

Le directeur de l'artillerie, le Colonel Sonny Hatton, va maintenant prendre la parole pour introduire le thème pour aujourd'hui.

Thank you, John. Appreciate that. Good morning everyone

Bon matin à tous!

It's excellent to see that we have 377 people right now online. I think that's a record for one of these events. Previously, when they were held in Ottawa, the most we could get was about 50 to 100 at 30th Field for such an event and that would be a great cost for TD and what have you. So here we are today meeting virtually and that this whole production is a fraction of what it would have cost to put this show on in person here in Ottawa.

First of all, let me welcome some of our senior leaders who are online. We have, of course with us *notre Colonel Commandant, le Brigadier-general James Selbie, et aussi le Major general Dany Fortin*. Sirs, it's good to see you on the line. I know we also have several other distinguished General officers who are online I just can't see them on my screen but welcome to each and every one of you and we will have General Rouleau with us in-studio here very shortly.

Aussi, j'aimerais remercier tous les sous-officiers, sous-alternes; les officiers juniors que sont avec nous aujourd'hui en ligne. C'est la première fois qu'on avait avec nous ces personnes en masse. Normally when we meet in Ottawa it's the leaders that gather, the senior leaders, but today thanks to COVID we've been able to flip the model on its head and engage our Junior leaders because that's the future of our regiment and we need to make sure that our future is strong and bright and that's why today's theme is about leadership. Leading in the 21st century and the challenges that we face as we go forward in an uncertain world.

Why do we all serve? We all serve. To put on this uniform to serve our country and it doesn't matter whether you're Canadian whether you're Latvian. We've got Colonel Gaugers online with us and we're going to hear from him soon.

Whether you're Regular or Reserve we all want to be part of something bigger than ourselves and it's important that we remember that. We are part of a regimental family and our regimental family is strong and I think it's events like this here today that demonstrates how strong we are and how strong we can be. We are stronger together and that is certain. We all have a role to play though, and as Leaders it's our role to motivate, inspire and lead. No matter what the circumstances are. Rarely do we have the occasion to come together professionally, to discuss that for a day and that's what we're going to do here today. As military leaders we are unique.

Dans le monde d'affaires publiques, le mot de commandement n'est pas là. Le commandement c'est unique à l'armée, aux Forces. What does it mean to command? Nous avons les bombardiers chef, les sergents ici en ligne, le premier grade pour nos sous-officiers sub-alternes de commander. What tools do we give them to excel at their jobs? and that's why they're here online today. So, we can hear from various leaders, military, our allies, civilian leaders, Emergency Management about their experiences because there is so much more to what we do than just the military aspect. The human dimension of leadership is the same regardless of what organization you serve in. And I'm pretty excited we're going to hear from Mr. Mark Halliday, the director of the 911 dispatch Center in Kingston for all of South Eastern Ontario. He runs a 24/7 ops centre we can all relate to operations but his operations are different and they take a very human toll on his staff and we're going to hear how he deals with.

We're going to hear from Mr. Rob Sobey, Honorary Colonel of the 1st Field Regiment but of the Sobey's chain which is *partout à travers le Canada, on sait cette chaîne d'épicerie*. He's going to share how he manages within a global, national organization because and what that means. Because half of our regiment is reserve how do you lead when you have folks in uniform coming together from all walks of life for an evening a week and a weekend a month. It's unique to the reserves all over the world and I think there's lots we can learn from the civilian world and that's why we've got some of the civilian speakers here today.

We lead in an ever-changing world. We know that social media is pervasive. It's everywhere. Fake news is out there. The information environment is changing. The threats to our national security are ever-changing. We're going to hear from Colonel Gaugers. Here's an ally and a partner with whom we would go to war in a heartbeat. With a neighbour and a threat right on their border. What does that mean? A different lens through which they look can operate. Their reserves are operationalized because they have to be. It's not a luxury. We can't afford to not pay attention. We're going to hear from General Rouleau. He's going to share a little bit of the strategic environment with us as our senior serving Gunner. He's going to share what he sees as leadership. What are our biggest challenges, *les enjeux qu'on a à l'avenir*. We're getting to hear from Chief Warrant Officer Bonvie, who's the sergeant major for CANSOFCOM. If there's any trade in the forces that knows what it means to lead at the lowest rank possible, it's our SOF brothers and sisters and he's going to share with us his experience about what it means to lead, to inspire, to have that authority and that responsibility. And to shoulder that load and to carry on. There's a good piece of resilience to all this as well and I think most of our speakers wind up talking to that in one way or another.

Leadership is about relationships. The more we get together in venues like this, Yeah, you know that we cannot shake hands, we cannot go to the Mess Dinner that normally would be this evening probably at 30th Field Regiment. But, through the dialogue that you all have on your screens, the chat, I encourage you to have a running dialogue. *On a 388 personnes en ligne maintenant. Vous avez un opinion. Vous avez vos pensées au sujet du leadership*. Bring them to the fore. Start that dialogue here today. What I'd love to see. We've got 15 minutes deliberately programmed in today for Q&A after every single speaker. What I'd like to see is some intelligent questions. The beauty of this platform is that you can type of question in. It will show up on the screen for us here and the moderator Major John Southern will read it to the guest speakers. And so, you don't have to be all nervous and shaky when you stand up and say your name and say Lieutenant Sonny Hatton Sir my question is. That's the beauty of social media. A little bit of anonymity and don't hesitate to ask questions, Ask hard questions too. Challenge our speakers. What do you want to learn? What do you want to hear from them? Ask them those hard questions, please. That's the dialogue. The 15 minutes is only to whet your appetite. it's the 15 minutes of dialogue afterward where the money's at. That's the value of today. *Si on n'a pas les questions pour chaque orateurs, on a manqué la marque*.

Okay, just a word on the Association and a whole lot of folks behind the scenes. So, you know, those of you that don't know, the Colonel Commandant is online. We are blessed with brilliant and passionate leadership. And it starts from there and it goes down. Our General Officers are highly engaged through the Senate, as are a number of retired, serving members. Honoraries. Our Honoraries. I hope we have as many Honoraries as possible online today because they are a force enabler for our Reserves, but not only our Reserves because it's

through those relationships that we have Honorary Colonel Sobey here today to listen to and to speak to us. You know we've got a number of.. There's only 16 Colonels. I'm one of 16 in the Royal Regiment on the Reg Force side and we have a small handful on the Reserve side but they're all engaged. We've got Colonel Masson. *Nous avons le colonel Masson en ligne. Il est le colonel régimentaire. Il est responsable des lignes d'opération 1, 2 et 3 de notre stratégie familiale.* We've got a brand new, as of like a week ago it was announced in the CANFORGEN, Colonel Steph Dubois, who is now the director NCM RCA. You're all probably wondering, what the heck is that? It means that he's responsible for succession planning our NCMs. That is a huge undertaking and it's something that I couldn't do with everything else on my own and that the leadership of the regiment saw fit. Let's fix this we now have Colonel Steph Dubois and I did my hand over with him yesterday. There are countless others who work behind the scenes. I had no idea until I was a Director but let me tell you through the hard work and effort of everybody in the Association led by the Chair of the Board, Brigadier General retired Patterson, Leon Jensen, Lieutenant Colonel retired out on the west coast as the President of the executive. Look, the AGM is absolutely a necessary part of today. It's maybe not the most exciting part, but let me tell you, it's probably the most important part, because the Association is all about us, us as a family, as a Royal Regiment and how we support one another. What we do is not easy, and we don't know what we need until we need it, and let me tell you the Afghanistan years were hard and if ever we came into conflict again, I assure you that the membership benefits of that Association will be required. So, you are going to hear today a bit of a membership update from them on what it means to be a member and what the service is available to you. You're going to hear about some of the incredible work going on behind the scenes.

You're going to hear from the author Andrew Godfrey and Colonel Elrick on the update of Gunners of Canada Volume 3. *Notre histoire est tellement importante. Ce livre est au sujet de notre histoire plus récente.* And we have lessons to learn from that. We have Leadership Lessons and if we don't know where we've been, how can we know where we're going? So, the AGM is all about you. It's all about your Regiment. Please participate. Please vote for the motions that are put forward and please participate in your Association. This is just one piece. It's a blip on the radar. Because it's a charitable organization, the AGM is by law absolutely mandatory but there is so much more and they could you so much more engagement and let me tell you those are involved are passionate about what they do and you know they help us tell our story. We've got Catherine Gagnon online. *Elle a fait toute la traduction pour la partie de l'Association aujourd'hui. Elle est responsable de notre présence presque complète sur le Web, sur les média sociaux.* As well, she puts out the RCA newsletter and that's how we all stay up-to-date on what we're doing. Without her, we would still be in the Dark Ages. So, thank you Catherine.

So, look, I'm super excited about today. We're also going to hear from Colonel Strickland on the study of leadership. His journey a little bit but what it means to. This is one blip; this is one day we come together He's going to tell us how to make that part of our life-long journey in uniform so with that I'm going to conclude.

Our first speaker is a former boss of mine and a good friend in Latvia, Colonel Sandris Gaugers, I asked him to come speak to us today because what he's got to say and the challenges and leadership he faces, leading an alliance, modernizing the Latvian Army and working in an environment that is not necessarily permissive especially on information ops side of things and

with an ever present threat on their boundaries is a huge challenge and I'm excited to hear what he has to say today. Don't go easy on him on the questions. Ask him all the hard questions so we. I'm done. *Merci à tous d'être ici aujourd'hui. Et bonne journée à tous!*