2006 after 26 years with IBM where she developed an impressive set of marketing, strategic and company turn-around skills. As Nortel's CMO she's responsible for global marketing strategy, brand development, advertising, communications, and media relations. Ms. Flaherty is frequently invited to speak at events put on by the American Marketing Association, the CMO Council, The Conference Board, and Columbia University's MBA Program.

After all the success these two talented and accomplished women have had, what direction are they headed now? The answer is up. Flaherty and DelBianco have set their sights on becoming board members.

"Now that I've been with Nortel for a while, I've put a pin in that destination," said Flaherty. "It's like any goal you want to accomplish, you decide what you want, then take steps to make it happen."

One of the big steps they are taking is sure to get them headed on the right path. They've joined 11 other executive women to take part in the Women on Board™ Mentoring Program. In an effort to get more women into Canada's corporate boardrooms, the program is matching high potential women with some of the most influential CEOs and Board Chairs in Canada. In its second year now, the program has doubled its size from seven to 14 participating companies.

"I really like the idea of being paired with a CEO outside of my company," says Betty. "Getting another perspective from someone from a different company and a different industry will really help me as I prepare myself for sitting on boards."

"It's really an extraordinary program," says **Patrick O'Callaghan**, who co-founded the mentoring program along with **Carol Stephenson**, Dean of Richard Ivey School of Business.



Lauren Flaherty



Betty DelBianco

"Imagine having a mentor like **Claude Dussault**, Chair of ING Canada or **Hal Kvisle**, CEO of TransCanada Corp., to mention just a couple of our mentors this year."

The companies participating in this year's mentoring program nominated the women who are taking part. In addition to Lauren and Betty are: **Kristine Delkus**, Deputy General Counsel, Pipelines and Regulatory Affairs at TransCanada Corp.; **Idalia Farrajota**, VP, Merchandising and Accessories at Sears Canada; **Françoise Guénette**, SVP, Corporate and Legal Services and Secretary at ING Canada; **Dawn Farrell**, EVP, Commercial Operations and Development, TransAlta Corp.; **Brenda Hoffman**, TSX Group's SVP and Chief Information Officer; **Rita Mirwald**, SVP, Corporate Services at Cameco; **Patricia Newson**, President and Chief Executive Officer of AltaGas Utility Group Inc.; **Jane O'Hagan**, VP, Strategy and External Affairs at Canadian Pacific Railway; **Cindy Rae Rutherford**, VP, Land at Progress Energy; **Bev Van Ruyven**, EVP, Customer Care and Conservation at BC Hydro; and **Lisa Zangari**, Kinross Gold's, SVP, Human Resources.

The other mentors participating in the 2008 program include: **Tye Burt**, CEO of Kinross Gold; **David Cornhill**, Chair and CEO of AltaGas Income Trust; **Bob Elton**, CEO of BC Hydro; **Wayne Fox**, Chair of TSX Group; **Gerry Grandey**, CEO of Cameco Corp.; **Fred Green**, CEO of Canadian Pacific Railway; **Craig Muhlhauser**, CEO of Celestica; **Dene Rogers**, Sears Canada's CEO; **Stephen Snyder**, CEO of TransAlta Corp.; **Doug Whitehead**, CEO of Finning International; and **Mike Zafirovski**, Nortel's CEO.

"For me, there's just nothing like talking to someone who's highly accomplished," said Lauren Flaherty. "It's really helpful to understand what CEOs see as valuable from their own personal experience – what attributes, talents and skills they see as important for directors. As an executive I spend a lot of time mentoring and advocating the importance of being in a mentoring relationship. Now I'm walking the talk."

To learn more about the Women on Board™ Mentoring Program contact the Program Director, Thea Miller, at 604-685-5880 or at thea@poca.net.



“What is the best way to lead? I focus on three approaches.”

Annette Verschuren, President of The Home Depot Canada and Asia spoke recently at the second annual special event organized by Women in the Lead Inc., and The Institute of Corporate Directors, Ottawa Chapter. With a career that clearly proves her eminently qualified to speak on issues of leadership, Annette Verschuren addressed guests at the Rideau Club in Ottawa.

Beginning her career as a development officer with the Cape Breton Development Corporation (coal mining) in Sydney, Annette went to work with Canada Investment Corporation as Executive Vice-President, privatizing various crown corporations and later joined Imasco Ltd., as Vice-President of Corporate Development. Before joining The Home Depot in 1996, she was President and co-owner of Michael's of Canada (arts and crafts stores) from 1993-1996.

Annette has overseen the rapid growth and subsequent market leadership of The Home Depot, including (as president of their Asian operations) the company's first expansion across the Pacific Ocean.

Recently appointed by the Prime Minister to the North American Competitiveness Council, as part of the Security & Prosperity Partnership of North America, Annette also serves as the Vice Chair of the Canadian Council of Chief Executives and is Chancellor of Cape Breton University.

This is a synopsis of Annette Verschuren's address:

Growing up on my parents' farm in Cape Breton I learned about hard work and responsibility at a young age, along with the values of honesty, discipline and the strength of a family that works together.

After attending university and beginning my career in Nova Scotia, I left for Toronto to join the private sector, applying what I had learned on the farm and in school to obtain leadership positions, before deciding I wanted to run my own company, which I did.

Almost twelve years ago, I was recruited by The Home Depot. As the first outsider with no home improvement experience and the first woman named president, there were those betting on my failure. But the performance and changes in the company in the last twelve years have been remarkable. From a young player in the market with 19 stores, 4,000 associates and \$700 million in sales, today we are a market leader with 17% market share, 165 stores (and growing) and sales have increased 8.5 times (to more than \$6 billion).

Proceeds from the event supported by Gowlings and The Home Depot Canada, are to assist in the publication of the 4th edition of *Women in the Lead / Femmes de tête* directory and database. This unique, bilingual source of information will be available in October. It lists the résumés of 850 outstanding women from a broad spectrum of Canadian business.

Three Approaches to Leadership

Based on my experiences, there are many answers to the question of what is the best way to lead. I focus on three approaches:

1. **Lead by example**—do the right thing and stick to your values
2. **Create your environment**—be a positive influence to set the stage for success and get the most out of people
3. **Use teamwork**—surround yourself with smart people, listen to them, learn from them, learn to rely on them and to get great productivity from them

Lead by Example

Leading by example means doing the right thing, whatever that may mean to you. Stick to the values most important to you and don't compromise them. They will act as a beacon, guiding you to right decisions.

At The Home Depot, we asked ourselves how we could continue to grow our business while minimizing our impact on the environment. Because The Home Depot plays an instrumental role in defining what people purchase, how they use products and the impact of their home improvements on the environment, our ability to move or transform the market toward a more sustainable future is significant.

With the introduction and endorsement of new environmentally friendly products, we're making it easier for Canadians to



Peg Hunter, Vice-President Marketing and Communications, The Home Depot and a member of the board of Women in the Lead, introduces the speaker.



Helen Kearns, President R.S. Bell & Associates, Toronto, **Sandra MacLeod**, Vice President Production March Entertainment Inc. and **Donna Price**, a corporate secretary and governance services specialist with Gowling Lafleur Henderson, Ottawa. Donna is Co-Chair with **Debi Rosati** of Institute of Corporate Directors (ICD) Ottawa Chapter. Both were organizers of this highly successful, “sold-out” event. (Further information about Debi see page 8.)

“teams with diverse backgrounds and different perspectives produce the best results”

participate in important environmental changes. Combined with changes in the way our own stores are reducing waste and increasing recycling, we are leading by example.

Create your Environment

For great things to happen there needs to be a cohesive, functional, constructive work environment. A good leader recognizes when things aren't working and makes changes. I believe a positive attitude is a leader's best ally and that we need to teach ourselves to think in terms of solutions rather than problems. Think winning and not whining.

Don't be afraid of change and don't be afraid to go against the herd. Dare to be brave and dare to be different. But also be prepared, be organized and come to decisions with all the right information. I never underestimate the need to plan. Ideas won't have any influence on others if they are in disarray or misguided. A vision needs to be clear and calculated. Communicate it to everyone around you. Inspire them. Philanthropic guru James Gregory Lord said, *“When people who come from different places begin to share a vision and be guided by it, you have a force of incredible power.”*

Use Teamwork

No one can be a leader without a team and the strongest leaders, I believe, are those who use their team effectively and grow it wisely. Experienced teams with diverse backgrounds and different perspectives produce the best results.

Surround yourself with smart people and listen to them. The more views you have, the better decisions you make. I'm never afraid to lean on my team and ask for help in areas where they have more knowledge.

There are many qualifications for a successful leader, but they all require that you dare to be different, to be responsible even in the face of adversity

and to dare to take risks, because without risk there is no reward. Then you must share that reward with your family, your team and society.

I'm still learning what it takes to be a leader. I learn every day from people who have different experiences and different stories to share. I believe what all those who inspire me have in common is a well-defined set of values. Along with your visions and dreams, you need to carry your values with you wherever you go in life.

“Don't be afraid of change and don't be afraid to go against the herd.”

“Dare to be brave and dare to be different”



Ben Robitaille, Board member of The Official Community Company and **Byron Holland**, President and CEO, Canadian Internet Registration Authority



Susan Doyle, President & CEO, The Ottawa Hospital Foundation and **Bruce Joyce**, Partner, Deloitte & Touche LLP

Making Room at the Table

Quota versus Qualifications

By Beverly Topping

The *International Herald Tribune* recently provided an update on a controversial 2003 Norwegian law that required companies to fill 40 per cent of corporate board seats with women by 2008.

The article reported that the 40 per cent target had indeed been met, but not without its challenges and challengers. When the law was first proposed back in 2002, it seems that all companies “were up in arms” over what many (men and women) saw as a gross imposition.

Indeed, not long after this piece of legislation was introduced in Norway, Women in the Lead published articles reflecting the political environment, particularly that, “although they deeply regretted the fact that there were not enough qualified women to fill the positions, the Confederation of Norwegian Business and Industry (NHO) had to accept that the law was there to stay.”

Elin Hurvenes, a Norwegian entrepreneur who founded the Professional Board Forum to help women candidates meet the investors that determine who sit on what boards in Norway, believes that success is due to the threatened penalties in the law that promised to shut down companies for non-compliance.

While I hold my own particular opinions on the issue, I knew that there would be some real value in sharing the Tribune news item with women members of the ICD. Not only was I struck by the sheer number of replies I received, but I was overwhelmed by the passion articulated in those responses.

The feedback ran the gamut from, “great news!” to “great news...it’s a shame it had to be legislated.” In other words, it is wonderful that such change is taking place, but many women wish that it would happen of its own volition; because people see the distinct value of having women serve on boards and not just to meet some quota.

In their book, *Why Women Mean Business*, authors Avivah Wittenberg-Cox and Alison Maitland position gender as a significant business issue that needs to be addressed by the business world. Women today, they remind us, are the majority of the talent pool and make 80 per cent of purchasing decisions. With this sort of active involvement in our economy, women are uniquely situated to offer diverse and varied views where they would be most valuable.

Such gender diversity at the board level, according to a recent McKinsey & Company report, also serves as an asset for the corporate image and helps bring closer together the company, its employees, its shareholders and its customers.

And perhaps most compelling, recently released statistics by Catalyst, an independent, nonprofit organization working with



Beverly Topping, ICD.D
President & CEO, Institute of Corporate Directors

businesses and the professions to build inclusive environments and expand opportunities for women at work, also echo these sentiments. They observed that firms with the highest percentages of women did between 42 and 66 per cent better financially than those with the lowest. While they are careful not to declare an outright directional correlation, the findings unquestionably demand our attention.

Yet instead of keeping pace with the recognized need for change, statistics overwhelming reveal that too many board nominating committees remain entrenched in traditional patterns of board recruitment. The reality is that very little has changed.

Still the Norwegian experience has inspired others to follow their lead such as the Socialist-dominated Parliament in Spain, various organizations in the Netherlands, and Quebec’s Liberal government here in Canada which has passed legislation to ensure that 25% of all board members on Crown corporations are women.

I know that there are many who are conflicted over this issue of quota versus qualifications. I also know that the Institute of Corporate Directors and Women in the Lead are committed – through education, mentorship, networking and advocacy – to help more qualified women across this country parlay their professional experience in the corporate sector into a well-deserved seat at the boardroom table.

Appointment



Lorna J. Telfer, a Partner with McCarthy Tétrault LLP in Montréal, has been appointed to the board of **Investissement Québec** and serves as a member of the Human Resources Committee. Investissement Québec is a crown corporation of the province of Québec and is both a financial institution and an economic development agency.

Women aspire to for-profit boards

Women executives on non-profit boards aspire to serve on for-profit boards, where they are dramatically underrepresented, a new survey shows.

An article, published in *Philanthropy Journal* goes on to say:

“Though 51 percent of corporate managers in the U.S. are women, they represent only 15 percent of corporate board members at big, publicly-traded companies, according to a **Simmons School of Management** poll of 500 women managers and executives at their 2007 leadership conference in Boston.

Of the 61 percent who said they serve on either formal or informal boards, the majority were on non-profit boards.

Only 11 per cent of female members of formal boards served on for-profit boards.

Recent research from **Catalyst**, a non-profit advisory organization focusing on women and business, shows that Fortune 500 firms with more women board members have higher returns on equity and sales than other companies.

Many firms say they would like to have more women on their boards, but that the pool of talent of qualified women is “too small”, according to the Simmons School survey.

These organizations simply need to change their search procedures, the study concludes, and women seeking for-profit board membership need to develop a concrete recruitment plan.

“Successful businesswomen who are active in governance and leadership positions in organizations have a proven track record

WIL directory and database provide unique information for those seeking qualified women to serve on boards.

There are many Canadian women qualified for corporate board appointment in this country. The challenges are to identify them and assist them in attaining board appointment by bringing their talents for leadership to the attention of those who have the power and authority to select people for boards. That was the purpose in publishing the first edition *Women in the Lead/ Femmes de tête* in 2002. By 2004, it became apparent a subscriber database was also needed. With the generous financial assistance of a number of sponsors, Women in the Lead Inc., a non-profit organization, developed one that has been increasingly in demand.

A fourth edition of the printed directory and online database are now in preparation and will be available in the fall of this year.

National in scope, they summarize the résumés of approximately 850 distinguished Canadian businesswomen whose expertise and experience recommend them as candidates for private, public and non-profit boards. Those looking for accomplished people with proven track-records, also seek them out for senior-level positions of leadership. The women listed are leaders in their field and in their communities.

The directory and database have proven a valuable source of information for those previously unaware of this vast pool of un-

of competence, the same as men”, Patricia Deyton, a study author and director of the Center for Gender Organizations at the Simmons School of Management, says in a statement.

“But too often, they aren’t put into a pool of qualified candidates for membership on larger, for-profit boards,” she says.

Of the women surveyed, nearly half of formal board members served as chair of at least one board and 40 percent of the women who were not on a board but aspired to for-profit membership held executive-level positions of chief operating officer or higher.

The women, as well as women entrepreneurs and those just below the top corporate ranks, exhibit leadership qualities that might not be recognized by a traditional board search.

The Simmons School survey suggests that in addition to expanding criteria for determining “qualified” organizations seeking women board members should look for women on the boards of non-profits or smaller corporate boards and use women executives or board members to network with potential candidates.

Women seeking a for-profit board position should cultivate contacts, become visible in professional or community organizations, hone their expertise and volunteer, the study says.

Starting early on a board of a small, local company or non-profit is also a good way to get one’s feet wet.

Note: the Boston-based Simmons School of Management says it is the only business school in the U.S. designed for women.

Philanthropy Journal is a publication of the A.J. Fletcher Foundation.

tapped talent. This unique directory has helped dispel the present day misconception there are not enough qualified women for corporate board appointment in this country.

Designed for easy cross-reference this 950 page, hardcover directory does the following:

In addition to the résumé summaries, it contains information relating to: Sectors; Expertise; Education; Languages (other than English—33 represented); Career highlights; Boards on which they are serving, or have served (2000 listed); Community Involvement; Honours and Awards; Memberships.

Those women based in Quebec have their résumés appearing in both French and English.

Online subscriber database

Updates to the information are made on a regular basis and include newly-submitted and approved profiles. Subscriptions are on a yearly basis and users have unlimited access to the data.

To order the current directory and online database or to reserve your copy of the 2008 edition, visit the ordering page online at <http://www.womeninthelead.ca/ordering.htm>. Please specify if you wish to receive the 2008 edition.

Appointments



Sarah Morgan-Silvester

Sarah Morgan-Silvester, the Chair of Canada's largest port and Canada's busiest maternity hospital foundation has been elected as the **University of British Columbia's** 17th Chancellor.

Sarah is Chair of the Vancouver Fraser Port authority and B.C. Women's Hospital and Health Centre Foundation. She has been a member of the board of Women in the Lead since its founding in 2000. She begins her three-year term on July 1, 2008. The UBC alumna succeeds the Hon. Allan McEachern, who was Chancellor for seven years. He died earlier this year.

As Chancellor she will act as UBC's ceremonial head and will serve on both the senate, responsible for the university's academic governance and Board of Governors, responsible for managing property, revenue and business affairs of the university.

Deborah Rosati, founder of RosatiNet Inc., a venture catalyst firm focused on developing financing strategies for technology start-ups, has been appointed to the board of **Women in the Lead Inc.** She was co-founder of technology start-up TimeStep Corporation (acquired by Newbridge Networks). Debi chairs the board of the Canadian Internet Registration Authority (CIRA) and sits on the board of Sears Canada, Ontario Lottery Gaming Corporation and several private company boards. She, together with **Donna Price** of Gowlings, Ottawa, were organizers of the Ottawa event featuring Annette Verschuren as speaker (See pages 4 & 5)



Deborah Rosati

Jacqueline C. Orange, a Governor of the University of Toronto and Past-Chair of its Business Board has been appointed to the board of **Laurentian Bank of Canada**. She received her Masters in Business Administration from the Richard Ivey School of Business, The University of Western Ontario. In her 20-year career in the financial services sector, she has held a variety of senior positions in the banking, trust and life insurance industries. From 1996 to 2005, she was President and Chief Operating Officer of Canada Investment and Savings, a special operating agency of the Department of Finance, Government of Canada.



Jacqueline C. Orange

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► For details about the background and accomplishments of the members of the board of Women in the Lead Inc., visit www.womeninthelead.ca/profiles.htm