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SPEAKER

# Darryl Wright

Partner/Principal, People  
Advisory Services,  
EY Canada



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ABOUT

Darryl is a Partner / Principal in our Workforce Advisory Practice focusing on Talent and the Future of work. Darryl is an accomplished senior executive with extensive cross industry and international experience in the field of Human Capital Strategy, Organization Effectiveness, and Leadership Development for some of the biggest global organizations in banking, corporate education, consumer goods, retail, food and beverage. He is a commercially oriented problem solver who influences and partners with Boards and senior leadership teams and collaborates effectively across organizations to deliver on strategic priorities, an energized and inspirational leader skilled in human resource management, large scale business transformation and leadership actualization an a culturally adaptable leader with a reputation of building high performing and engaged teams that delivers the results.

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SPEAKER

# Pippa Aird

Chief Human Resources  
officer, BMO



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## ABOUT

As Chief Operating Officer for People, Culture and Brand and Head, People Operations, Pippa is accountable for driving integration, simplicity and effectiveness across our teams while serving as a strategic enabler on initiatives advancing our performance agenda. She is responsible for driving PC&B's multi-year planning process, prioritization, and for enabling the execution against our strategy. She will also implement the PC&B risk framework globally, leading operational risk programs and the project management office, along with vendor management/third-party oversight. Finally, Pippa oversees within her portfolio, critical HR infrastructure across the bank including data and analytics for HR and Corporate Real Estate as well as shared services encompassing payroll, global mobility, and management information functions. Pippa reports to Mona Malone, Head, People & Culture & CHRO BMO.

Prior to her current assignment, Pippa held various CHRO positions including for P&BB, Wealth and TOCA functions.

Pippa joined BMO in 2010 as the Vice-President and Head, Technology & Operations, Risk Management. Working as a member of the T&O Leadership Team, she partnered with senior leadership to strengthen the risk culture - with a focus on accountability and transparency and a clear delineation between first and second line accountabilities. Prior to joining the Human Resource function in her first CHRO role for TOCA, Pippa also held various executive positions within BMO, including Vice-President, Head of Change Management in North American Delivery and Executive Lead, Internal Brand program.

Pippa began her career at Ernst & Young as a consultant in where she focused on implementing treasury and risk strategy and process solutions for financial and corporate clients. In 2003, she and her Dutch husband moved to the Netherlands, where for seven years, Pippa worked at ABN AMRO bank in several executive transformational roles.

Pippa received her BA in History from Queen's University and MA in International History from the London School of Economics. She is also a CFA charter holder.