



Kathleen Hogan

BOARD OF DIRECTORS CANDIDATE



Dear Ontario Equestrian Board of Directors,

I would like to express my interest in joining your board as a director. Ontario Equestrian is a respected and influential voice for the equestrian community in the province, promoting the welfare, safety, and enjoyment of horses and riders. As a lifelong horse lover and rider, I share your vision and mission, and I would be honored to contribute to your strategic goals and initiatives. I have witnessed firsthand the positive impact of your organization on the equestrian sector and the broader community.

As a senior leader in the legal technology industry, I have extensive experience in knowledge management, data insights, technology deployment, and innovation. I have people-management and strategic development experience. I have over 20 years of legal experience, working in both private practice and in-house roles, as well as leading knowledge, education, and data functions at a national law firm.

I have a proven track record of designing and implementing innovative solutions to enhance legal practice, client service, and operational efficiency. Some of my recent achievements include:

- Designing and implementing a new document management system on time and under budget, including cloud migration and change management,
- Relaunching the firm's knowledge assets program and implementing several practice tools to increase practice efficiency, and
- Directing technology development to improve legal practice at BMO Financial.

I also have significant volunteer and mentoring experience within my industry, and board experience with the 482 Collective. This is a "working board," and I provide direct expertise across many aspects of the organization. As well, I have also been actively involved in the legal community and the broader community, serving on various boards, committees, and advisory groups, such as:

- International Legal Technology Association – mentor and member of the myMentor Advisory Committee, member of the Diversity, Equity, and Inclusion board council, 2023 ILTACON planning committee, and frequent speaker and writer
- SALI Alliance (Canada) Working Group
- Practical Law Canada Advisory Board
- Mentor, Ryerson University Top 200 Program
- Co-Chair, West Preparatory Public School's School Advisory Committee
- Board member, West Prep Childcare Centre
- Community member, Toronto District School Board ARC Committee.



I am also an avid equestrian, with a passion for the sport and the communities it fosters. I'm a classic re-rider, and am currently looking for my next equine partner to compete (at a low level!) in endurance sports and hunting. I enjoy giving back to the equestrian community and I would welcome the opportunity to do so at a higher level of leadership and impact.

As a board member, I would bring value to Ontario Equestrian by:

- Applying my change management and communications skills to support the organization's strategic planning, stakeholder engagement, and governance processes,
- Contributing to the organization's vision of promoting and advancing equestrianism in Ontario, by providing input on policy development, advocacy, and partnerships, and continuing the work on health and safety for riders and equines, and
- Supporting the development of new programs and communicating those to stakeholders, as well as enhancing existing member offerings.




In particular, Ms. McCague recently mentioned the OE's in-development stable program. I would like to support this program, and help find ways for stable owners and coaches to professionalize and market their offerings to members and the public. We could do a lot to help stabilize income for the hardest-working of our community, with positive effects stretching out to suppliers and vendors.

I would like to serve on the Ontario Equestrian board because I believe in its mission of fostering a safe, fair, and fun environment for all equestrians in the province. My skills and experience would be an asset to the board as you navigate the opportunities and challenges of the evolving equestrian landscape. I would also bring a fresh perspective to the board's governance and decision-making. I am eager to learn from and collaborate with the other board members, staff, and stakeholders, and to leverage my network and influence to advance the interests and objectives of Ontario Equestrian.


I appreciate your consideration of my candidacy and I look forward to hearing from you.

Sincerely,
Kathleen Hogan

EDUCATION

- 2001 | 2002  **Years of Call:**
Newfoundland and Labrador - CA
- 2019  **Cornell University - US**
Certificate in Change Management
- 2000  **Queen's University - CA**
Bachelor of Laws
Editor-in-Chief, Queen's Law Journal
- 1994 | 1996  **Memorial University of Newfoundland - CA**
Bachelor of Arts, Classical Studies and English
"Postmodern Sexuality: The Disposable Body in Crash," paper presented at the Body & Soul Graduate Conference, Emory University
- 1993 | 1994  **University of King's College - CA**
Field Studies in Turkey - University Summer 1996

EXPERIENCE

- Jan 2021 | Present  **McCarthy Tétrault**
Senior Director, Knowledge & Data Insights
- Designed and implemented a new DM system on time and under budget - included cloud migration and change management
 - Responsible for the firm's data strategy, using AI to mine datasets for actionable insights
- Director, Education & Knowledge Integration*
(June 2018 - Dec 2020)
- Combined two siloed functions to bring efficiencies and a create a coherent approach to knowledge and learning
- Director, Knowledge Integration*
(Jan 2016 - May 2018)
- Relaunched the firm's knowledge assets program
 - Implemented several practice tools to increase practice efficiency
 - Consulted with clients on knowledge strategies and developed the CoLabTM design thinking program



EXPERIENCE

2015



Cassels, Brock & Blackwell, LLP

Acting Director, Practice Excellence

Building on strategic firm initiatives to integrate knowledge management practices

- Promoted adoption/usage of Practical Law Canada, integrating with Library and Professional Development initiatives, and enhancing risk management culture and processes

2015 | 2016



BMO Financial

Senior Manager, Corporate Operational Risk Management

Senior manager of significant strategic initiative across all operational risk groups

- Major multi-year initiative with executive sponsorship
- Lead on project governance and reporting work streams

Senior Counsel & Director of Knowledge Management Legal, Corporate & Compliance Group (2011 - 2015)

Directed technology customization and deployment (document management, SharePoint, matter management) to improve legal practice; developed LCCG learning framework; facilitated special projects such as board-level policy development

- Managed summer law students and developed firm secondment program
- Awarded the International Legal Technology Association's 2013 Innovative Law Department of the Year

2008 | 2011



Cassels, Brock & Blackwell, LLP

Practice Support Lawyer

Developed and supported firm-wide and practice group knowledge management initiatives Implemented enterprise search, email management, court forms software, and universal workspace foldering

2004 | 2008



The Pridamor Group


General Counsel


Provided legal advice on business issues, and managed external counsel in three jurisdictions

- Reduced litigation load to nil
- Implemented policies and process improvement on debt prevention and collection, workplace safety, employment and workplace harassment



EXPERIENCE

2003 | 2004  **Osler, Hoskin & Harcourt LLP**
Associate, Research Department

2001 | 2002  **Gowling, Lafleur Henderson LLP**
Associate and Articling Student

Publications & Speaking Engagements

- Featured speaker, ConnectLive 2021
- The Saturn Initiative, Summer 2020, Peer-to-Peer magazine, ILTA
- Columnist, Slaw – Legal Technology
- “KM as the Client Relationship Team of the Future,” ILTA’s annual white paper publication, August 2015
- “Engaging Your Network,” Association of Corporate Counsel’s Docket (May, 2015)
- “Knowledge Management in the Legal Profession,” speaker, Leadership for Women Lawyers Conference, Toronto, December 2012
- “Competition, Collaboration & Innovative Service Delivery,” panel member, Ark’s KM in the Legal Profession Conference, New York, October 2012
- Co-author, “Productivity and Priorities: An In-House Counsel’s Perspective,” ILTA’s annual white paper publication, June 2012
- “Working with Vendors: From Cold Calls to Building a Relationship,” International Legal Technology Association webinar, panel member, January 2012
- “Technology, Productivity & Practice Management,” panel member, Cassels Brock & Blackwell LLP Corporate Counsel Series, Toronto, September 2011
- “Protecting Your Brand and Ensuring Employee Consistency through the Establishment of Effective Social Media Policies and Procedures,” The Canadian Institute’s Fourth Annual Conference on Social Media, Toronto, November 2010
- “Introduction to Social Media for Law Firm Administrators,” The Law Office Management Association, Toronto, November, 2010
- Comment, “Technology Helps Tame the Paper Tiger,” National Post, October 6, 2010
- “The Search Is Over with iManage IDOL: Frontend and Backend Perspectives”; “Successful Universal Search Implementations”; and “How to Increase the Use of KM Tools,” International Legal

SKILLS

- Knowledge Management
- Legal software design
- Value-add Client Services
- People Management
- Communications
- Change Management
- Strategy & Innovation
- Library Management
- Technology Deployment

