

Presented by:

NLCA
NEWFOUNDLAND AND LABRADOR
CONSTRUCTION ASSOCIATION



JOIN US

WOMEN
IN CONSTRUCTION

PROFESSIONAL DEVELOPMENT *Forum* 2025

EMPOWER • LEAD • THRIVE

**NOVEMBER 7, 2025
THE JAG HOTEL, ST. JOHN'S**

This event empowers, educates and connects
women in the construction industry.

**EMPOWERING KEYNOTES • STRATEGIC NETWORKING •
HIGH-IMPACT SESSIONS**



Forum Chair
VALERIE PENNEY



NLCA President/COO
RHONDA NEARY

**REGISTER:
709-753-8920
WWW.NLCA.CA**

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WOMEN
IN CONSTRUCTION
**PROFESSIONAL
DEVELOPMENT**
Forum **2025**

AGENDA

TO REGISTER:
709-753-8920
www.nlca.ca

CONFERENCE AGENDA AT A GLANCE



FRIDAY, NOVEMBER 7

**8:00 –
9:00 AM**

Locke's Electrical Ltd. Showcase Hall

Enjoy a morning coffee while networking with exhibitors

**9:00 –
9:15 AM**

Greetings & Opening Remarks

Welcome from Conference Chair, Valerie Penney, NLCA Board Chair, Stephen Short, NLCA President/COO Rhonda Neary, Nicole Emmett, Canadian Construction Association and Chantal Gosse, Locke's Electrical Ltd.

**9:15 –
10:45 AM**

*Proudly
Sponsored by:
Newcrete
Investments*

Blueprint of Success: The Women Building the Future

Panelists: Honourable Senator Iris Petten, Honourable Joanne Thompson, Jennifer Williams, and Darlene Spracklin-Reid

Moderators: Valerie Penney and Rhonda Neary

**10:45 –
11:15 AM**

Nutrition Break with Exhibitors

Proudly Sponsored by: WOOD CANADA LIMITED – ASA

**11:15 AM –
12:15 PM**

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Homeworx
Modular Homes
& Renovations*

Stories from the Field – Hard Hats to High Standards. Courage. Grit. Wisdom. The Real Stories of Women Who Build

Panelists: Tammy Ryan, Lori Bendell, and Alley Wade

Moderators: Mary Ford and Kim Roach

**12:30 –
2:00 PM**

Business Luncheon

Building Beyond Barriers: Women Leading the Future of Construction

Ted-Talk style Keynote Speakers:
Rebecca Kragnes, Genevieve Young and Tonya Knopp

Proudly Sponsored by: RCS Construction

**2:00 –
3:15 PM**

Afternoon Business Session

Excellence: The Winners' Traits

Guest Speaker:

Dr. Kimberley Amirault-Ryan

Performance Consultant to the NHL, NBA, and Olympians | Executive Coach

Proudly Sponsored by:

Contact the NLCA office to secure your firm's sponsorship.

**3:30 –
5:30 PM**

Meet N' Greet Cocktail Reception with event panelists & guest speakers

Featuring Live Music By: Linda Mansfield Trio

Proudly Sponsored by:

UBC Built – ATLANTIC CANADA REGIONAL COUNCIL



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WELCOME

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MESSAGE FROM OUR CONFERENCE CHAIR

VALERIE PENNEY



As Chair of this event, it is my distinct pleasure to welcome you to what promises to be an extraordinary gathering. This is more than a conference—it is a celebration of the vision, resilience, and achievements of women who continue to transform the construction industry.

Today, we come together not only to learn, but to empower one another, exchange ideas, and build meaningful relationships that will carry forward long after this event concludes.

Throughout the day, you will have access to thought-provoking presentations, interactive learning sessions, and invaluable networking opportunities. Each element of this program has been designed with one goal in mind: to equip you with the insights, tools, and connections that will support your continued growth and success.

This forum is a place where every voice is valued, every experience contributes to our collective strength, and every accomplishment moves the industry forward. By sharing our stories and championing each other's success, we are building a more inclusive, dynamic, and innovative future for construction.

Thank you for joining us on this journey. Together, let's harness the power of community, celebrate progress, and inspire each other to achieve even greater heights. I look forward to connecting with each of you and witnessing the energy, ideas, and collaboration that will define this remarkable event.

Warm Regards,



MESSAGE FROM OUR PRESIDENT/ COO

RHONDA NEARY



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WELCOME

As President & COO, it is my privilege to welcome you to this outstanding event. This conference is designed to celebrate the remarkable achievements of women in construction while fostering an environment where leadership, learning, and collaboration thrive. We have developed a program that brings together engaging keynote presentations, insightful panel discussions, and meaningful networking experiences.

Each element is thoughtfully crafted to provide you with the knowledge, tools, and connections that will empower you to grow your career and create lasting impact within our industry.

But this gathering is more than a conference—it is a community. A place where your voice matters, your experiences are valued, and your successes are celebrated. Together, we will exchange ideas, confront challenges, and discover opportunities to shape a stronger, more inclusive future for construction.

I encourage you to immerse yourself fully in all that this event has to offer. Engage in dialogue, build new relationships, and embrace fresh perspectives. By supporting and uplifting one another, we continue to break barriers, open doors, and advance the role of women across the industry.

Your presence today is a testament to your commitment to growth, leadership, and progress. I look forward to connecting with you and welcoming you personally to what I know will be an inspiring and transformative experience.

Warm Regards,

Rhonda M. Neary

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www.nlca.ca



DELEGATE REGISTRATION 8:00 - 8:30 A.M.

Pre-function Area (Outside Studio A, B & C)
Welcome all delegates to the forum!

LOCKES ELECTRICAL LTD. SHOWCASE HALL 8:00 - 9:00 A.M.

Pre-function Area (Outside Studio A, B & C)

Enjoy a morning coffee and network with exhibitors as they introduce their products, services and/or technologies that support women in their roles in the construction industry.

Proudly
Sponsored By:  **LOCKES**

OPENING REMARKS 9:00 - 9:15 A.M.

Studio A, B & C (JAG Soundhouse)



Valerie Penney,
Conference Chair



Stephen Short,
NLCA Board Chair



Rhonda Neary,
NLCA President/COO



Nicole Emmett,
Associate VP,
Marketing and
Communications
Canadian
Construction
Association



Chantal Gosse,
Commercial & Brand
Manager,
Locke's Electrical Ltd.

Join our Conference Chair Valerie Penney and NLCA President/COO, Rhonda Neary, as they welcome all delegates to the conference. Opening Remarks: NLCA Conference Chair, Valerie Penney & NLCA President/COO, Rhonda Neary; Greetings from Stephen Short, NLCA Board Chair, Nicole Emmett, CCA and Chantal Gosse, Locke's Electrical Ltd.

BLUEPRINT OF SUCCESS: THE WOMEN BUILDING THE FUTURE 9:15 - 10:45 A.M.

Studio A, B & C (JAG Soundhouse)

This session will spotlight the journeys of high-profile women who have forged impactful careers, sharing the pivotal moments, challenges overcome, and leadership lessons learned along the way.

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Panelists:



**Honourable
Iris G. Petten,**
Senator



**Honourable
Joanne
Thompson,**
MP for St. John's
East and Minister
of Fisheries



Jennifer Williams,
CEO, Newfoundland
and Labrador Hydro



**Darlene
Spracklin-Reid,**
ADM, Infrastructure
Dept. of
Transportation &
Infrastructure

Moderators:



Valerie Penney,
Conference Chair



Rhonda Neary,
NLCA President/COO

NUTRITION BREAK W/EXHIBITORS 10:45 - 11:15 A.M.

Pre-function Area (Outside Main Salon)

Proudly Sponsored By:



Agenda is subject to change.



STORIES FROM THE FIELD – HARD HATS TO HIGH STANDARDS COURAGE. GRIT. WISDOM. THE REAL STORIES OF WOMEN WHO BUILD 11:15 A.M. – 12:15 P.M.

Studio A, B & C (JAG Soundhouse)

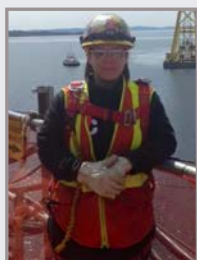
This powerful panel session brings together women who are shaping the construction industry from the ground up—literally. From job sites to leadership roles, these boots-on-the-ground professionals will share their personal journeys into the construction industry and the experiences that shaped their careers. Hear firsthand what inspired them to enter the industry, how they got their start, and the obstacles they've faced along the way. Panelists will open up about their biggest successes, the challenges of breaking barriers, and how mentorship played a vital role in their growth. This session will also look to the future, as speakers offer meaningful advice to the next generation of women entering the trades—and reflect on what they wish they could tell their younger selves if given the chance.

Whether you're early in your career, an industry leader, or someone who simply believes in building a stronger, more inclusive construction workforce, this panel promises real insight, honest reflection, and practical inspiration.

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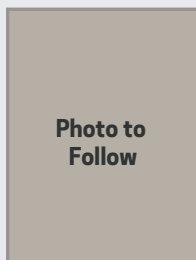
Panelists



Tammy Ryan -
Local 740 - United
Association of
Plumbers and
Pipefitters



Alley Wade -
Local 203 -
Boilermakers



Lori Bendell
JP Ironworker

Photo to
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Moderators:

Mary Ford,
Training &
Workforce
Development
Coordinator,
Trades NL



Kim Roach,
Training
Director,
Ironworkers
Training
Centre

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BUSINESS LUNCHEON BUILDING BEYOND BARRIERS: WOMEN LEADING THE FUTURE OF CONSTRUCTION 12:30 – 2:00 P.M.

Studio A, B & C (JAG Soundhouse)

This Ted-Talk style session will feature three dynamic women who are leaders from different sectors within the construction industry. Each will deliver a 10min talk addressing their journey, challenges, solutions, and a call to action – offering valuable insights for all attendees regardless of gender or role. As a conclusion to the talk, there will be a 10 min joint panel open discussion Q & A.

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Guest Speakers



Rebecca Kragnes
Director,
Indigenous
Relations and
Community
Engagement,
Bird Construction



Genevieve Young
Office Manager,
Executive
Administrative
Assistant,
Olympic
Construction
Limited



Tonya Knopp
Manager, Facility
Engineering
Planning,
Engineering &
Regulatory
Services
City of St. John's

Agenda is subject to change.

Registration Information:
NLCA Member Rate: \$349.00+hst
Non-Member \$429.00+hst

Register online at www.nlca.ca or email: abyrne@nlca.ca



AFTERNOON BUSINESS SESSION

2:00 - 3:15 P.M.

Studio A, B & C
(JAG Soundhouse)

Keynote Speaker

Proudly Sponsored By:



Dr. Kimberley Amirault-Ryan
Performance
Consultant to the NHL,
NBA, and Olympians |
Executive Coach

About the Session

Excellence: The Winners' Traits

As one of the leading performance consultants in the field, Dr. Kimberley Amirault-Ryan has coached and trained some of the world's top athletes and teams. She has witnessed and cultivated first-hand the habits, behaviours, and environments required for achieving success, overcoming obstacles, and inspiring excellence. Interspersed with real life examples from her Olympic, NHL, and NBA championship experiences, Amirault-Ryan explores the universal traits shared by those who experience the most success in their field, and shows how to replicate them within your own careers, teams, and organizations.

Attendees will learn:

- How to keep people motivated to achieve limitless goals.
- How to develop and maintain winning habits through challenging times.
- How to perform through adversity and refocus after setbacks.
- How to become comfortable in the uncomfortable zone.
- How to build a long-term winning culture within an organization by design, through practice and resilience.

Amirault-Ryan will leave participants armed with the knowledge of what mindsets, habits, self-talk, and resources are needed to be at your best for yourself and your team in any kind of environment.

Personal Development and Stress Management

Having worked with some of the world's top athletes and teams, performance consultant Dr. Kimberley Amirault-Ryan shares some of her best stress management techniques. Audiences will leave with strategies to embrace fear, manage change, and manage pressure to perform at their best, even in challenging times.

Winning Teams: Excelling Under Pressure

As the first female performance consultant for the New York Rangers, the New York Knicks, the Columbus Blue Jackets, and the Edmonton Oilers, and having worked at five Olympic Games, Dr. Kimberley Amirault-Ryan leads by her philosophy of embracing challenges and pushing boundaries to achieve your highest potential. Drawing on her experience in the competitive world of professional sports, she outlines the strategies that those at the top of their game share in excelling under pressure, and shares insight into the psychology of winning, conflict management, and teambuilding.

NETWORKING

MEET N' GREET COCKTAIL RECEPTION WITH EVENT PANELISTS & GUEST SPEAKERS

3:30 - 5:30 P.M.

Pre-function Area (Outside Studio A, B & C)



Live Entertainment by:
Linda Mansfield Trio

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SUPPORT THE MOVEMENT

Sponsorship opportunities are available!

Become a Promoting Women in Construction Sponsor and align your brand with a cause that champions diversity, equity, innovation, and empowerment. Investing in this forum is more than visibility—it's a commitment to real change, meaningful impact, and long-term growth.

Become a sponsor or register today—and be part of building a more inclusive future in construction.

**Contact the NLCA office at 709-753-8920 or email
Adelle Byrne at abyrne@nlca.ca for more information
and to find out how your firm can be recognized!**

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