

Heidi Weigand

Ph.D., Assistant Professor in Management, Leadership and Organizations, Faculty of Management, Dalhousie University

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EDUCATION

- 2017 Ph.D. in Management (Business Administration)
Sobey School of Business, Saint Mary's University, Halifax, Nova Scotia, Canada
- 2008 Master of Management (Business Administration)
Sobey School of Business, Saint Mary's University, Halifax, Nova Scotia, Canada
- 1987 Bachelor of Arts (Languages)
University of King's College, Dalhousie University, Halifax, Nova Scotia, Canada

RESEARCH INTERESTS

Positive leadership • Resilient Leadership • Collaboration • Indigenous Women's Leadership • Healthcare policy and inclusion • Two-Eyed Seeing • Participatory Action • Research Indigenous Community Interests • African Nova Scotian Community Interests

RESEARCH AFFILIATIONS & EMPLOYMENT

Dalhousie University

(2020 to Present)

Assistant Professor, Tenure-Track,
Department of Leadership and Organization

Mount Saint Vincent University
Assistant Professor, Tenure-Track,
Department of Business and Tourism

(2018 to 2020)

Mount Saint Vincent University
10-Month Limited Term,
Department of Business and Tourism

(2017 to 2018)

The Centre for Research in Supply Chain Analytics (CRSSCA)
(<https://www.dal.ca/faculty/management/crssca.html>)

(2024 to Present)

Safe Assured Pharmacy Research Team
(<https://www.dal.ca/sites/safe-assured/program-leadership.html>)

(2020 to Present)

Scott McCain & Leslie McLean Centre for Sport, Business and Health
(<https://www.smu.ca/mccainmcleancentre/about-us.html>)

(2017 to 2021)

ARTICLES IN REFEREED JOURNALS

Hartt, C., **Weigand, H.**, MacDonald, A., Barker, J., & Mackinnon, N. (2024) Pharmacists' Perceptions of Error Reporting Systems, *Journal of Patient Safety and Risk Management*. [IN PRESS]

Parmaksız, D., Ülkü, M. A., & **Weigand, H.** (2024). Investigating Rural Logistics and Transportation through the Lens of Quadruple Bottom Line Sustainability. *Logistics*, 8(3), 81.

Weigand, H., Williams, K.S., Okoroafor, S., Weigand, E. and Liuzzo, G. (2024), "Does kindness matter? Discourses on kindness during the pandemic", *Qualitative Research in Organizations and Management*, Vol. ahead-of-print No. ahead-of-print. <https://doi.org/10.1108/QR0M-12-2023-2640>

Winham, N., Williams, K. S., Jamjoom, L. A., Watson, K., **Weigand, H.**, & Deal, N. M. (2024). Creating good knowledge together: heartfelt-communal storytelling at the Intersection of caregiving and academia. *Equality, Diversity and Inclusion: An International Journal*, 43(5), 764-783

Etezad, S., Fleming, M., **Weigand, H. A.**, Hartt, C. M., Dutton, D. J., Barker, J. R., & Brunt, K. R. (2023). Exploring the well-being of community pharmacy professionals, turnover intention and patient safety: Time to include operational responsibility. *Canadian Pharmacists Journal/Revue des Pharmaciens du Canada*, 156(2), 71-84.

Williams, K. S., **Weigand, H.**, Okoroafor, S., Liuzzo, G., & Ganuelas Weigand, E. (2023). Kindness-informed allyship praxis. *Equality, Diversity and Inclusion: An International Journal*, 42(9), 1-15. doi 10.1108/EDI-06-2021-0145

Weigand, H., Webb, S. R., Mills, A. J., & Helms Mills, J. C. (2017). The Junctures of Intersectionality: Race, Gender, Class, and Nationality and the Making of Pan American Airways, 1929–1989☆. In *Insights and Research on the Study of Gender and Intersectionality in International Airline Cultures* (pp. 417-444). Emerald Publishing Limited.

Weigand, H., Mills, A., (2015). Analysis of the Role of Sports in the Management Textbook: A Study of Sports Images in Organizational Behaviour Textbooks from 1992 to 2011, *International Journal of Sports Science*, 3, pp. 246-256. Impact factor: .48.

Kelloway, K., **Weigand, H.**, McKee, M., and Das, H., (2013). Positive Leadership, *International Journal of Leadership and Organizational Studies*, 20(1), 107-117.

Weigand, H., Mills, A., (2011). The Olivieri Case: An Ethical Dilemma of Clinical Research and Corporate Sponsorship, *International Journal of Case Studies in Management*, 9 (4).

EDITED BOOK CHAPTERS

Weigand, H., Price, S. & Williams, T. (2023). The Clayoquot Biosphere Trust: A UNESCO Biosphere Region Preserving Place as Sacred. In J.M. Fontan, A.J. Martinez-Cosio, J. Newton, N. Pole & M. Rabinowitz Bussell. (Eds.). *A New Look at Place-based Philanthropy: Insights from Canada and the US*, (pp. pages of chapter, when available). Friesen Press, Altona, Canada.

Price, S., **Weigand, H.** & Mills, B. (2023). The Gordon Foundation: Empowering Canada's Northern Voices and Sense of Home. In J.M. Fontan, A.J. Martinez-Cosio, J. Newton, N. Pole & M. Rabinowitz Bussell. (Eds.). *A New Look at Place-based Philanthropy: Insights from Canada and the*

US, (pp. pages of chapter, when available). Friesen Press, Altona, Canada.

Weigand, H., Mackinnon, H., Hepworth, J., & Weigand, E. (2022). Intergenerational stories of kindness: A catalyst for bouncing back. Chapter in M. Thomason (Eds.), *Kindness and Management and Organizational Studies*, Emerald Publishing Limited - Main Author.

Williams, K., & **Weigand, H.** (2022). Exploring the meaning of kindness: Prevailing ideas from millennials and generation Z. Chapter in M. Thomason (Eds.), *Kindness and Management and Organizational Studies*, Emerald Publishing Limited

Williams, T., & **Weigand, H.** (2022). Dear Masie: A Story-net of Kindness. Chapter in M. Thomason (Eds.), *Kindness and Management and Organizational Studies*, Emerald Publishing Limited

Price, S. T., Fogarty, M., Sheppard DA., Campbell, G., Cartwright, S., Ito, K., MacDonald, R., Guzman Skotnitsk, S., **Weigand, H.**, * Smith, K. (2022). Leading with Compassion: Co-design Workshop That Responds to a Report of Sexual Harassment or Discrimination with Unbiased Compassion. Chapter in M. Thomason (Eds.), *Kindness and Management and Organizational Studies*, Emerald Publishing Limited

Weigand, H., & Howell, C. (2021). Sport, Globalization, and the Bordering Process: The Iroquois National Lacrosse Team and the Issue of Contested National Identities. Konrad, V., & Kelly, M. (Eds.), *Borders, Culture, and Globalization: A Canadian Perspective*. University of Ottawa Press.- Main Author.

Weigand, H., Webb, S. R., Mills, A. J., & Helms Mills, J. C. (2017). The Junctures of Intersectionality: Race, Gender, Class, and Nationality and the Making of Pan American Airways, 1929–1989☆. In *Insights and Research on the Study of Gender and Intersectionality in International Airline Cultures* (pp. 417-444). Emerald Publishing Limited. – Main Author

Weigand, H. A. (2017). Accentuate the positive: organizational and personal consequences of positive leadership.

Weigand, H.A., Webb, S., Mills, A., and Helms-Mills, J., (2014). The Junctures of Intersectionality: Race, Gender, Class and Nationality and the Making of Pan American Airways, 1929-1989. In D. Bridges, S.J. Neal-Smith & A.J. Mills (Eds), *Absent Aviators: Gender Issues in Aviation* (pp. 15-42). London: Ashgate. – Main Author

PEER-REVIEWED TEACHING CASE

Peer-reviewed journals

Rixon, D., Brown, L., & Weigand, H. (2023), Mental Health Cooperative, Teaching Cases in a Philanthropic and Nonprofit Sector, Sagamore Publishing.
<https://www.vitalsource.com/products/teaching-cases-in-the-philanthropic-and-nonprofit-emma-a-powell-paloma-raggio-v9781952815706>, ISBN 9781952815706, 1952815703

Weigand, H., & Mills, A. J. (2013). The Olivieri case. *The Dark Side 2: Critical Cases on the Downside of Business*, 2, 223. – Main Author

DOCTORAL RESEARCH THESIS

Weigand, H. A. (2017). Accentuate the positive: Organizational and personal consequences of positive leadership.

RESEARCH UNDER REVIEW / EDITOR DESK

Peer-reviewed journals

Weigand, H., Furey, M., Rixon, D., & Hinds, D. (Editor's Desk). Distributed leadership in decentralized teams: learning from close calls in turbulent environments, *Management Decision* (Aug 2024)

RESEARCH UNDER REVIEW / EDITOR DESK

Peer-reviewed books and edited series

Encyclopedia of Gender and Management

Weigand, H., & Williams, T. Indigenous women's health: Inequities in the social determinants of health. In J. Helms Mills, A.J. Mills, K.S. Williams & R. Bendl. (Eds.). *Encyclopedia of Gender and Management* (pp. pages of chapter, when available). Cheltenham: Elgar. [Publication Date: Fall 2025]

Williams, T., & **Weigand, H.** Indigenous matriarchal societies in North America. In J. Helms Mills, A.J. Mills, K.S. Williams & R. Bendl. (Eds.). *Encyclopedia of Gender and Management* (pp. pages of chapter, when available). Cheltenham: Elgar.

Weigand, H., & Williams, T. A call for leadership accountability: Missing and murdered Indigenous women and girls. In J. Helms Mills, A.J. Mills, K.S. Williams & R. Bendl. (Eds.). *Encyclopedia of Gender and Management* (pp. pages of chapter, when available). Cheltenham: Elgar.

Weigand, H. Williams, T., & Williams, K.S. Mlkikno'ti – Bringing the best out of our girls. In J. Helms Mills, A.J. Mills, K.S. Williams & R. Bendl. (Eds.). *Encyclopedia of Gender and Management* (pp. pages of chapter, when available). Cheltenham: Elgar.

Edited Series - Themes in Business and Society

Weigand, H., & Sundararajan, B. Adopting diversity, inclusion, equity, and accessibility in management education, In K.S. Williams, A.J. Mills & H. Weigand. (Eds.). *Themes in Business and Society* (pp. pages of chapter, when available). University of Toronto Press, Toronto.

Coller, K., & **Weigand, H.** The Administrative Sciences Association of Canada and the development of management studies: 1979 to present day, In K.S. Williams, A.J. Mills & H. Weigand. (Eds.). *Themes in Business and Society* (pp. pages of chapter, when available). University of Toronto Press, Toronto.

Williams, K, Ward, J & **Weigand, H.** NIKANA'LULKWIK (LEADERSHIP), In K.S. Williams, A.J. Mills & H. Weigand. (Eds.). *Themes in Business and Society* (pp. pages of chapter, when available). University of Toronto Press, Toronto.

RESEARCH IN PROGRESS

Peer-Reviewed Journal Submissions in Progress

Weigand, H., Webb, S., & Wagar, T. Relative Age Effect in Soccer.

Weigand, H., Mandeya, N, Kerr, D, Frempong, G. African Nova Scotian Economic Well-Being Collaboration Framework.

Weigand, H., Weigand, E., & Wanless, M. (2024), Positive Support: Development and Validation of a Measure of Spectator Behaviour in Youth Sport.

Weigand, H., Accentuate the Positive: Organizational and Personal Consequences of Positive Leadership.

Weigand, H., Building Self-Efficacy in Underserved Youth Through Learning Goal Development.

RESEARCH FUNDING

**See Appendix D for Award Letters since Joining Dal.*

External Grants

SSHRC Explore Grants (Aug 2023), awarded, principal investigator *An exploration of safe housing models for Indigenous women, girls, and two-spirit people project*, \$5,000.

SSHRC Insights Grant (May 2023), awarded, co-applicant, *Building healthy leadership systems Starts with our leaders*, \$300,000. Principal Dr. Catherine Loughlin.

Mental Health Foundation (June 2022), awarded, co-applicant, *Thriving in a Complex World Research Project*, \$15,000. Principal Dr. Kristin Williams

Mitacs Indigenous Pathways (June 2022), awarded, principal investigator, student: Jessica Hepworth, *Understanding Decolonization of an Indigenous-led Organization in a Western Funded World. Research Project*, \$15,000.

Mental Health Foundation, (July 2022), awarded, co-applicant. *Thriving in a complex world*, \$10,000.
Principal Dr. Kristin Williams.

Mitacs Accelerate Grant (2022), awarded, principal investigator, student: Hudson Varner, *Electric Vehicles (EVs) Impact on Labour Market and Independent Retail Gasoline Dealers and Auto Service & Repair Industry Research Project*, \$15,000. **Principal: Dr. Weigand**

Mitacs Accelerate Grant (2022), awarded, principal investigator, student: Katherine Wagar, *Contagious Resilient Leadership Workshop Series Evaluation Research Project*, \$15,000. **Principal: Dr. Weigand**

Mitacs Accelerate Grant (2022), awarded, principal investigator, students: Nyasha Mandeya and David Kerr, *Economic Prosperity Collaborative Research Project*, \$30,000. **Principal: Dr. Weigand**

SSHRC Connections Grant (2022), in progress, principal investigator, *Decolonization of Contagious Resilient Leadership and Dissemination to Gen Z and Alpha Youth*, \$50,000. **Principal: Dr. Weigand**

Mitacs Business Strategy Internship Grant (2021), completed, co-applicant with Dr. James Barker, student: Riasat Ahmed, *Pharmaceutical Training COVID-19*, \$10,000. **Co-Applicants Dr. J. Barker and Dr. Heidi Weigand**

SSHRC Partnership Engagement Grant (2020), in progress, co-applicant with Dr. Daphne Rixon, *Mental Health and COVID-19: Bridging the Gap*, \$25,000. Principal, Dr. Rixon, **Co-Investigator, Dr. Weigand**

SSHRC awarded to Canadian Philanthropy Research Network (2020), completed, sub-applicant, principal investigator Jean-Marc Fontan, *Indigenous Philanthropy in Atlantic Canada*, \$2,500. **Principal: Dr. Weigand**

SSHRC awarded to Borders in Globalization (2017), completed, sub-applicant, principal investigator Victor Konrad, *Globalization and the Bordering Process: The Iroquois National Lacrosse Team and the Issue of Contested National Identities*, \$6,000. **Principal: Dr. Weigand**

Mental Health, Children's and Addictions Branch, Department of Health and Wellness Grant (2013–2016), completed, principal investigator, *Cultural Youth Resiliency: Motivation for Success study*, \$75,000. **Principal: Dr. Weigand**

Internal Grants

Mawkwil~mn~j - Let's Look for it Together (2024) - \$3,000, Dalhousie Indigenous Research Seed Fund,

Partnership: Eskasoni First Nation and Dr. Heidi Weigand.

Global Research Seed Fund (GRSF) (2023) - \$5,000, Dalhousie Global Research Seed Fund, Getting to the heart of the matter: Barriers and enablers for Indigenous Research Institutes in university settings.
Principal: Dr. Megan Bailey; **Co-Applicants Dr. Heidi Weigand** and Catherine Martin
International Partner Institution; Ngai Tahu Research Center at the University of Canterbury, New Zealand.

Faculty Internal Research Grant (2021) – \$15,000, Rowe School of Business, Dalhousie University. **Principal: Dr. Weigand**

Rowe School of Business Research Grant (2021) - \$4,500, A Unicorn Effect? Exploring the unfathomable forgiveness in Rwanda post the 1994 genocide. **Principal: Dr. Weigand**

New Scholar's Grant (2019) – Generation Z Leadership Research \$10,000, Business and Tourism, Mount Saint Vincent University. **Principal: Dr. Weigand**

REFEREED CONFERENCE POSTERS/PRESENTATIONS

Weigand H., Rixon, D., & Hinds, D. (2024, May), Education: Enabling Indigenous Women's Leadership, Paper to be presented at the Equity, Diversity, and Inclusion, Sevilla, Spain.

Weigand, H., & Williams, T. (2024, June) A Two-Eyed Seeing Reflection of Allyship, Paper to be presented at the Gender, Work and Organization, Sydney, Canada.

Dana, L.P., **Weigand, H.**, & James, A. (2024, May), Building Sustainable Partnerships for Social Responsibility, paper to be presented at Eastern Academy of Management.

Williams, K, Ward, J & **Weigand, H.** (2023, August) NIKANA'LULKWIK (LEADERSHIP), Paper to be presented at the Academy of Management, Boston, USA.

Weigand, H., & Denny-Sylliboy, A., (2023, June) Collaboration: Eskasoni Mental Health Crisis Pathways, Paper presented at the Fear Family Conference, Halifax, Canada.

Weigand, H., Rixon, D., Serban, D., & Hepworth, J. (2022, July), Covid 19 and Mental Health: Bridging the Gap. Paper presented at Equity, Diversity and Inclusion International Conference, Cape Town, South Africa.

Etehad, S., Fleming, M., Weigand, H., Hartt, C., Dutton, D, J., Barker, J.R., & Brunt, K., (2022, June) Exploring the well-being of community pharmacists and its association with patient safety culture. Poster to be presented at Canadian Psychology Association, Calgary, Canada.

William, T., Weigand, H., James, A., & Dana, L, P. (2022, June), Epistemology Decolonizing Framework. Paper presented at Administrative Sciences Association of Canada, Halifax, Canada.

Williams, K.S., Weigand, H., & Mills, M. (2022, June), Management Education in Canada: Historical Reflections. Symposium presented at Administrative Sciences Association of Canada, Halifax, Canada.

Weigand, H., Williams, K.S., Okoroafor, S., Liuzzo, G., & Weigand, E. (2021, Month) Does kindness matter? Intergenerational discourses on kindness and motivation in COVID-19. Paper to be presented at Academy of Management, virtually, no location specified.

Weigand, H., & Williams, K.S., (2021, July), At the intersection of BLM and COVID-19: Investigating to be presented at European Group for Organizational Studies, virtually in Amsterdam, The Netherlands.

Weigand, H., Williams, K.S., Wagar, T., & Webb, M. (2021, June), Missing the Maradona's: Relative age effects in youth soccer. Paper presented at Administrative Sciences Association of Canada, virtually, no location specified.

Jamjoom, L. A., Williams, K. S., Winham, N., Hendricks, K., Weigand, H., Price, S., & Deal, N. (2021). Personal reflections and collective resistance: Motherhood and caregiving at the intersection of PhD pursuits. EDI Conference Online July 12–14, 2021.

Rixon, D. and H. Weigand (2020), Healthy Minds Co-operative, *North America Case Research Association Conference*, virtual, October 20.

Weigand, H., Price, T., Weigand, E., & Wanless, M. (2020, June), Positive Support: Development and Validation of a Measure of Spectator Behaviour In Youth Sport. Paper presented at Administrative Sciences Association of Canada, virtually in St. John's, Newfoundland.

Barker, J. R., Beaton, C., Hartt, C., & Weigand, H. (2020, October). Common technical errors in community pharmacy today. Pharmacy Association of Nova Scotia Annual Conference. Halifax, Canada.

Weigand, H. (2019, May), *Accentuate the Positive: Organizational and Personal Consequences of Positive Leadership*. Paper presented at Administrative Sciences Association of Canada, St Catherine's, Ontario.

Weigand, H., & Yue, A. (2018, May). *Building Self-Efficacy in Underserved Youth Through Learning Goal Development*. Paper presented at Canadian Industrial Relations Association, Montreal, Quebec.

Melenchuk, M., Weigand, H., & Wagar, T. (2018, May). *To Hire and Retain the Best Lifeguards, Aquatic Leadership Must Use an Effective Hiring Process*. Paper presented at Administrative Sciences Association of Canada, Toronto, Ontario.

Weigand, H., Webb, S., & Wagar, T. (2016, October). *Relative Age Effect in Soccer*. Paper presented at Atlantic School of Business, Halifax, Nova Scotia.

Weigand, H., Webb, S., & Wagar, T. (2016, October). *Relative Age Effect in Soccer*. Paper presented at Atlantic School of Business, Halifax, Nova Scotia.

Melenchuk, M., Wagar, T., & Weigand, H. (2015, November). *Examining Selection and Performance Management: Evidence from Surf Legends*. Paper presented at World Conference on Drowning Prevention, Penang, Malaysia.

Weigand, H., Mills, A. (2012, May). *A Picture is Worth a Thousand Words, Analysis of the Role of Sport in the Management Textbook: A Study of Sports Images in OB Textbooks from 1992 to 2011*. Paper presented at Administrative Sciences Association of Canada, St John's, Newfoundland.

Weigand, H., Webb, S., Helm-Mills, J., & Mills, A. (2012, July), *The Junctures of Intersectionality: Race, Gender, Class and Nationality and the Making of Pan American Airways, 1929-1989*. Paper presented at European Group of Organization Studies, Helsinki, Finland.

Weigand, H. (2010, August). *The Olivieri Case: An Ethical Dilemma of Clinical Research and Corporate Sponsorship*. Paper presented at Academy of Management Darkside Case Competition Finalist, Montreal, Quebec.

MEDIA ENGAGEMENTS

McDuff, E. (2019, April 11). Marking 25 years since the Rwandan genocide – Mount student recalls her profound encounter with Retired Lt.-Gen Romeo Dallaire. [Coverage of the Rwanda Generation Z leadership project – the initial days by Dr. H Weigand.]. MSVU News. Retrieved from <https://www.msvu.ca/en/home/aboutus/news/FammyUwantege.aspx>

McDuff, E. (2018, August,23). Leading Change: Meet Dr. Heidi Weigand. [Coverage of the research on positive leadership project by Dr. H Weigand.]. MSVU News. Retrieved from <https://www.msvu.ca/en/home/aboutus/news/HeidiWeigand.aspx>

Sanderson, B. (2016, August,23). How athletes keep their spirits burning after the Olympics. [Coverage of the research on student-athlete mental health project by Dr. H Weigand.]. CBC News. Retrieved from <https://www.cbc.ca/news/canada/olympic-athletes-after-rio-1.3730048>

Rhodes, B. (2015, September 09). Saint Mary's University counters rape chant with workshops. [Coverage of the applied research on student-athlete mental health project by Dr. H Weigand.]. CBC News. Retrieved from <https://www.cbc.ca/news/canada/nova-scotia/saint-mary-s-university-counters-rape-chant-with-workshops-1.3221539>

Wong, J. (2013, June,13). Update: Ex-Olympian spirals into depression, calls for more mental health education in sports. [Coverage of the research on student-athlete mental health project by Dr. H Weigand.]. Global News. Retrieved from <https://globalnews.ca/news/612249/ex-olympian-spirals-into-depression-calls-for-more-mental-health-education/>

INVITED SPEAKER

Atlantic Indigenous Health Priorities, Atlantic Indigenous Health Directors Partnership, September 11, 2024.

Atlantic Indigenous Health Priorities, All Chiefs Summit, March 15, 2024.

The Future of Work Summit Panelist, Benefits Canada Webinar, Virtually, October 2023

Atlantic Indigenous Mental Health and Addictions, to the Regional Medical Officers of Health, Virtually, Forum, March 2023.

Missing and Murdered Indigenous Women, Girls, Boys, and Two-Spirited (MMIWGB2S) Atlantic Calls to Justice” at the National Meeting for the MMIWGB2S Families and Survivors Conference, Vancouver, BC, February 2023.

Communal Commercial Licensing Policy” at the Atlantic Regional Chiefs Meeting, Dartmouth, NS, January 2023.

Actionable EDIAD in Leadership, at the Emerging Leaders in Academic Medicine Program, Halifax, NS, May 2023.

Beating Burnout. Guest speaker at the Pharmacy Association of Nova Scotia Webinar, Halifax, NS, January 2023 – Co-presenter with Dr. Barbara Hamilton-Hinch, Vice-Provost of Equity Diversity and Inclusion, Dalhousie University.

Beating Burnout. Guest speaker at the National Meeting for the Student-Athlete Mental Health Initiative, Ottawa, ON, Forum, January 2022.

Generational Differences in Leadership. Guest speaker at the GoverNext Annual General Meeting for the Nova Scotia Provincial Government, Halifax, NS, Canada, March 2022

How to talk to your teammates about mental health. Keynote speaker, Student-athlete mental health initiative at Dalhousie University, Halifax, NS, Canada, March 2022.

Leadership Resiliency During the Pandemic. Keynote speaker, Nursing Homes of Nova Scotia Association, Halifax, NS, Canada, January 2021.

The Secret to Inspiring Gen Z Leadership. Ted Talk at Saint Mary’s University. Co-developed by Weigand, H., & Bell, K, February 2020.

https://www.ted.com/talks/heidi_weigand_kanaar_bell_the_secret_to_inspiring_gen_z_leadership_may_2020/up-next

Youth Leadership Resiliency. Research and Applied talk during Counsellor Recruitment Week, Mount Saint Vincent University, Halifax, NS, Canada, July 2019.

Resilient Leadership. Keynote speaker, Rwanda 25th Commemoration, Saint Mary’s University, Halifax, NS, April 2019.

Youth Leadership Resiliency. Research and Applied talk during PACK Leadership Development Weekend, Saint Mary’s University, Halifax, NS, Canada, August 2018.

Youth Leadership Resiliency. Research and Applied talk during Shinerama Leadership Development Week, Saint Mary’s University, Halifax, NS, Canada, July 2017.

Accentuate the Positive: Resilient Leadership Strategies. Research and Applied talk during Canadian College and University Food Service Association, Westin Hotel, Halifax, NS, Canada, June 2017.

Positive Leadership and Innovation. Research and Applied talk during Canadian Business School Conference, Dalhousie University, Halifax, NS, Canada, June 2017.

Leadership Resiliency. Research and Applied talk during Scotiabank Quarterly Kickoff. Scotiabank Atlantic Halifax, NS, Canada, March 2017.

Mental Health: Developing a Healthy and Resilient Working Climate. Research and Applied talk at the 2015 International Federation of Employee Benefit Plan: Raising Resilience: Protecting Mental Health at Work Conference, Las Vegas, Nevada, November 2015.

RESEARCH INDUSTRY PARTNERS

Partner

Mi'kmaq Native Friendship Centre
Eskasoni First Nation Mental Health Centre
Delmore Buddy Daye Learning Institute
Junior Achievement Nova Scotia
Prudentia Institute
Native Women's Association of Nova Scotia
Atlantic Policy Congress of First Nations Chiefs

Project Topic

Decolonization Organizations and Pgms
Mental Health Pathways Evaluation
Economic Prosperity in African NS Comm.
Contagious Resilient Leadership for Youth
Contagious Resilient Leadership for Youth
Murdered and Missing Women, and Girls
Indigenous Mental Health Determinants

INDUSTRY RESEARCH REPORTS

Weigand, H., Glode-Desrochers, P., Rixon, D., & Williams, K.S. (2024). *Perspectives on Decolonizing the Work Readiness Programs for Urban Indigenous Youth*. Atlantic Canada Opportunities Agency, Website. **Principal Investigator.**

Weigand, H., & Rixon, D. (2024). *Eskasoni Mental Health Crisis Program Evaluation*, Eskasoni First Nation, Funder: Nova Scotia Health. Website **Principal Investigator.**

Weigand., H. (2024). *Atlantic Indigenous Fish and Fish Habitat Protection*, Atlantic Policy Congress of First Nations Chiefs Secretariat Inc. Funder: Fisheries and Oceans Canada. **Principal Investigator.**

Weigand., H. (2023). *Application of United Nations Rights of Indigenous Peoples Fisheries Act Application Research (2023)*, Atlantic Policy Congress of First Nations Chiefs Secretariat Inc. Kjiptuk, Mi'kma'ki. Funder: Fisheries and Oceans Canada. Principal Investigator. **Principal Investigator.**

Weigand., H. & Price, S.T., (2022). *Atlantic Indigenous Mental Health and Addictions Strategic Plan*, Atlantic Policy Congress of First Nations Chiefs Secretariat Inc. Kjiptuk, Mi'kma'ki. Funder: First Nations and Inuit Health. **Principal Investigator.**

Weigand., H. (2022). *Communal Commercial Licensing Policy (CCLP)*, Atlantic Policy Congress of First Nations Chiefs Secretariat Inc. Funder: Fisheries and Oceans. **Principal Investigator.**

Williams, T., Weigand, H., & Price, S.T. (2021). *Missing and Murdered Women, Girls, Boys, and Two-Spirited Peoples Calls to Justice for Atlantic Canada*, Nova Scotia Native Women's Association.

Millbrook, Mi'kma'ki. Funder: Assembly of First Nations. Principal Investigator. **Principal Investigator.**

ACADEMIC AWARDS AND HONOURS

- 2023 Outstanding Reviewer in 2023 Emerald Literati Awards by Emerald Publishing
- 2018 Commerce Professor of the Year, Saint Mary's University, Halifax, Canada
- 2017 Commerce Professor of the Year, Saint Mary's University, Halifax, Canada
- 2015 Commerce Professor of the Year, Saint Mary's University, Halifax, Canada
- 2009 Darkside Case Competition Award Finalist, Academy of Management, Montreal, Canada.

COURSES TAUGHT

*Since joining Dalhousie University

- 2024 BUSI 6998 Building Collaborative Capacity, Dalhousie University, Halifax, Canada
- 2024 BUSI 6997 Leading Change, Dalhousie University, Halifax, Canada
- 2024 BUSI 6313 Organizational Change, Dalhousie University, Halifax, Canada
- 2023 BUSI 6994 Leading in Complexity, Dalhousie University, Halifax, Canada
- 2023 BUSI 6998 Building Collaborative Capacity, Dalhousie University, Halifax, Canada
- 2023 BUSI 6997 Leading Change, Dalhousie University, Halifax, Canada
- 2022 BUSI 6313 Organizational Change, Dalhousie University, Halifax, Canada
- 2022 BUSI 6994 Leading in Complexity, Dalhousie University, Halifax, Canada
- 2022 BUSI 6998 Building Collaborative Capacity, Dalhousie University, Halifax, Canada
- 2022 BUSI 6996 Sustainable Leadership, Dalhousie University, Halifax, Canada
- 2022 BUSI 6313 Organizational Change, Dalhousie University, Halifax, Canada
- 2021 BUSI 6997 Leading Change, Dalhousie University, Halifax, Canada
- 2021 BUSI 6900 Ethics and Corporate Responsibility, Dalhousie University, Halifax, Canada
- 2021 BUSI 6996 Sustainable Leadership, Dalhousie University, Halifax, Canada
- 2021 COMM 3310 Reflections on Leadership, Dalhousie University, Halifax, Canada
- 2021 BUSI 6994 Leading in Complexity, Dalhousie University, Halifax, Canada
- 2021 BUSI 6313 Organizational Change, Dalhousie University, Halifax, Canada

COURSES DEVELOPED

*Since joining Dalhousie University

- 2024 BUSI 6998 Building Collaborative Capacity, Dalhousie University, Halifax, Canada
- 2024 BUSI 6997 Leading Change, Dalhousie University, Halifax, Canada
- 2024 BUSI 6326 Management Skills Development, Dalhousie University, Halifax, Canada
- 2022 BUSI 6998 Building Collaborative Capacity, Dalhousie University, Halifax, Canada
- 2021 BUSI 6997 Leading Change, Dalhousie University, Halifax, Canada
- 2021 NSCAD and Dalhousie Creativity and Innovation, Dalhousie University, Halifax, Canada

DALHOUSIE EXECUTIVE EDUCATION ACCREDITATION

- 2024 MBA Leadership Certificate, Faculty of Management, Dalhousie University, Halifax Canada
- 2023 Health Leadership; Navigating conflict and thriving in complexity, Faculty of Medicine, and Faculty of Management Joint Initiative, Dalhousie University, Halifax, Canada

EXECUTIVE EDUCATION TEACHING

*Since joining Dalhousie University

Faculty of Medicine

- 2024 Leading with Operational Strength, Faculty of Medicine, Dalhousie University, Halifax, Canada
- 2024 Leading in Our Community: Creating Healthy Work, Dalhousie University, Halifax, Canada
- 2023 Emergency Leaders in Academic Medicine, Dalhousie University, Halifax Canada

Faculty of Open Learning and Career Development

- 2024 Academic Leadership Certificate, Dalhousie University, Halifax Canada
- 2023 Academic Leadership Certificate, Dalhousie University, Halifax Canada
- 2023 Shannex Academic Leadership Certificate, Dalhousie University, Halifax Canada
- 2023 NBCC Academic Leadership Certificate, Dalhousie University, Halifax Canada
- 2022 Executive Master in Business Administration, Dalhousie University, Halifax, Canada.
- 2021 NSCAD and Dalhousie Creativity and Innovation, Dalhousie University, Halifax, Canada
- 2021 Academic Leadership Certificate, Dalhousie University, Halifax Canada

STUDENT SUPERVISION

Dalhousie University

- 2024 - Current Committee member for Maria Adams – Master of Science Program, Dalhousie University. Supervisor: Dr. Anika Cloutier. Topic: Disclosing Mental Illness: A Leader-Follower Comparison.
- 2021-Current Doctoral Committee Member for Tamsyn Brennan – Interdisciplinary Program, Dalhousie University. Supervisor Dr. Michael Unger, Topic: Development of a business model to support social worker mental health.
- 2020-Current Doctoral Committee Member for Ashley MacDonald –Agricultural Sciences., Dalhousie University. Supervisor Dr. Chris Hartt, Topic: Why they do what they do: An Actor-network and Non-Corporeal Actant Theory Approach to Dairy Farmers Decision-Making.
- 2022-2023 Committee member for Sevara Dekhkonova – Master of Science Program, Dalhousie University. Supervisor: Dr. Kabat-Farr. Topic: Does Rudeness Reduce Creativity? Examining the Role of Appraisals and Rumination Following Incivility at Work.
- 2021-2022 Supervisor for Zaman Kamruzzaman Bhuiyan – Master of Science Program, Dalhousie University. Committee: Dr. Sundararajan and Dr. Aghakhani. Topic: Counterproductive behaviours in the workplace.

Mount Saint Vincent University

- 2023-Current Committee member for Crystal Dorey – Master of Public Relations Program, Mount Saint Vincent University. Supervisor: Dr. Amy Thurlow. Topic: Remuneration for indigenous knowledge, as in cultural and historical knowledge provided by Indigenous Knowledge Keepers and Elders.
- 2019-2022 Master's Committee Member for Seana Jewer – MA in Education. Mount Saint Vincent University. Supervisor Dr. Patricia Gouthro, Committee Members: Dr. Heidi Weigand. Topic: Striking the Balance: Understanding the Executive Director Learning Path through Life History.

Saint Mary's University

- 2024 Supervisor for Benson Barnaby (Currently on Leave) – Executive Doctor of Business Administration, Saint Mary's University. Topic Idea: Indigenous Governance.
- 2024 Committee Member for Mark MacIzaac, PhD in Business Administration, Saint Mary's University. Supervisor: Dr. Catherine Loughlin. Topic Idea: Leadership Mental Health in Sport.
- 2018-2020 Masters Co-Supervisor for Tammy Williams – MA in Women and Gender Studies., Saint Mary's University. Co-Supervisor Dr. Sherry Pictou & Dr. Heidi Weigand, and Elder Debbie Eisen. Topic: Developing a Mi'kmaq research paradigm from an urban L'nu perspective.

STUDENT RESEARCH COLLABORATORS

2023-2024	Zach Robar, Undergraduate Student, Master of Science, Dalhousie University
2022-2023	Rachel Creaser, Master Student, Criminology, Saint Mary's University
2020-2023	Diana Serban, Doctoral Student, I/O Psychology, Saint Mary's University
2017-2020	Tammy Williams, Master Student, MA Gender Studies, Saint Mary's University
2021-2023	Daniel Race, Master Student, CRMBA, Dalhousie University
2021-2023	Clayton Bell, Master Student, CRMBA, Dalhousie University
2021-2023	Katie Wagar, Master Student, Kinesiology, University of Ottawa
2020-2021	Siobhan Wiggins, Master Student, Library Services, Dalhousie University

ACADEMIC SERVICE

REVIEWER FOR ACADEMIC JOURNALS

2023-Present	Culture and Organization (C&O)
2023-Present	Journal of Management History (JMH)
2021-Present	Equality, Diversity, and Inclusion: An International Journal (EDI)
2020-Present	Qualitative Research in Organizations and Management (QROM)
2021-2022	SAGE Open

REVIEWER FOR ACADEMIC CONFERENCES

2024-Present	Atlantic Schools of Business Conference, Best Paper Award
2023-Present	Academy of Management, Management Education
2023-Present	Academy of Management, Business History
2023-Present	Academy of Management, Equity, Diversity, and Inclusion
2018-Present	Administrative Sciences Association of Canada, Management Education
2019-Present	Atlantic Schools of Business Conference, Ethics and Social Issues
2018- 2019	Academy of Management, Human Resources
2018- 2019	Academy of Management, Organizational Behaviour
2013- 2018	Administrative Sciences Association of Canada, Human Resources
2012- 2017	Atlantic Schools of Business Conference, Management

REVIEWER FOR FUNDING AGENCIES

2021– 2024	Reviewer, SSHRC Connections Grant Adjudication Committee
2024-Present	Chair, SSHRC Connections Grant Adjudication Committee

VOLUNTEER AND COMMITTEE FOR ACADEMIC CONFERENCES

2022	Division Co-Chair, Management Education (ME) Administrative Sciences Association of Canada
2021	Division Editor, Management Education (ME) Administrative Sciences Association of Canada
2020	Program Coordinator, Management Education (ME) Administrative Sciences Association of Canada

UNIVERSITY SERVICE

2023-Present	Indigenous Research Policy Framework Steering Committee Sub-Committee: Cultural Protocols, Community Engagement and Partnerships
2023-Present	MBA Faculty Committee
2023	Committee member, Climate Change Instructor Position, Recruitment Committee
2022	Committee member, Joudrey Chair Recruitment Committee
2021-2023	Area group representative, MBA program
2022	Co-chair Inclusive Innovation, Faculty of Management Strategic Plan
2023	Committee member, Climate Change Instructor Position, Recruitment Committee

2022 Committee member, Joudrey Chair Recruitment Committee
 2022 Group Member, Indigenous Law, Governance and Indigenomics Wikuom
 2021 Committee member, One-term teaching
 2021-2023 Faculty Tenure and Promotions Advisory Committee

PROFESSIONAL SERVICE

2023-Present Canada Benefits: Future of Work Survey, Advisory Committee
 2021-Present Prudentia Institute, Advisory Committee
 2014-Present Chair of the Board, Motivate Canada
 2017-Present Board Member, Venture 2 Impact
 2018-2019 Board Member, Bryony House
 2014-2016 Mentor, Professional Mentorship Program for ISANS
 2014-2016 Co-chair Recreation and Mental Health Nova Scotia Advisory Committee
 2011-2014 Board Member, Canadian Centre for Ethics in Public Affairs
 2012-2013 Council Member, Executive MBA Alumni Council
 2009-2013 Volunteer Chair, 2011 Canada Games, Assistant Division Chair, Marketing

PROFESSIONAL WORK EXPERIENCE

Management Consulting Experience

Senior Management Consultant, Atlantic First Nations and SMEs

2006–2017

Over twelve (12) years of experience working with Atlantic Canadian Businesses and First Nation Communities to help improve organizational effectiveness by building strong foundations for success. Projects have ranged from strategic plans, business plans, market plans, market research, governance strategies, and talent management planning. The projects typically encompass extensive market research in both North American and International markets through the use of focus groups, surveys and interviews to identify the target markets, consumer preferences and staffing requirements for Tourism, Fisheries, Retail and Forestry markets. Clients include over 35 Atlantic Canadian First Nation Communities and 100 Atlantic Canadian Businesses.

Business Analysis Experience

***Certified Black Belt, North American Lean Six Sigma Operations, Rochester, NY* 2004–2006**

Led multiple Lean Six Sigma projects in North America focused on reducing error levels and streamlining business processes to maximize the bottom-line performance. Responsibilities included the facilitation of projects to draw out expertise from subject matter experts, data analysis using statistical tools such as Minitab to ensure the objectivity of the data and solution brainstorming with implementation and control measures to provide a close loop process of evaluation.

Corporate Management Experience

Corporate Executive, Toronto, Canada & Rochester, New York

1998–2006

Recruited and managed several Canadian and North America marketing and sales teams in a wide variety of topics. Some of these included product marketing, channels marketing as well as advertising and promotions. Each role required significant focus on transferring of knowledge to junior and senior sales and marketing representatives during significantly difficult financial times for Xerox. Marketing and Sales was considered the lifeblood of Xerox's future and needed an infusion of motivation to beat out the competition. This role required ingenuity, dedication and passion to drive Xerox to the front of the leader board once again.

Sales and Engineering Experience

Sales Executive, Toronto, Canada

1987–1998

Superior client management skills developed through extensive training with both Xerox and IBM account management development staff. Experience in a variety of industries including Banking, Insurance, Graphic Arts, Real Estate, Education, Forestry, Federal and Provincial Governments, First

Nations, and the small and medium general marketplace. Prior to joining sales, held systems engineering position