

Ellice Edey

HR & Governance Speaker | Contour North

28 years inside boardrooms, executive teams, and HR leadership across the public and private sector, now on stage.

100% INDIGENOUS OWNED



ABOUT

Ellice has spent 28 years leading people strategy across the public and private sectors, holding director of HR roles in a provincial legislature, a provincial ministry, and an Indigenous regional corporation, and once holding the top HR position in North America for a global company. Her career also spans oil and gas, tech, and her own consulting practice, with board and governance work across Indigenous development corporations, an airline, and higher education. She brings that ground-level experience to the stage: building teams where difference actually works, neuroinclusion, recruiting for thinking over pedigree, applied AI in HR, and governance done well. Told by someone who has actually done the work, not just studied it.

SPEAKING TOPICS

Any topic can be delivered as a keynote, a breakout, or a hands-on workshop, and scaled to your time slot. The labels show how each is most often booked.

SIGNATURE KEYNOTES

- **Route Choice: Building Teams Where Difference Actually Works** KEYNOTE
We learned to include who people are. Team performance lives in how they work, and that is where this talk goes.
- **Prove It: Recruit for Thinking, Not Pedigree** KEYNOTE
AI has made resumes and credentials unreliable. The organizations that win will hire for demonstrated thinking.
- **All or Nothing: Neuroinclusion From Lived Experience** KEYNOTE
What a brain diagnosed at 49 taught her about wasted potential: the flaw and the strength are the same trait.
- **Getting to the Last Control: Late Starts and Resilience** KEYNOTE
Took up orienteering in her late forties during COVID, then raced her age category at the 2025 World Masters Orienteering Championships in Spain. On late starts and recovering out loud.

BREAKOUTS, WORKSHOPS & PANELS

- **Leading HR Through Reconciliation** BREAKOUT
A practical starting point past the land acknowledgement, from an Inuvialuk HR leader who has done the work inside institutions.
- **AI at Work: From Curiosity to Capability** BREAKOUT
A realistic, non-hype starting point, from someone who builds working AI systems, not slideware.
- **Critical Thinking for HR and People Leaders** WORKSHOP
A framework for slowing down high-stakes decisions before they go wrong, the defining skill of the AI era.
- **Indigenous Governance and Board Leadership** PANEL
Board and governance leadership from inside Indigenous institutions, from a Chartered Director who has sat at the table.

CREDENTIALS

And yes, going by the list below, she studied it too.

MBA + BMgt, double major in HR, Organizational Studies and Industrial Relations + BSc in Physical Geography

Chartered Professional in Human Resources (CPHR) since 2001 + Chartered Director (C.Dir) since 2019

Certified psychometric facilitator: MBTI, Thomas-Kilmann, FIRO-B, CPI 260, Lumina Spark, DiSC, Five Behaviors, and more.

BOOKING

Most events are booked 3 to 6 months out, and shorter notice is sometimes possible. Every talk is tailored to your audience before the day.

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