

Dr. Rumeet Billan

RESEARCHER | SPEAKER | HUMANITARIAN



PROFILE PACKAGE



BIOGRAPHY

Dr. Rumeet Billan is an award-winning, internationally recognized entrepreneur, learning architect, speaker, author, and humanitarian. Her mission is to transform workplace cultures through research, training, and experiences that enable trust, foster belonging, and build resilience.

Dr. Billan is the CEO and owner of Women of Influence+, the largest and most renowned women's leadership organization in North America. As the President and CEO of Viewpoint Leadership, a leading learning company, her work focuses on delivering state-of-the-art leadership training, award-winning programs, and groundbreaking research that specializes in psychological capital. After completing her PhD at the University of Toronto, she has gone on to design and facilitate programs, courses, and training sessions across various industries and sectors. She has spearheaded numerous research studies; her latest being the first international study of its kind to focus on Tall Poppy Syndrome, which reveals the impact of the silent systemic syndrome on women in the workplace. In 2022, she led a pivotal survey on Belonging in the Workplace, and co-led the Canadian Happiness at Work study, in partnership with the Canadian Mental Health Association, in 2020.

Dr. Billan was named Canada's Top 100 Health Leaders in 2021, Canada's Top 10 Power Women in 2020, and is a two-time recipient of the acclaimed title of Canada's Top 100 Most Powerful Women. She is a regular guest on leading Canadian news broadcast programming, including Global News, CTV Morning Live, and Breakfast Television, with repeated features in Forbes, The Globe and Mail, and CP24. Her first award-winning and bestselling book, *Who Do I Want To Become?* is designed for a multitude of readers, and aims to assist anyone wanting to explore the question, "what do you want to be when you grow up?" Her role as the former Chair of the Board for Fora: Network for Change, a renowned global non-profit, played an integral part in their mission to mobilize girls and young women for economic advancement locally and worldwide. She also serves on the Board of Directors at First Book Canada.

Through her work, Dr. Billan provides a platform that encourages people and organizations to envision a world filled with endless possibilities. Since 2004, she has contributed to social impact initiatives to improve access to and the quality of education across the continents of North America, South America, and Africa. In addition to building schools and libraries, as well as her support of scholarship programs, breakfast programs, and soccer tournaments, her vision has led to the creation and development of a Teachers College in rural Kenya. In 2019, an astounding donation of over 280,000 brand-new books was made by Dr. Billan, in collaboration with various publishers and authors, to be distributed to children and youth in need in Ontario, Canada. In each endeavor she undertakes, she remains true to her support of causes and initiatives that promote human welfare.

AS SEEN IN



SELECTED PUBLICATIONS

Harper's BAZAAR: Tall Poppy Syndrome and Its Effects On Our Closest Relationships

Women of Influence: Being a Woman with Ambition - A Trait with Consequences

Global News: Worried About Your Child or Teen's Mental Health? Here Are Some Signs They May Need Support

Reader's Digest Best Health: The Best Ways to Respond to Everyone During the Pandemic

Rotman Magazine: Making Room for The Tallest Poppies: A Call to Action

Forbes.com: Successful Women Pay A Price

The Globe and Mail: For Gen Y, Being Your Own Boss Keeps Doors Open



TVO: Relearning how to socialize



Global News Identifying and managing parental burnout



CTV Morning Live Calgary Why do we ask kids what they want to be when they grow up?



Breakfast Television What is Tall Poppy Syndrome?



KEYNOTE SPEECHES AND WORKSHOP TOPICS

Dr. Billan designs learning experiences that enable trust, foster belonging, and build resilience. As an award-winning entrepreneur, she has created and developed programs, courses and training sessions for the private, 'for purpose,' and public sectors, including prestigious universities in Canada and abroad.

She is a highly sought after speaker and continues to receive national and international coverage for the work that she is engaged in related to leadership, psychological capital, mental health, workplace culture, tall poppy syndrome, and emotional resilience.

KEYNOTE SPEECHES AND WORKSHOP TOPICS



THE SCIENCE OF BELONGING

Research has consistently shown that when employees feel that they belong, they will perform better and experience higher levels of commitment, engagement, and well-being. An absence of belonging increases risk of isolation, underperformance, and burnout. This session will examine what it means to belong at work, the harmful effects of exclusion, and the challenges that leaders face in creating a sense of belonging. Practical and evidence-based tools and strategies that support building, fostering, and nurturing a culture of belonging will be presented.



REDEFINING RESILIENCE

Resilience is a powerful skill that can be developed. It is the ability to bounce back from obstacles and setbacks to achieve higher levels of performance. It requires developing positive adaptation processes to help overcome the challenges that we face, and the use of positive experiences to build confidence in our strengths and abilities. It also involves interventions that support and develop self-trust, objective reasoning, perseverance and possibility thinking. Research shows that these capabilities can be learned, and this session focuses on how we can develop strategies to build our resilience by examining the capabilities of psychological capital, and improve the experiences that we have to navigate the change we experience, and reach our full potential.



THE SCIENCE OF TRUST

Trust is in a state of crisis, and earning trust has never been more imperative for leaders than it is today. Trust helps to solve problems of risk, and is needed for collaboration and innovation. Embracing risk during this time can be challenging, especially when there is greater exposure to uncertainty with potential loss that truly matters. This session will examine the neuroscience of trust, misperceptions, and navigating distrust. The connections between transparency, vulnerability, and trust will be explored. Tools and strategies to lead and manage for trust will be presented.

KEYNOTE SPEECHES AND WORKSHOP TOPICS



BIAS AWARENESS & ANTI-RACISM

Our behaviour is impacted by the assumptions, biases, and stereotypes (positive and negative) that exist in our subconscious. We tend to believe that we are seeing everything in its complete form, however, it's not possible for each of us to see the world as it is. Instead, we see the world through the lens of our experiences, biases, and various identity factors. As a result, the assumptions we hold shape the decisions that we make, but these decisions may be creating unequal outcomes for our employees. Steps can be taken to minimize the impact of bias in the workplace. This includes approaching our work in an informed way, specific training and interventions, empathy-driven dialogue and heightened self-awareness. This session will present an introduction to bias and strategies that challenge our assumptions and create a workplace that is inclusive will be explored.



GENDER-BASED ANALYSIS PLUS TRAINING

Gender-based Analysis Plus (GBA+) can be used in any sector to guide the systematic consideration of gender and other identity factors throughout the development initiatives, policies and programs. There are differences in how people experience aspects of life from education to employment. GBA+ encourages us to examine how a situation can be experienced differently and is affected by identity factors. One of the key competencies developed in GBA+ training is the capacity to challenge the assumptions we make as individuals, while considering how these assumptions may unintentionally create unequal outcomes for others. Incorrect assumptions can lead to unexpected or unintended consequences for a particular group. This session aims to recognize and move beyond our assumptions and find ways to address needs using the analytical process.

RESEARCH STUDIES

As an academic with an extensive background in conducting research studies, Dr. Billan is available to render her expert skills to your company or organization, and support you in achieving your desired outcome. Currently, Dr. Billan is working with organizations to develop tools for measuring the culture of the workplace with the goal of transforming it. In this project, Viewpoint Leadership is responsible for designing, collecting, and analyzing data. Upon completion of the study, the organization receives a report, a presentation of the findings, and a roadmap for interventions and treatments. Whether your needs involve a workplace study, or a solution to an on-going problem, Dr. Billan's vast experience and skills will assist you in finding the right solution for you, and reaching your corporate goals.

The Tallest Poppy

A recent survey, led by Dr. Rumeet Billan and Women of Influence+, found an overwhelming number of women have experienced Tall Poppy Syndrome in the workplace. A term popularized in Australia, Tall Poppy Syndrome occurs when people are attacked, resented, disliked, criticized or cut down because of their achievements or success. This has an impact on everything from engagement to productivity to retention. It also has a direct impact on the emotional and psychological well-being of women. An immediate change is needed to support women in the workplace, to encourage their accomplishments and shift the culture of toxic workplaces.

The 2022 Workplace Belonging Survey

As part of the study, Dr. Billan commissioned Ipsos to conduct a survey on Workplace Belonging among employed Americans. The survey found that nearly half of American workers are considering leaving their present jobs; employed job seekers are more likely to feel lonely and excluded in their current roles; only one-third of employed Americans feel that their work environment is inclusive; and one in four women feels lonely at work. A total of 2,098 responses were obtained to the question "I wish my peers and colleagues knew..." and the data reveals what employed Americans feel contributes to their sense of belonging at work and what they are experiencing at the moment.

The Canadian Happiness At Work Study

How can organizations promote joy, contentment, and positive well-being at work in order to foster productive, engaged and happy employees? This study examined whether Canadians are happy at work, what factors contributed to this, and how organizations can support and support experiences that foster positive well-being. With over 1,150 respondents, the data revealed the impact of happiness on productivity, engagement, and retention.



WOMEN OF INFLUENCE+

For almost 30 years, WOI+ has been at the forefront of advocating for the advancement of women in the professional realm; inspiring them to seek out and achieve success, however they may define it. As one of the longest and most established women's advancement organizations in North America, our global reach is now estimated to exceed a million by 2023. Here, at WOI+, our ethos is found in placing ourselves at the root of where influential and impactful change occurs. Our goal to rewrite the narrative—not just change it—is only further fostered through our efforts to uplift and support women through an intersectional approach.


What sets us apart is the utilization of our metric system. Our reach is determined by the ripples that are made, the doors that are opened, and the number of seats that are added to the proverbial decision-making table. Influence is integral to the decisions, innovations, and systems that create a more inclusive and equitable world for all. At WOI+, we are unafraid to challenge and upend the status quo to transform the societal expectations of, and limitations placed upon, our capabilities.

Through providing women with meaningful connections, an inclusive network, support, training and strategic tools to carve new pathways towards professional success, we are creating the future we want for ourselves, and our communities, far and wide. We are here to lead meaningful and sustainable change, so no matter what stage you are at in your career, when you discover our WOI+ platform, there is something here for you.


CONNECT WITH US

 info@womenofinfluence.ca

 womenofinfluence.ca/contact-us

 [@Women of Influence+](https://www.linkedin.com/company/womenofinfluence/)

 [@woiglobal](https://www.instagram.com/woiglobal)

 [@WomenOfInfluence](https://twitter.com/WomenOfInfluence)

 [@WomenOfInfluence](https://www.facebook.com/WomenOfInfluence)

PROFILE SUMMARY

President and Owner
Women of Influence +

President and Founder
Viewpoint Leadership Inc.

Program Developer, Lead Facilitator
and Instructor
McMaster University

Professor, Leadership
**Humber Institute of Technology
and Advanced Learning**

Workshop Instructor, Empathy and
Leadership
The University of Cambridge

Institute of Continuing Education
Master Trainer
**EQ-i 2.0 / EQ 360 Certification,
Multi-Health Systems**

Chair, Young Alumni Association
**Ontario Institute for Studies in
Education**

Member, President's Advisory
Committee
University of Toronto

Member and Facilitator
UNESCO European Regional Forum

Honours and Awards

Canada's Top 100 Health Leaders

Canada's Top 10 Power Women

Nautilus Book Award

Leaders and Legends Award, Ontario
Institute for Studies in Education

Instructor Award of Excellence,
McMaster University

Arbor Award, **UofT**

Desmond Parker Outstanding
Young Alumni Award, **UTM**

Honouree, **Sikh Centennial Foundation**

Canada's Most Powerful Women: Top
100 Award, **WXN**

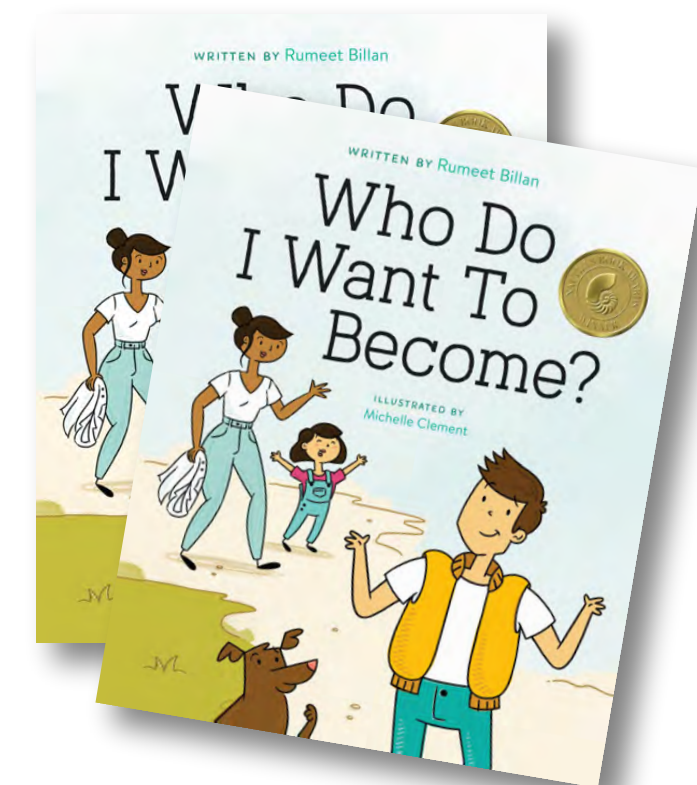
Canadian Ambassador,
FIFA World Cup

Board Experience (Director and Chair)

Board Director
First Book Canada

Former Board Chair and Director
Fora: Network for Change

Former Board Director
CODE



IMPACT STORIES

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“We have been fortunate to have Rumeet as a facilitator for our UNESCO Chair European Regional Forum which aims to empower young leaders to be agents of positive change. Rumeet was chosen for her commitment to education and her leadership style which provides a platform that encourages youth, women, and communities to envision what could be possible. Her ability to connect with young global leaders and make a lasting impression across cultures, communities, and countries is unique. Rumeet’s influence, impact, and presence is felt by those around her and we continue to be amazed at her ongoing initiatives and dedication to social action and the education sector.”

UNESCO Chair & Institute of Comparative Human Rights

“I decided to have Ms. Billan moderate a distinguished panel of some of Canada’s top female executives at our Top 100 Awards celebration, prior to a keynote by Margaret Atwood. A few in my organization were somewhat skeptical at having someone so young moderate a discussion with a group of industry titans. However, Rumeet led the conversation seamlessly, showing confidence and knowledge throughout. Clearly she was prepared for the event and added her own research and insights to the conversation. Her performance was so engaging and eloquent in fact, that our Vice President remarked that, with no disrespect meant to the panel, “Rumeet was the standout speaker at the discussion.” We are all proud of Rumeet and as a two-time Top 100 Award Winner, she continuously surpasses the high bar set by our remarkable community of outstanding achievers.”

A. Hilwan, Speaker Relations Advisor, The Women’s Executive Network

“This workshop has helped me see what I want to do, to realize my priorities. If I may say so, it is like Ms. Billan grabbed my hand and led me through the unexplored faults of my mind that I was too scared to venture into. I have learnt how to forgive myself (self-regard) and how to connect with the people around me better, despite my social anxiety.”

Grade 11 Student Leader

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www.rumeet.com