



YOUNG PROFESSIONALS GENERATE BIG IDEAS

Annual video contest focuses on mental health and wellness in the workplace

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SOUNDING BOARD



THE OFFICIAL PUBLICATION OF THE GREATER VANCOUVER BOARD OF TRADE AND ITS MEMBERS | AUGUST 2017 | VOLUME 57 / ISSUE 7 | BOARDOFTRADE.COM

New Chair sworn in at 130th Annual General Meeting

LEADERSHIP | SFU Chancellor Anne Giardini sets three priorities for the Board of Trade in 2017-18

BY GREG HOEKSTRA

Simon Fraser University Chancellor Anne Giardini has officially taken the reins as 2017-18 Chair of the Greater Vancouver Board of Trade.

Giardini was sworn in during the organization's 130th Annual General Meeting, on June 15. More than 150 Members were in attendance for the business portion of the AGM, which took place at the Pan Pacific Hotel, followed by a reception and celebration at the Port of Vancouver's Discovery Centre.

In her remarks, Giardini outlined her three priorities for the year ahead, following in a long-standing tradition for new Chairs of the organization.

The first priority Giardini identified was to "meaningfully advance policy solutions to the paired problems of transportation and housing," which are consistently ranked as the most important issues facing our region in the



Outgoing Chair Robin Silvester shakes the hand of incoming Chair Anne Giardini during the Greater Vancouver Board of Trade's 130th Annual General Meeting on June 15 at the Pan Pacific Hotel. | MATT BORCK

Board of Trade's policy surveys.

Giardini noted that the Board of Trade will "follow closely the challenging work that lies ahead for the newly-announced Mobility Pricing Commission, as it investigates and

advises governments on new and creative ways to fund the transportation infrastructure this region needs." A few weeks later, it was announced that the Board of Trade's President and CEO, Iain

Black, will serve on the Mobility Pricing Independent Commission.

Giardini's second commitment was to "look at all we do through the lens of sustainability." This will include the reintroduction of

a sustainability committee.

And finally, the third priority Giardini identified was to roll out the \$2.5-million partnership with the B.C. Government to revive the World Trade Centre Vancouver and offer programs that will help B.C. businesses export and tap into new markets around the globe.

Giardini also made a point to publicly thank 2016-17 Chair Robin Silvester for his service and leadership over the past year, in which we leveraged the results of our 2016 Economic Scorecard, reimagined our mission, vision and values, and further strengthened our four Signature Programs.

"Robin, your leadership has been both productive and inspirational," said Giardini. "This has been a year you and all of us can be proud of. We all thank you for your wise and steady leadership." **SB**

Read more about Anne Giardini's priorities for the year ahead in her Chair's Message on page 4.



Team building

Randy Lewis returns to Vancouver to give the keynote at GVBOT's inaugural Inclusive Business Forum

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Director spotlight

Q&A with Kryton International CEO Kari Yuers, who has just assumed the role as Chair of the Policy Council

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2 EVENTS AND SPEAKERS

HR | Succeeding with diversity

GVBOT launches new forum to shine a spotlight on the value of inclusive hiring

Building a diverse and inclusive team isn't just the right thing to do—it's also the smart move for your company's bottom line.

Research shows that organizations with inclusive cultures tend to be more innovative, respond to change more effectively, and are more likely to meet or exceed their financial targets. For these reasons, companies around the globe are developing diversity and inclusion strategies.

Join the Greater Vancouver Board of Trade on Sept. 21 for its inaugural Inclusive Business Forum, which will help local companies identify strategies that they can begin implementing immediately.

This half-day event will be co-hosted by Tamara Vrooman and Craig Richmond, who serve as co-chairs of the Presidents Group—a change-driven network of B.C. business leaders.

The forum will feature a special keynote address by Randy Lewis, who returns to the Board of Trade's stage to share his insights on how innovative hiring can be your company's competitive advantage.



Randy Lewis will give the keynote at inaugural Inclusive Business Forum.

Before retiring in 2013 as Senior Vice President, Randy Lewis led Walgreens' logistics division for sixteen years as the chain grew from 1,500 to 8,000 stores. He introduced an inclusive hiring model in Walgreens distribution centres that resulted in 10 per cent of its workforce being staffed by people with disabilities across the company.

The model he pioneered increased profitability for the company and resulted in a more inclusive and engaged workforce. His approach, recognized as the "gold standard of disability hiring,"

sparked an innovative way to look at productivity, efficiency, and opportunity for organizations world-wide.

In addition, three panel discussions will delve deeper into the issues of inclusive hiring, covering topics such as "How can you move beyond uncomfortable conversations and build inclusive cultures," "How do you find, recruit, and retain diverse talent?" and "How does inclusive hiring improve your bottom line?" **SB**

Learn more and register today at boardoftrade.com/inclusive.

RESOURCES | Canadian mining in a changing world

Head of Canadian Mining Association returns to B.C. this fall

The Canadian Mining Association's President and CEO, Pierre Gratton, returns to the West Coast on Sept. 27 for his eighth annual address to the Greater Vancouver Board of Trade.

In his remarks, Gratton will discuss how the global transition to a low-carbon future presents a great growth opportunity for Canada's mining industry. As the building blocks of the technologies and infrastructure of the future, demand for minerals and metals is poised to increase in the coming decades.

Canada's mining industry—which operates some of the lowest-emitting, highest-tech, and socially-responsible mining operations globally—can be a leading supplier of sustainably-sourced minerals and metals the world needs.

The challenge is turning opportunity into reality, especially amidst a backdrop of federal policy decisions that will shape Canada's mining industry for years to come.

From reviews of important environmental legislation, to the



Pierre Gratton, President and CEO, Canadian Mining Association

pan-Canadian climate change policy, to transportation and infrastructure developments, the federal government will be making big decisions this year that will impact the industry's competitiveness, positively or negatively depending on how they are implemented.

Don't miss Gratton's speech on the elements that are integral to the growth of sustainable mining development in British Columbia and across Canada. **SB**

Tickets on sale now at boardoftrade.com/gratton17.

UPCOMING EVENTS

See our full events calendar at boardoftrade.com/events

Is there a speaker you'd like to hear from or topic you'd like explored? Make a suggestion at boardoftrade.com/suggest

WEDNESDAY, AUGUST 23, 2017

Leaders of Tomorrow

Discovery Series:
Lessons in Leadership

5:30 – 7:30 p.m.

Vancity Theatre
1181 Seymour Street, Vancouver

Speakers:

Carey Dillen, CPA, CA, President, YYoga

Lisa Ethans, CPA, CA, Partner, National Aboriginal Client Services Leader / Financial Advisory, Deloitte

Sandy Treagus, CPA, CA, Chief Financial Officer, Mountain Equipment Co-op (MEC)

Moderator: Natasha Jung, Media Personality and Producer, Co-founder, Cold Tea Collective

Event Sponsor: Chartered Professional Accountants of British Columbia

Platinum Program Partner: BCIT School of Business

Gold Program Partners: London Drugs, SFU Beedie School of Business, Langara School of Management

MONDAY, SEPTEMBER 11, 2017

Leaders of Tomorrow

2016 – 17 LOT Graduation and New Student Orientation

5 – 7:30 p.m.

Coast Coal Harbour - Ballrooms A and B
1180 Hastings Street, Vancouver

Charles Chang, President and Founder, Lyra Growth Partners

Platinum Program Partner: BCIT School of Business

Gold Program Partners: London Drugs, SFU Beedie School of Business, Langara School of Management

Silver Program Partners: BC Hydro, Chartered Professional Accountants of British Columbia, Citywide Printing, Douglas College, Kwantlen Polytechnic University, UBC Sauder School of Business, Scotiabank, Tri-Cities Chamber of Commerce, UBC Vancouver School of Economics

Student Champion Sponsor: Port of Vancouver

THURSDAY, SEPTEMBER 21, 2017

Inclusive Business Forum

Talent Management:
Succeeding with Diversity

7:15 a.m. – 12:30 p.m.

Keynote Speaker:

Randy Lewis, Former Senior Vice President, Walgreens; Founder, NOGWOG Disability Initiative

Featuring:

Wendy Lisogar-Cocchia O.B.C., LL.D(Hon), Co-Founder, Pacific Autism Family Network; CEO, Century Plaza Hotel & Spa | Absolute Spa Group

Craig Richmond, President and CEO, Vancouver Airport Authority

Tamara Vrooman, President and CEO, Vancity

Lisa Beecroft, Owner, Gabi & Jules

Supporting Sponsors: YVR International Airport, BC Partners in Workforce Innovation

Community Sponsors: Focus Professional Services, Neil Squire Society

Preferred Media Partner: Business in Vancouver

Event Partner: Pacific Autism Family Network

Marketing Partner: Chartered Professionals in Human Resources British Columbia & Yukon

WEDNESDAY, SEPTEMBER 27, 2017

Canadian Mining in a Changing World

11:30 a.m. – 2 p.m.

Pierre Gratton, President and CEO, Mining Association of Canada

Presenting Sponsor: Goldcorp

Supporting Sponsor: RSA

Community Sponsors: Eldorado Gold, Dentons

Preferred Media Partner: Business in Vancouver

FRIDAY, OCTOBER 20, 2017

Cyber Security: Protecting your business in a digital world

7:15 a.m. – 1 p.m.

Keynote Speaker:

Danny Timmins, National Cyber Security Leader, MNP

Additional speakers to be announced.

Presenting Sponsor: MNP

Preferred Media Partner: Business in Vancouver

Pillar Partners



AVIATION | YVR welcomes Hong Kong Airlines

New service marks the airline's first route to North America

Vancouver International Airport (YVR) celebrated the arrival of Hong Kong Airlines and its new, non-stop daily service between Vancouver and Hong Kong earlier this summer.

This new service, which marks the airline's North American debut, will provide passengers with more choice and will encourage growth in one of YVR's key markets.

"We are thrilled to welcome Hong Kong Airlines, an award-winning company with a great growth story," said Craig Richmond, President and CEO of Vancouver Airport Authority.

"Hong Kong Airlines' new year-round service will further link Vancouver and Canada with one of the world's most dynamic cities. This service presents more options for passengers and businesses, while spurring economic growth and trade."

To celebrate the new service, inaugural celebrations at YVR included speeches from airline and government officials — as well as a guest appearance from well-known celebrity and Hong



Vancouver Airport Authority CEO Craig Richmond (far right) poses with Hong Kong Airlines Chief Marketing Officer George Liu (left) and brand ambassador Jackie Chan during a special celebration at YVR on June 30.

Kong Airlines Brand Ambassador Jackie Chan.

"The launch of this new route from Vancouver represents an exciting new chapter for Hong Kong Airlines as we expand our services into Canada with the intention of cultivating a global audience," said George Liu, Chief Marketing Officer, Hong Kong Airlines.

The new service will help YVR achieve its vision of connecting

Asia to the Americas through an Interline Agreement between Hong Kong Airlines and WestJet.

In addition, this new service will have a direct economic benefit on the region. It will generate \$25.2 million in GDP for B.C. and will create 445 jobs — at the airport and in key sectors including tourism. **SB**

Learn more about this announcement at yvr.ca.

COMMUNITY | A record crowd for Canada 150

Two-day celebration drew more than 1.5 million to Canada Place



More than 1.5 million people took part in the various events at Canada 150 at Canada Place across two days, including five performance stages, a citizenship ceremony welcoming 150 new Canadians, Canada 150 Parade, pancake breakfast and a two-barge fireworks display.

"This year was a landmark year in Canada's history, having marked 150 years as a nation," said Gillian Behnke, Manager of Community Relations and Communications at Vancouver Fraser Port Authority. "We were thrilled

to see so many people join us to celebrate our incredible country, its diversity, culture and spirit."

The free family-friendly festivities were more comprehensive than ever before, with live music acts as well as a Canada 150 exhibit highlighting Canadian sport, culture and innovation achievements, a site-wide singing of O Canada a fireworks show off of barges in both West Vancouver and Coal Harbour, and more.

The annual celebrations are presented by Port of Vancouver and funded in part by the Government of Canada. **SB**

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boardoftrade.com/golf2017

Cyber Security: Protecting your business in a digital world

Friday, October 20, 2017 | 7:15 a.m. – 1 p.m.

Danny Timmins
 National Cyber Security Leader
MNP

We're bringing together some of North America's leading industry experts to explore the threats facing businesses in the digital age.

- Gain an understanding of cyber security risks and the principals of prevention.
- Learn how to assess your cost exposure, as well as insurance and financial obligations.
- Acquire knowledge on building an Incident Response Plan (IRP), your legal response, and PR strategy.

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ABOUT THE PUBLICATION

Sounding Board is the Greater Vancouver Board of Trade's official publication, distributed to all its Members, as well as all subscribers of Business in Vancouver newspaper. Sounding Board is published 11 times per year by Business in Vancouver Media Group in partnership with the Greater Vancouver Board of Trade. The newspaper is read by business leaders and elected officials across B.C. and beyond, with a conservatively estimated total readership of 37,500.

ABOUT THE BOARD OF TRADE

The Greater Vancouver Board of Trade is Western Canada's most active and influential business association. We accelerate business success through our advocacy and public policy initiatives, our four Signature Programs for professional development, and our 100+ events each year, which educate and connect our region's business community. We engage with decision-makers to develop our region as a vibrant hub for commerce, trade, travel, and free enterprise. And we've been doing it with tangible results, for more than 130 years.

MISSION STATEMENT

OUR PURPOSE is to support sustainable prosperity throughout the Greater Vancouver region.

OUR VISION is to be an active, innovative, trusted, credible business organization, known for influencing decision-makers, and educating, connecting with, and engaging our communities.

OUR MISSION is to provide leadership, information and connections, and public policy support that help ensure the Greater Vancouver region is competitive and the preferred Pacific Gateway for trade, commerce, and travel.

WE ARE informed, respectful, principled, collaborative, and professional.

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LEADERSHIP | The path forward for 2017-18

New Board of Trade Chair Anne Giardini shares three priorities for the year ahead

It was an honour to assume the role of 2017-18 Chair of the Greater Vancouver Board of Trade at our 130th Annual General Meeting in June.

My history with the Greater Vancouver Board of Trade includes many years in law firms, in forestry, and at SFU, all of them Members who contribute to and benefit from the work of the Greater Vancouver Board of Trade.

Today our membership includes small, medium and large enterprises of all natures and kinds, from high to lower tech, from non-profit to wildly profitable, from traditional to evolving, from tried and true to cutting edge, local, national and international. Our membership list is evidence of the maturity of this organization and this region. We serve the world from one the best places in the world.

In the year ahead, we will build on the momentum that has been growing in recent years under the leadership of a series of energetic and dynamic Board Chairs including Wendy Lisogar-Cocchia, Ken Martin, Elio Luongo, Janet Austin, Tim Manning and Robin Silvester to name only the most recent. I am delighted to add my name to this list of remarkable community builders.

Since its start in 1887, a short score of years after Confederation, the Greater Vancouver Board of Trade has been Pacific Canada's thoughtful business association, creating and informing sound public policy at all levels, and helping to shepherd this region toward success and prosperity.

With a membership whose employees comprise one-third of B.C.'s workforce, we are the largest business association west of Toronto. We leverage our collective strength, facilitating interactions, and providing professional and career development through our four Signature Programs. We also operate one of the largest events programs in the country, providing a platform for national and international thought-leaders who enlighten and inform B.C.'s business leaders.

In 2016-17, Robin Silvester oversaw a remarkable year for the Greater Vancouver Board of Trade. The Greater Vancouver Economic Scorecard 2016 was further integrated into our public policy and advocacy work that develops and enhances our region's prosperity. We continued to collaborate



Anne Giardini, O.C., Q.C.

Greater Vancouver is in a key position on the path to and from Asia. We have a natural position that offers infinite economic, social and cultural opportunities.

regionally to ensure a strong business voice is heard at all levels of government.

Perhaps most notably, we reestablished the Vancouver's World Trade Centre — a licence we own — by entering into a \$2.5-million partnership with the B.C. Government. We are once again offering services through the World Trade Centre — Vancouver, helping to lead the growth of B.C.'s exports and B.C.'s many existing and future exporters.

Robin's leadership has been both productive and inspirational. 2016-17 was a year that all of us can be proud of. We thank Robin for his wise and steady leadership.

What lies ahead?

As your new Chair, my priorities in the year ahead include the following three.

First, I commit to meaningfully advance policy solutions to the paired problems of transportation and housing.

Greater Vancouver is in a key position on the path to and from Asia. We have a natural position that offers infinite economic, social and cultural opportunities. To retain this enviable position, we must continue to invest in transportation infrastructure so we are a highly efficient and environmentally responsible path, starting point and stopping point.

We will provide a forum for discussion and decisions about land, resources and infrastructure. We will, for example, follow closely the challenging work that lies ahead for the newly-announced Mobility Pricing Commission, as it investigates and advises governments on new and creative ways to fund the transportation infrastructure this region needs, all in an environment in which both individuals and businesses already feel taxed to capacity.

One of Greater Vancouver's biggest challenges is the cost of housing. Improved public transit infrastructure makes additional affordable options more accessible. Transit and other solutions to address housing affordability will help to attract and retain the people who can make Greater Vancouver greater.

Second, I make a commitment to look at all we do through the lens of sustainability. By modeling and showcasing sustainable business practices, we can work to inspire changes in thinking and in practice about the value of environmental solutions in companies so that they can be leaders in sustainability. Not only does environmental leadership drive meaningful environmental outcomes, it also benefits organizations by leaving them better placed to avoid environmental-related risks while realizing savings and other opportunities that fit their short, medium and long-term business strategies.

Third, I commit to the roll out of the recently announced \$2.5-million partnership with the B.C. Government that has the goal of permanently increasing the export capacity of B.C.'s small- and medium-sized businesses.

This partnership will breathe new life into the World Trade Centre - Vancouver.

One in five British Columbian jobs is tied to exporting, and exporting, job creation and increased productivity are all interconnected. By investing in export-oriented programs, businesses in Greater Vancouver and across the province will be better able to bring products and services to new markets.

I look forward to working with all of you toward our shared goal of a healthy, prosperous Greater Vancouver region. **SB**

Anne Giardini, O.C., Q.C., is 2017-18 Chair of the Greater Vancouver Board of Trade. She is a corporate director and Chancellor of Simon Fraser University.

LEADERSHIP | Achieving a singular vision with a team of dedicated people

New Policy Council Chair Kari Yuers on leadership, moonshots, and running her family's business



Kari Yuers

Describe what you do in 10 words or less.

At Kryton we help our construction partners build dry and durable concrete structures using Krystol® technology.

Where is your hometown and how did it shape you as an individual?

I was born in Rosetown, SK but I grew up in Tsawwassen. It was a small town and we were near the U.S. border and back in those days we could just ride our bicycles back and forth to the candy store, called "Ben's." I suppose I grew up feeling quite comfortable travelling internationally!

What was your first job?

Sales clerk in a video store in Richmond (if you exclude labeling pails and sweeping floors at Kryton as a kid).

What is the most important lesson you learned from your parents?

There are so many. You never realize just how many until you start to cite them in conversations.

"OMG, I am turning into my parents!" But if I had to pick one, it would be: Believe nothing that you hear, and only half of what you see.

Why did you join the Greater Vancouver Board of Trade?

My father was already a Member. I joined in 1991 and joined the Small Business Council committee. I was interested in learning more about export and international trade from other Members.

How do you think our region be different 10 years from now?

That depends on the political will exerted. Our population will certainly be greater in 10 years. I'd like to believe that our transportation systems will be greatly improved so people can dependably and efficiently move throughout our region. The same goes for goods. It would be great to see the better movement of goods through improved roadways, ports, and rail systems.

What is your favourite vacation spot?

Pender Island.

What were you like in high school?

I didn't really belong to any particular group, but I got along with all of them.

What is the most difficult thing you have ever done?

Rationalize out over 100 products to pare down to 12 key ones in 2004. My father thought it was idiotic (Of course he invented many of the products I discontinued. I could understand his angst.)

What is something most people don't know about you?

I ride a motorcycle.

If you could be anywhere else right now, where would you be?

Vancouver is the best city on earth, so no matter where I travel I like coming back home. My favorite vacation was hanging out in Tuscany for a month with friends and family.

during the 18th dynasty (circa 1473-1458 BC). I would be interested to know what and who inspired her to be bold enough to buck the normal tradition of men only Kings and how she managed those relationships as she later ruled alongside her step son.

If you could witness any event of the past, present, or future, what would it be?

Armstrong walking on the moon. Because it goes to show that a singular vision can be achieved with a team of dedicated people with a very clear goal.

What is the secret to happiness?

Laugh. **sb**

Kari Yuers is President and CEO of Kryton International Inc. She also serves as Vice-Chair of the Greater Vancouver Board of Trade and is the new Chair of the Board of Trade's Policy Council.

The Greater Vancouver Board of Trade is fortunate to have 36 of our region's top executives and business leaders on its board of directors. For more information on these exceptional individuals, visit boardoftrade.com/directors.



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IN FOCUS | Photos from recent events and activities at the Board of Trade



The Honourable Harjit Sajjan speaks to reporters on June 9 following his GVBOT keynote on Canada's new national defence policy. | MATT BORCK



Microsoft President Brad Smith gives a sold-out address to Members of the Greater Vancouver Board of Trade on June 28. In his remarks, Smith called for strengthening ties between Seattle and Vancouver, building on the Cascadia Innovation Corridor Initiative announced in 2016. He also discussed his thoughts on B.C.'s tech industry and predicted that Greater Vancouver could become a hub for mixed-reality technologies. Listen to his full speech at boardoftrade.com/microsoft. | MATT BORCK



Members thumb through the Board of Trade's 2016-17 Annual Report during the organization's 130th AGM on June 15. Read the full report at boardoftrade.com/annualreport17. | MATT BORCK



Google's Director of Security, Trust and Privacy, Suzanne Frey, takes part in a Q&A session with Board of Trade Director Meredith Powell (right) on June 14. Frey's speech and the resulting Q&A focused on emerging technologies, such as cloud computing, that are changing the way we all do business. | MATT BORCK



Canada's first Indigenous Minister of Justice and Attorney General Jody Wilson-Raybould gives the opening keynote at the Board of Trade's seventh annual Aboriginal Opportunities Forum on June 16. | MATT BORCK



One of three panel discussions that took place throughout the day during Aboriginal Opportunities Forum 2017, presented by CN. This panel focused on moving beyond uncomfortable conversations. | MATT BORCK

Did you know the Greater Vancouver Board of Trade hosts nearly 150 speaker events, seminars, webinars, and networking receptions each year?

More photos at [facebook.com/boardoftrade](https://www.facebook.com/boardoftrade)

COMMUNITY | CYP crowns 'BIG Idea' champions

Annual video contest focuses on mental health in the workplace

BY GREG HOEKSTRA

The results are in from the 2017 Big Idea video contest — an annual initiative hosted by the Board of Trade's under-35 program, the Company of Young Professionals.

This year, teams were challenged to create videos that explore how local businesses can address mental health in the workplace. A total of 14 teams entered this year's contest, with final six videos featured on the Board of Trade's website, where Members voted for their favourites.

At a special event on May 19 at the Imperial, two winning teams were announced.

The People's Choice Award went to Team 13, comprised of Johnny DeFazio, Sarah Ribarits, Brendan Perry, Frankie LaChimea, Harry Dhaliwal, Jenifer Wright, Patrick Gunville, and team captain Stephanie Rennie.

The 2017 BIG Idea Champion Award, chosen by an adjudication panel, went to Team 7, comprised of Holly Shepherd, Dennis Pang, Siobhan Lennox, Dana Kawas,

Jenny Duncan, Mitchell Collins, Keith Bao, Audrey Wong, Kat McCready, Max Porterfield, and team captain James Howells.

2017 Big Idea Champion

This year's winning video made three specific recommendations for businesses.

The first was for companies to create an online mental health resource that's accessible to employees outside of their workplace.

The second was to provide small- and medium-sized companies with resources to address mental health in the workplace, should a problem arise.

And finally, the team's third suggestion was to provide employees with a safe space to access wellness events and communicate with each other outside of their workplace. For example, the group suggested an online portal that could be hosted by an organization such as the Greater Vancouver Board of Trade.

Howells says the contest was a great team-building experience that also helped educate team members.



Team 7 celebrates after being crowned the 2017 BIG Idea Champions during the annual CYP Leadership Forum on May 19. | ANTHONY CHOPIN

"The best part of the program has been watching the team grow into a group which works incredibly well together and wanted to win for each other," says Howells.

"We learned that there are some excellent support channels out there with large companies, be it campaigns like Bell's Let's Talk or company lead programs such as UBC's excellent staff wellness setup. What we realized though is there can be a disconnect in utilizing these resources due to the concept of workplace shame.

"Secondly, we realized that, while these resources exist, they generally are only available to employees of large companies," adds Howells. "Small- to medium-sized companies simply don't have the resources to implement such programs or take part in large campaigns."

The People's Choice Award

Team 13's recommendation was that companies should consider implementing a low-cost physical activity for staff.

This could be as simple as going for a walk with a co-worker at lunch, yoga in the boardroom, or, on a larger scale, putting a sports team together. These activities act as both a stress reliever and a relationship-building tool.

"Our group had an incredible experience participating in the Big Idea Video Challenge. It provided us an opportunity to step out of our comfort zone and grow both personally and professionally. Working towards a common goal bonded our group and transformed 10 strangers into great friends," says Rennie.

"The biggest takeaway for us was how many people are affected by mental health issues and how little companies do to help their employees. When we looked at our own organizations we saw an overall trend of minimal resources available," she adds.

"At an individual level, every person in our group walked away with more self-awareness. We've gotten together since we finished the video and all noticed how we treat and interact with co-workers differently now. Having awareness in the workplace has made a world of difference for my work environment."

Watch the top six videos online at boardoftrade.com/bigidea.

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IN FOCUS | Snapshots from the 2017 GVBOT Golf Classic & Pro-Am



Golfers, start your engines! Participants prepare to drive to their holes in anticipation of the tournament's shotgun start. | MIKE WEST



The staff from JOEY Bentall One serve delicious Hawaiian tuna tacos to golfers. JOEY was one of several food and beverage stations set up at holes throughout the golf course. | GREG HOEKSTRA

The Greater Vancouver Board of Trade's annual Golf Classic returned to the Ridge Course at Northview Golf and Country Club on July 11 - with a twist! This year's event included a Pro-Am tournament, which paired a number of teams with a pro golfer from the Vancouver Golf Tour. The 2017 tournament was once again sold-out with 144 golfers and a wide variety of fun activities and contests to entertain golfers throughout the day. | GREG HOEKSTRA



MNP was one of the more popular hole sponsors on the course. Not only were they serving up ice-cold margaritas for golfers, but they were also hosting a chipping contest. Above, a golfer attempts to chip his ball into an oversized MNP.ca mug. | MIKE WEST



One of the tournament's hottest food stations - literally - was Minami's table near the tees at Hole 10. They were serving fresh aburi salmon oshi sushi, seared before your eyes with a blowtorch. | MIKE WEST



Judy Reeves of EdgeCeptional Catering chats with a foursome about her tasty appetizers and refreshing cold beverages, which were particularly appreciated by the golfers, given the warm and sunny weather. | GREG HOEKSTRA

Thank you to all the golfers, food station providers, partners, and sponsors who made this year's tournament a success!

More photos at [facebook.com/boardoftrade](https://www.facebook.com/boardoftrade)