

**THANK YOU FOR
ATTENDING!**

GIVE US FEEDBACK



**OUR NEXT LEADERSHIP SERIES
EVENT IS IN FALL 2025**

WINTER 2025 LEADERSHIP SERIES

**BE ALUMNI-READY:
HOW TO SUCCEED
AFTER GRADUATION**

WELCOME

The **Leadership Series Event** is an initiative of the Faculty of Environment that connects students with alumni, and aims to provide transformative learning opportunities.

The topic for this Leadership Series is **Being Alumni Ready**.

Thank you to all of the alumni for generously volunteering their time today. Your experience, advice and generosity of spirit are invaluable and we applaud your commitment to the next generation.

To all of the students attending, welcome! We encourage you to embrace this amazing learning opportunity, to expand your professional network and gain insights from the alumni who have come before you.

Event Schedule

- 5:30 p.m. Doors Open (refreshments served)
- 6:00 p.m. Opening remarks and keynote session
- 6:35 p.m. Speed networking (three 20-minute rounds)
- 7:35 p.m. Closing remarks and mingling
- 8:00 p.m. Event ends

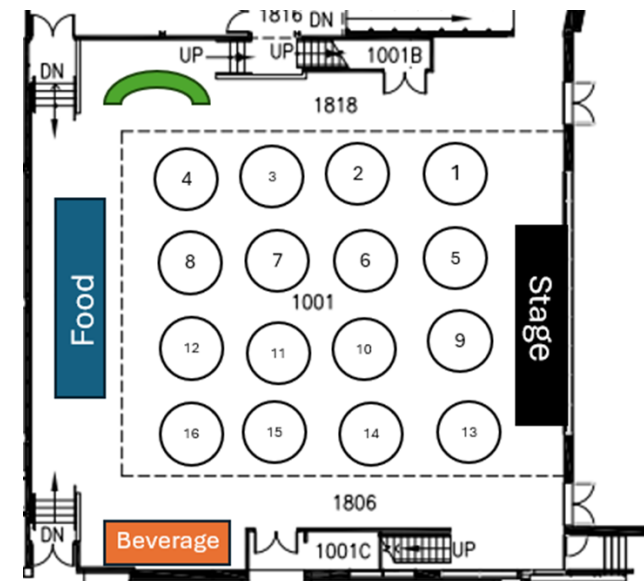
Notes

Suggested Discussion Questions

- What aspects of a candidate do you think make them stand out most?
- What skills do you hope applicants demonstrate when applying to jobs?
- How did you successfully market your environment degree?
- What are some tips to networking in university?
- How do you get over feeling nervous when meeting new people?
- How can you establish deeper connections at networking events?
- How do you keep track of people you've met at a networking event?
- What's the best way to follow up with someone you met at a networking event?
- What are some networking challenges and how do you overcome them?
- What are some your best networking strategies?
- How has networking had an impact on your career?
- How did you apply your academic skills to your career field?
- How do you market an environment degree?
- Any advice/tips to successfully getting a co-op job?

Floor Plan (ALUMNI MENTOR TABLES)

- | | |
|---|--|
| <input type="checkbox"/> 1. Tony Munro | <input type="checkbox"/> 13. Eric Kingston |
| <input type="checkbox"/> 2. Hassan Malik | <input type="checkbox"/> 14. Jeremy Grant |
| <input type="checkbox"/> 3. Garret Reid | <input type="checkbox"/> 15. Maria Legault |
| <input type="checkbox"/> 4. Matt Johnson | <input type="checkbox"/> 16. Raquel Reyes |
| <input type="checkbox"/> 5. Todd Kerr | |
| <input type="checkbox"/> 6. Aujas Bandlish | |
| <input type="checkbox"/> 7. Jono Cullar | |
| <input type="checkbox"/> 8. Thomas Huijbregts | |
| <input type="checkbox"/> 9. David Huynh | |
| <input type="checkbox"/> 10. Alex Lusty | |
| <input type="checkbox"/> 11. John Fauquier | |
| <input type="checkbox"/> 12. Olivia Kwok | |



Keynote Speaker



Gita is a seasoned Human Resources professional with over 20 years of experience helping organizations unlock the full potential of their people. As the founder of People Exchange, she specializes in creating tailored talent strategies that enable businesses to acquire, motivate, and retain top talent while empowering individuals to navigate their careers with confidence.

Her expertise spans small startups to Fortune 500 companies, collaborating across industries to deliver results that drive growth and operational excellence. With a

keen ability to stay ahead of industry trends, Gita offers a seamless approach to talent management, providing supplemental HR services, professional coaching, and career development strategies.

Renowned for her leadership and strategic insight, Gita is described by her clients as a trusted partner who fosters credible relationships, creates positive workplace cultures, and navigates complex situations with calm expertise. Her commitment extends beyond the corporate realm, serving on numerous community and not-for-profit boards, including one of Ontario's largest credit unions. Passionate about making a positive social impact, she actively supports initiatives that uplift the underserved, women, children, and victims of crime.

Gita's identity as a proud Canadian of Indian descent enriches her perspective and approach to her work and ability to help build dynamic and winning careers and teams. Her IndoCanadian roots empower her to bridge cultural gaps and bring a unique depth of understanding to both professional and personal endeavors.

By combining deep industry knowledge with a passion for people, Gita delivers impactful results for companies seeking to optimize HR services and individuals aiming to achieve their professional goals. Her collaborative approach enhances organizational success and builds individual confidence, paving the way for sustainable growth and development for individuals, workplaces, and communities.



TABLE 16: Raquel Reyes

BES 2020, *SERS*

Senior Project Developer,
Greenwood Sustainable Infrastructure

Raquel Reyes is a Senior Project Developer with 5 years of experience in renewable energy. She graduated from the University of Waterloo in 2020 with a degree in Environmental Studies, specializing in Environmental Assessment. Originally from Managua, Nicaragua, Raquel moved to Canada in 2015 for school. Through the SERS Co-op program, she discovered her career path and has since managed over 400 MW of renewable energy projects across North America. Her work includes everything from project origination to permitting, budgeting, and taking projects to construction or financing.



TABLE 15: Maria Legault

MES 2014, *Geography Tourism*
 Project Manager,
 Design de Plume

Maria is passionate about environmental sustainability and community engagement. As a Project Manager at Design de Plume, she leads projects that focus on inclusive and impactful communications. Since joining the Green Party of Ontario in 2022, she’s been active in connecting with voters and promoting environmental policies. Her volunteer work with organizations like CycleWR has helped her refine her skills in public outreach. With two degrees from the University of Waterloo’s Faculty of Environment, Maria is committed to creating a more equitable, environmentally-responsible Ontario.

Keynote Speaker



David is a highly accomplished leader with a proven track record of crafting impactful people and culture strategies that drive growth and operational excellence. As the Vice President of People and Culture at a highly respected Canadian systems integrator, David has been instrumental in aligning organizational culture with business objectives. By introducing innovative talent management processes and succession planning, he has successfully positioned the company for rapid growth while building a high-performing executive team.

Prior to his current role, David achieved remarkable success leading a Canadian IT organization that grew to over \$750 million in sales with over 1,700 employees. He transformed HR from an administrative function into a strategic business partner, directly contributing to key business outcomes. He spearheaded the restructuring of HR operations, including implementing a comprehensive HR business partner model that improved organizational effectiveness.

David’s robust career includes leadership roles at Cisco Systems Inc., where he played a key role in shaping Cisco Canada’s workplace culture. Under his influence, Cisco Canada earned multiple accolades as one of Canada’s top workplaces, including several recognitions as the #1 best employer. His passion for workforce evolution and advocacy for inclusive practices continues to shape future-ready organizations that engage the next generation of talent.

David holds a degree from the University of Guelph and has pursued continuous professional development through various certifications and training programs, underscoring his dedication to excellence in leadership.

In addition to his HR expertise, David served for 10 years in the Canadian Forces Reserves, retiring as a Captain. His military service included six years with the local Kitchener-Waterloo regiment, The Royal Highland Fusiliers of Canada, further enhancing his leadership capabilities and commitment to service.



TABLE 1: Tony Munro

BES 1991, *Geography*
Manager of International Undergraduate
Recruitment,
University of Waterloo

Tony Munro is the Manager of International Undergraduate Recruitment at the University of Waterloo, where he's been involved in student recruitment for 14 years. Before that, he worked as a Co-op Coordinator for 18 years. His role now focuses on expanding and maintaining the university's global student body, which includes international students from over 95 countries. Tony has a unique perspective on how combining education with work experiences—like co-op programs—benefits both students and employers by enhancing learning and easing the transition into careers.



TABLE 14: Jeremy Grant

BES 1983, *Urban & Regional Planning*
Professional Planner, Residential Developer, &
Project Management Consultant

Jeremy Grant is a professional planner, residential developer, and project management consultant with over 30 years of experience in land acquisition and project development across Southwestern Ontario. He graduated from the University of Waterloo in 1983 with a Bachelor of Environmental Studies in Urban & Regional Planning, during a time when planning was done by hand and research was done in libraries. Jeremy is passionate about creating communities that blend heritage, nature, and a strong sense of place. Some of his notable projects include Quaker Village in Uxbridge, Rockwood Ridge, and the Alton Mill Arts Centre.



TABLE 13: Eric Kingston

BES 1998, *Geography*

Vice President of Operations,
Electrical Safety Authority

Eric J. Kingston is the Vice President of Operations at the Electrical Safety Authority, where he’s spent a decade focusing on electrical safety and operational excellence. He has a diverse background with roles at Bell Canada, Manulife, and the Grand River Conservation Authority. Eric holds a Bachelor of Environmental Studies from the University of Waterloo, an MBA from Queen’s University, and a Certificate in Public Leadership from Harvard. He’s also active in the community, serving on the Board of Directors at the Kitchener Waterloo Bilingual School. Outside of work, Eric enjoys outdoor activities, spending time with family, and his love for vehicles.

TABLE 2: Hasaan Malik

BES 2022, *SEED/Geomatics*

Social Media Management and Marketing

Hassan Malik, an Environment & Business graduate from the University of Waterloo (Class of 2022), started his career in social media back in 2015 by growing large faceless pages. While at university, he explored co-ops and electives aimed at environmental policy and law, but ultimately returned to his passion for social media marketing. Hassan worked on high-profile music campaigns for artists like Miley Cyrus and Ariana Grande, creating ads with over 100 million impressions. His success led to him pitching a new social media platform, which he's now working on during its startup phase.



TABLE 3: Garret Reid

BES 2013, *GEM*
Senior CAD/GIS Specialist,
Comtech

Garret is a Senior GIS/CAD Specialist at Comtech Group with over 10 years of experience in geospatial data, surveying, and technical advising. He has worked with various sectors like transit, infrastructure, and residential projects. Before this, he was a Survey CAD Technologist at J.D. Barnes Limited and gained hands-on experience as a UAV Survey Technician and Survey Field Technician. Garret holds a Bachelor's in Environmental Studies from the University of Waterloo and a Geomatics Technician Diploma from Fleming College. He's also active in academic societies and has a strong background in spatial data and infrastructure.



TABLE 12: Olivia Kwok

BES 2011, *GEM*
Manager of Waste Collection
& Diversion,
Region of Waterloo

Olivia Kwok is a municipal waste management professional with over 14 years of experience in managing contracts, leading teams, and delivering services. She graduated from the University of Waterloo in 2011 with a degree in Geography and Environmental Management. After spending some time in western Canada, Olivia returned to the Waterloo area and now works as the Manager of Waste Collection & Diversion for the Region of Waterloo. Outside of work, she's pursuing a Master of Public Administration from Western and enjoys spending time with her two pets, Scout and Atticus.

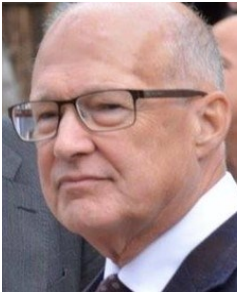


TABLE 11: John Fauquier

PhD 1985, *Reg Planning & Res Development*
 Retired Director of Space Planning,
 Toronto Metropolitan University

John, originally from Toronto, has an extensive academic background, holding a B.A. in political science, an M.A.Sc. in Management Sciences, and a Ph.D. in Urban and Regional Planning from the University of Waterloo. He worked as the Registrar for the Faculty of Environment from 1970-1977 and taught there until 1981. After returning from Cleveland, he joined Ernst & Young for consulting in marketing and economics. John later worked as a planning partner in an architectural firm and did organizational consulting. In 2000, he co-founded a consulting firm for high-tech businesses and spent nearly two decades as Director of Space Planning at Toronto Metropolitan University. He also served on several boards and held leadership roles in organizations like Family Day Care Services and the Badminton & Racquet Club of Toronto.



TABLE 4: Matt Johnson

BES 2001, *Urban & Regional Planning*
 Owner & Principal,
 Urban Solutions Planning & Land Development
 Inc.

Matt Johnston is the owner and Principal of UrbanSolutions Planning & Land Development Consultants Inc., a firm based in Hamilton, Ontario. With over 20 years of experience, Matt has worked in various roles, including with the Town of Whitby, the City of Hamilton, and other consulting firms before founding his own company in 2014. He specializes in land use and development planning, helping clients navigate the approval process for zoning changes, subdivisions, and other planning matters. Matt is also active in his community, having served as President of the Hamilton-Halton Home Builders' Association and as a board member for the Royal Botanical Gardens.



TABLE 5: Todd Kerr

BES 2000, *Urban Planning*
President,
Giampaolo Investments Inc.

Todd Kerr, as President of Giampaolo Developments leads land acquisition, development, and real estate operations. With over 20 years in the industry, he has helped shape communities and expand the company’s impact.

A committed industry expert and community leader, Todd stays at the forefront of urban planning and has served as Vice President of the Peel Children’s Aid Foundation. When he’s not building cities, he’s cycling or skiing with his family.



TABLE 10: Alex Lusty

BES 2010, *Community and Regional Planning*
Partner,
David Howe LLP

Alex Lusty is a Partner at Davies Howe LLP, where he specializes in development charges and land use planning. He guides clients through every stage of land development, from acquisition to permits, bringing in knowledge from fields like civil engineering, biology, and economics. A 2010 graduate of the University of Waterloo, Alex also has advanced experience in large-scale development approvals and local governance. He co-authored a paper on development charge changes for the Ontario Bar Association and has extensive experience in municipal advisory roles and legal matters. Before joining Davies Howe, Alex worked as a professional planner on waterfront and rural development projects.



TABLE 9: David Huynh

BES 2002, *Planning*
Partner,
Bousfields Inc.

David Huynh, a 2002 graduate of the University of Waterloo with an Honours Bachelor of Environmental Studies, has been an active mentor to young planning professionals. He joined Bousfields Inc. in 2004 and became a partner in 2015. David specializes in land use planning, working on a variety of development projects, including residential, commercial, and mixed-use developments across Toronto and the GTA. A member of the Canadian Institute of Planners and a Registered Professional Planner in Ontario, he values collaboration and works closely with clients, consultants, and community members to achieve successful outcomes.



TABLE 6: Aujas Bandlish

BES 2019, *Geomatics*
GIS Analyst,
City of Oshawa

Aujas Bandlish is a 2019 graduate in Geomatics from the University of Waterloo, where he also served as a brand ambassador for the Faculty of Environment. He earned Honours in Geomatics, a minor in Computer Science, and a Diploma of Excellence in GIS. Aujas gained valuable experience through 20 months of co-op, working across government, a multinational company, and a startup. He even placed 2nd in the first National Geomatics Competition. Since graduating, he has worked with the City of Oshawa, currently holding the role of GIS Analyst after previously being an Asset Management Data Analyst.



TABLE 7: Jono Cullar

BES 2015, *ENBUS*
Co-Founder,
Electraform Equipment

Jono is a seasoned professional in the tech and energy consulting industries. He spent nine years at Power TakeOff, helping the company grow until it was acquired in 2023. The company worked to help small businesses reduce their carbon footprints by using utility data for better decision-making. In 2023, Jono co-founded Electraform Equipment, which focuses on transitioning landscaping equipment from fossil fuels to electric power. With a strong commitment to sustainability, he's pushing for practical, eco-friendly alternatives in the landscaping industry to help reduce carbon emissions.



TABLE 8: Thomas Huijbregts

BES 2015, *Knowledge Integration*
Senior Manager of Learning Administration
Management,
D2L

Thomas graduated from the University of Waterloo in 2015 with a degree in Knowledge Integration. His thesis, done in collaboration with a tech company, inspired him to pursue a career in technology. Starting in a product-focused role, he soon discovered a passion for customer relations, leading him to become a Technical Account Manager (TAM). After joining D2L in 2018, he worked on corporate services and packaging, which eventually led to leadership roles, including Team Lead and Manager. Since 2022, Thomas has been focusing on growing a new service offering, Learning Administration Management, and now holds a Senior Manager position, focusing on strategic initiatives.
