



30 MAY 2025
CISHRP ANNUAL CONFERENCE
HOTEL INDIGO



ElevateHR

Connecting People, Strategy & Success



SOMETIMES YOU NEED TO BE AIRLIFTED OUT OF THE JUNGLE AFTER A GRAVITY-DEFYING TUMBLE

Luckily, air evacuations are
covered with CG Medical.



CG
BRITCAY
Good Like That.

2025 CISHRP ANNUAL CONFERENCE MORNING SCHEDULE



7:00 –
8:15AM

REGISTRATION AND BREAKFAST

Location: Azure Ballroom Foyer, Hotel Indigo

8:15 AM

OPENING REMARKS & WELCOME

CISHRP President, Hannah Foreman

8:20 AM

NATIONAL SONG

8:25 AM

PLATINUM SPONSOR ADDRESS

CGBritCay - Lamar Haynes

8:35 AM

CI GOVERNMENT ADDRESS

Honourable Deputy Governor, Mr. Franz
Manderson

8:45 -
10:00 AM

MORNING KEYNOTE ADDRESS

SERIOUS BUSINESS OF POSITIVE EMOTIONS - EASY & PROVEN TOOLS TO ACHIEVE PERSONAL & PROFESSIONAL SUCCESS

Paul Krismer

10:00 AM

Coffee + Networking Break

Sponsored by Portfolio of Civil Service

10:30 -
11:15 AM

PANEL DISCUSSION

ELEVATING HR THROUGH COACHING

Lorna Murphy, Jennifer Card, Heather Lockhart, &
Jackson Kerchis

moderated by: Melissa Comparin

11:15 AM -
12:15PM

SPEAKER

THE LEGACY SHIFT: FROM LEADERSHIP SURVIVAL TO STRATEGIC IMPACT

Prudence Pitter



2025 CISHRP ANNUAL CONFERENCE AFTERNOON SCHEDULE



12:15 -
1:15 PM

LUNCH

1:15 -
2:00 PM

PANEL DISCUSSION

BUILDING A FUTURE READY WORKFORCE

Allison Anglin, Tamsin Deasey, Kat Hampson,
& Louise Reed; moderated by: Jason Nehra

2:00 -
2:45 PM

SPEAKER

PROACTIVE MANAGEMENT: CONNECTING GROWTH & CULTURE DRIVERS ACROSS YOUR BUSINESS

Fiona McDougall

2:45 PM

Coffee + Networking Break

Sponsored by Portfolio of Civil Service

3:15 -
4:00 PM

SPEAKER

AI - DRIVEN TRANSFORMATION: REDEFINING OUR WORKFORCE IN THE MODERN ERA

Leslie Lee Fook

4:00 -
4:45 PM

SPEAKER WORKSHOP

LEADERS AS ROLE MODELS - STEPPING BEYOND THE LIMITATIONS OF MANAGEMENT

Jackson Kerchis

4:45 PM

Closing Remarks + Raffle Prizes

5:00 PM

Wine Hour

Sponsored by CISHRP





Hannah Foreman

CISHRP President

Welcome to the 2025 CISHRP HR Conference!

Founded in 2000 by a group of local HR professionals, the Cayman Islands Society for Human Resources (“CISHRP”) continues to carry out its mission and vision 25 years later - a legacy we’re proud to celebrate.

With 350+ members representing all areas and levels of the HR profession, the CISHRP stands as the recognized authority on human resources in the Cayman Islands. Committed to shaping the future of people management, the CISHRP brings critical HR issues - both current and emerging - into national focus.

To foster continuous learning and connection, the CISHRP established the annual HR Conference as a dynamic platform for their members and local professionals to explore cutting-edge practices, emerging trends, and innovative thinking in HR. It’s also a place to network and engage with both local and internationally renowned thought leaders.

This year’s conference theme, ElevateHR: Connecting People, Strategy & Success, reflects the evolving role of HR in today’s fast-paced business environment. No longer just a support function, HR has become a strategic powerhouse - driving growth, shaping culture, and sparking innovation.

ElevateHR brings together HR leaders, business executives, and industry experts to explore how aligning people strategy with business objectives creates lasting impact.

Today’s speaker sessions and panel discussions are crafted to inspire and equip forward-thinking HR professionals to:

- Strengthen HR’s role as a trusted business partner
- Align people practices with business strategy for mutual success
- Build and sustain high-performing teams
- Leverage data and technology to future-proof HR and
- Foster inclusive, engaging, and innovative workplace cultures

We’re excited to hear from today’s exceptional speakers and hope you enjoy a day of learning, connection, and inspiration with like-minded professionals.

**ElevateHR:
Connecting People,
Strategy & Success**





Jaci Patrick

Jaci Patrick is a Management Consultant at Expertise Group, where she specializes in human resources and immigration. She recently transitioned from a career in media and marketing into the HR space, bringing a unique perspective that blends strategic communication with a strong focus on people, culture, and organizational growth.

Jaci's professional journey has been shaped by her experiences on the global stage as Miss World Cayman Islands 2019 and Miss Supranational Cayman Islands 2024. These roles provided her with a powerful platform to advocate for meaningful causes, while honing leadership, public speaking, and cross-cultural communication skills that continue to inform her work today.

Beyond her professional endeavors, Jaci is an active community volunteer, contributing her time and voice to initiatives focused on youth empowerment, education, and mental health awareness. She is deeply committed to creating spaces—both in the workplace and in the wider community—where individuals are seen, supported, and inspired to reach their full potential.

Jaci brings a thoughtful, purpose-driven approach to everything she does, combining her diverse background with a passion for making a positive, lasting impact.



The CISHRP Administration Team

Established in the pivotal year of 2020, CaymanHR emerged amidst a world in flux, with a clear vision to redefine the landscape of human resources.

The foundation of the company was built upon research that shows businesses are more successful when their employees are inspired, ambitious and having fun. Our mission is to cultivate this culture of excellence, innovation, and integrity - for both our own company, and for our clients.



**2025 CISHRP
ANNUAL CONFERENCE
KEYNOTE SPEAKER**



Paul Krismer

Paul Krismer teaches the practical application of positive emotions to achieve corporate and personal excellence.

Paul is a noted public speaker and trainer. His authentic and passionate commitment to his subject matter shines through his work. Playful and captivating storytelling complements his intelligent and accessible presentation of the science of success. His teaching is powerful, authoritative, and convincing. At the same time, Paul is exceptionally practical, providing tools that audiences and entire workforces can immediately use.

Paul Krismer has a proven track record as an inspirational leader. For twenty years, he has served in senior management roles—overseeing hundreds of employees, multi-million dollar projects, and cheerfully growing future leaders. As a Certified Executive Coach, Paul is appreciated for his kindhearted, yet relentless pursuit of the client's best life. Helping people to reach greater happiness and success is his trademark promise.

Paul is the best-selling author of *Whole Person Happiness: How to be Well in Body, Mind and Spirit*. As a teacher of cutting edge positive psychology, he is truly a "Happiness Expert".

Paul is a proud member of the International Positive Psychology Association and the Canadian Association of Professional Speakers.



2025 CISHRP ANNUAL CONFERENCE SPEAKERS



Lamar Haynes

Lamar Haynes joined the Coralisle Medical Insurance Company Ltd. (CG BritCay) team just over seven years ago, and currently serves as Health Manager overseeing CG BritCay's medical department.

He started his health insurance career in the United States as a customer service representative and worked his way through multiple roles including claims examiner and eventually to director of quality operations at a highly recognized global insurer. There, he oversaw the quality operations of 8,000 customer service representatives globally and successfully completed more than a million annual quality audits.

A 30-year veteran in the health insurance industry, he holds a Bachelor of Science in Healthcare Management from the University of Central Florida. His passion is quality service and he's therefore happiest interacting with people and helping customers navigate their insurance benefits.

Hon. Franz Manderson

Mr. Franz Manderson began his journey in the civil service in 1981 as an hourly paid worker with the Immigration Department, where he rose through the ranks to become Chief Immigration Officer in July 2004.

Throughout his career, Mr. Manderson has been recognized for his exceptional service and contributions to the Cayman Islands. He has received numerous awards, including the Certificate and Badge of Honor for his management of Cuban migrants, the Governor's FACE award for excellence in customer service, and the Person of the Year award in 2006 by Cayman Net News. In addition to his work in the civil service, Mr. Manderson is also an attorney-at-law. He completed his legal studies at the University of Liverpool and was called to the Cayman Islands Bar in July 2004. He was also appointed a Justice of the Peace in 2008.

In 2009, Mr. Manderson was promoted to the post of Chief Officer in the Portfolio of Internal and External Affairs. He continued to excel in his role and in 2012, he was appointed Deputy Governor and Head of the Civil Service by the Governor in consultation with the United Kingdom Secretary of State.

As Deputy Governor, Mr. Manderson is responsible for the management and performance of the Civil Service, which employs approximately 4,300 staff. He is also a member of Cabinet and the Cayman Islands Parliament. Mr. Manderson's exceptional leadership and dedication to public service have not gone unnoticed. In 2018, he was awarded an MBE by Her Majesty the Queen for his outstanding contributions to the Cayman Islands community.



2025 CISHRP ANNUAL CONFERENCE SPEAKERS



Lorna Murphy

Lorna Murphy is a Personal and Business Coach and Learning & Development specialist with over 20 years of experience, she is driven by a passion for human potential and mental well-being. She leverages her extensive training in Psychology, Neuroscience, and various coaching modalities to help individuals and organizations thrive. As an advocate for mental health awareness and President of the Cayman Islands Professional Coaches Association, she strives to reduce stigma and empower clients to achieve their unique purpose and overcome perceived limitations.

Through her work with organisations in Cayman and Globally, Lorna has led training sessions, team building, strategic development, and leadership development initiatives blended with group and individual coaching to achieve maximum results and impact.



Jennifer Card

Dr. Jennifer Card is an organisational psychologist, leadership consultant, executive coach, workplace stress and conflict specialist, team facilitator, author and keynote speaker. Jennifer's experience spans many different industries including finance, consulting, technology, insurance, law, and healthcare.

Jennifer coaches primarily at the Leadership, C-Suite and Board of Director level, and provides leadership training organisation-wide. Jennifer is a member of the International Coaching Federation (PCC-level), the Institute of Coaches, and is a registered psychologist with the Bermuda Health Council.

Jennifer holds a doctorate (Psy.D.) in Organisational Leadership Psychology, a Mediation and Conflict Management certificate (Harvard), a Master of Science (M.Sc.) degree in Applied Positive Psychology and Coaching Psychology and a Post Graduate Diploma in Business Management. Jennifer has earned a certificate in Cognitive Behaviour Therapy (CBT) and is certified as a Birkman Assessment Practitioner.

Jennifer's book Leadership Equanimity is an essential guide to help leaders to thrive through uncertainty, neutralize work stress and protect against burnout (available on Amazon).



2025 CISHRP ANNUAL CONFERENCE SPEAKERS



Heather Lockhart

Heather Lockhart is a partner in BHAC, a comprehensive behavioral health practice in the Cayman Islands, and is she is credentialed by the ICF as a Professional Certified Coach (PCC).

As a life coach, she supports clients who want to create positive change in their lives by assisting them to develop powerful action and strategy plans. Before becoming a coach, she worked for many years in corporate sales and marketing. The common thread in her career has always been helping others to reach their full potential. Heather has been coaching for the last 12 years and has called the Cayman Islands home since 2004.

Heather works with individual clients, provides workshops for organizations, and enjoys public speaking. Area of interest for many of her clients include honing time management skills, increasing self-confidence, enhancing communication skills, developing career advancement strategies, establishing stress management techniques, and enhancing work-life alignment.



Jackson Kerchis

Jackson Kerchis is a former strategy & operations leader, startup executive, and Zen monk. He's a co-founder and partner at Happiness Means Business and Warrior Leader Training Companies where he helps business and military leaders solve their people problems. He applies research from psychology and social sciences to improve employee experience and business performance.

Notable clients include the Army National Guard, Vivint home security, UAB health system, and Young's Commercial (the largest produce hauler in the US). His firm has developed solutions to re-engage executives struggling with work-life balance, improve frontline supervisor leadership, drive \$3M in operations improvements, and support soldier staffing / mental health.

Jackson created the world's first major in Happiness at the University of Alabama where he taught the school's first ever happiness course and now offers a course on the Science of Happier Work. He also holds an executive coaching diploma from Emory's Goizueta Business School. He is the author of two books including *Beyond Profit & Productivity: Putting Positive Workplace Culture to Work* – an Amazon best seller. He is a frequent speaker at association conferences and company events.



2025 CISHRP ANNUAL CONFERENCE SPEAKERS



Melissa Comparin

Melissa is a dedicated and passionate HR Professional with 20 years of experience in Human Resources, Training & Development, and Coaching.

Melissa's strengths include creating HR Strategy, Coaching and Mentoring, Learning and Development, Facilitation, Learning Management Systems and their implementation, Recruitment, Talent Management, and Employee Relations.

Melissa is a big picture thinker; she is able to step back, zoom out, and see the holistic view, which in turn, allows her to create the HR programs that are required to fulfill the overall Business plan.

Melissa has worked in various industries from telecommunications, food and beverage, marketing, security, hospitality and legal, and with leaders of varying backgrounds, styles and levels to facilitate individual growth as well as to build strong teams to ultimately make the organization successful.

Her passion for people is evident in all that she does; Melissa is able to capitalize on an organization's most precious resource, its people, and unlock potential allowing them the opportunity to produce the results they so desire.



Jason Nehra

Jason relocated to Cayman in 2003 to establish the new A-level Physics programme at Cayman Prep & High School. He took on the role of Faculty Head of Science in 2006 and is very proud of the growth and success that the faculty experienced during his leadership.

Jason's passion for renewables and sustainable practices led him to the stage at the TEDx SevenMileBeach conference in 2015, where he spoke about the past and future of the George Town Landfill. After leaving Cayman Prep in 2016 to embark on a one-year family "Radical Sabbatical", Jason returned to science education through his own education company Psyched Science. Running a small business was an exciting new challenge and an opportunity to develop new skills and connections.

As a life-long tech enthusiast, Jason jumped at the opportunity to join the tech nonprofit Code(Cayman) as Managing Director in April 2023. This role connects Jason with businesses across the local tech sector through course collaborations, sponsorship programmes, volunteer mentorships and tech talks.

Elected to the Chamber of Commerce Council in 2024, Jason works passionately to help drive the vital "Building A Future Ready Workforce" pillar.



2025 CISHRP ANNUAL CONFERENCE SPEAKERS



Prudence Pitter

Prudence Pitter is a CHRO, Global Keynote Speaker, Board Member, and accomplished business executive with over 25 years of progressive HR leadership across multiple industries.

She has advised Boards, led large-scale transformations, and shaped cultures that drive engagement and performance. She leads global HR for multiple businesses within the technology sector, impacting teams in over 20 countries.

A former adjunct professor and HR consultant, Prudence is passionate about leadership development, employee wellbeing, and mentoring the next generation of HR professionals. 4

Learn more about her at PrudencePitter.com



Fiona McDougall

Fiona McDougall is an executive-level business consultant with over 20 years' experience in strategic planning and operational improvement initiatives for organizations who value healthy growth, positive cultures, and improving lives. She is passionate about helping companies develop multi-year strategies, optimize operations, and build resilient teams who make a positive impact in the workplace and the world. Fiona holds an MBA from the Schulich School of Business, an Honours BA from the University of Western Ontario.

In 2014, Fiona co-founded Healthy Futures Ltd. to provide evidence-informed strategy, operations, and workplace synergy services to organizations in the Cayman Islands, Canada, and the US. Fiona is also the Cabinet-appointed Chair of the Cayman Islands Mental Health Commission.

Fiona's work in strategy, operations and corporate culture crosses the intersections of people, processes, information, and technology. Leveraging modern project management, collaboration, and AI technologies and tools, the Healthy Futures team helps organizations sustainably scale by empowering people, cultivating positive cultures, improving ways of working, and optimizing and automating processes and information flows.



2025 CISHRP ANNUAL CONFERENCE SPEAKERS



Allison Anglin

Allison Anglin is a dedicated public service professional with over 15 years of experience in higher education administration and workforce development. She currently serves as the Programme Coordinator for the Ready2Work initiative at Workforce Opportunities & Residency Cayman (WORC), where she supports Caymanians facing barriers to employment through structured training, career coaching, and job placement services. In addition to her core role, Allison has stepped in as Acting Manager for WORC's National Training & Development Unit between 2023-2025. In this leadership capacity, she has helped drive strategic planning, team coordination, and cross-agency collaboration, while continuing to manage the day-to-day operations of Ready2Work. Her dual role reflects her ability to balance strategic oversight with hands-on programme delivery.

Before transitioning into the civil service, Allison spent over a decade at UCCI where she held several positions in higher education administration, including Registrar from 2016-2020. Her experience at UCCI laid a strong foundation for her client-focused, development-oriented approach to public service.

Allison holds a Master of Education in Higher Education Administration from Penn State University and a Bachelor of Science in Business Administration from UCCI. Her academic background, combined with her real-world experience, equips her to address the evolving needs of Cayman's workforce with empathy, insight, and effectiveness. Throughout her career, she has been involved in implementing outreach campaigns, coordinating internship programmes, supporting communications strategy, and contributing to the development of WORC's 2025-2030 Strategic Plan. She is committed to building inclusive pathways to employment and believes in the power of education, mentorship, and community support to create long-term impact. Allison is honoured to be a panelist at the 2025 CISHRP HR Conference and looks forward to contributing to discussions on workforce development, public sector leadership, and supporting diverse talent in the Cayman Islands.



Tamsin Deasey

Tamsin Deasey-Weinstein is a workforce strategist and AI thought-leader who serves as a senior director at the University College of the Cayman Islands (UCCI).

A Council member of the Cayman Islands Chamber of Commerce and co-chair of the National AI Education Steering Group, she spearheaded a landmark national study on the future of Cayman's workforce and leads sector-specific think-tanks translating research into policy.

An MIT-certified executive in AI and Machine Learning, Tamsin's work, featured in Forbes and several academic publications, focuses on practical, inclusive upskilling frameworks that align education, industry and government to drive sustainable economic growth.



2025 CISHRP ANNUAL CONFERENCE SPEAKERS



Louise Reed

Louise Reed, Managing Director of CML and Nova Recruitment is a recruitment industry professional with over 25 years of experience in HR, talent acquisition, training and career guidance & development. Louise's successes have allowed her to expand the CML Group with the founding of both Nova Recruitment in 2016 and, most recently, co-founder of Connect by Nova in 2020, a NPO focusing on empowering students, unemployed individuals, and career changers by providing targeted career development services, upskilling opportunities, and access to professional networks and meaningful employment outcomes.

Louise has a Bachelors degree in Business and Finance, as well as completing executive programmes in Leadership at Oxford University's Saïd Business School

Louise is passionate about diversity and inclusivity and is committed to supporting the talent development and retention of aspirational individuals. She was the founding member of NPO Gender Equality Cayman and served with the CISHRP Board for six years.



Leslie Lee Fok

Leslie Lee Fok is a name of legend in the business world. His revolutionary digital transformation strategies and expert knowledge are unrivaled, making him one of the most sought-after figures on Caribbean shores.

His career spans over twenty years with experience in Analytics, Robotic Process Automation, and Artificial Intelligence. Primarily collaborating with enterprise and government sectors, he aims to harness data-driven innovation to create globally competitive regions and organizations, positively impacting lives globally.

He was also named as an honorary speaker at The CTU's Prime Minister's Summit which amassed over 100 leaders from across the region.

Leslie imagines a future where technology changes our world, but always puts people first. He believes everyone can become empowered to use data to enhance their lives and communities. By tapping into our collective creativity and fostering a sense of collaboration, Leslie aims to cultivate a vibrant and talented community. His mission is to ensure that as we advance technologically, we do so with a focus on human values by keeping people at the heart of progress.



2025 CISHRP ANNUAL CONFERENCE SPEAKERS



Kat Hampson

Kat Hampson is the lead instructor for the Ready2Work program at Inspire Cayman Training, where she supports Caymanians overcome long-term unemployment, underemployment and personal challenges. With a BA (Hons) in Criminology and Social Policy and over 15 years of experience, Kat is dedicated to fostering confidence and independence in her students. Her compassionate yet disciplined approach ensures participants exceed their own expectations and achieve sustainable career success. Kat's achievements include transforming the lives of over 200 at-risk youth and adults through her work with helping students gain essential qualifications and life skills, both in Cayman and the United Kingdom.

Kat has played a pivotal role in enhancing the Ready2Work and General Training Program curriculums and developed the "Inspire to Hired" Apprenticeship and Internship Program, all three programs designed to support individuals facing barriers to employment. The Ready2Work and Inspired to Hired Programs are flagship programs, designed to support individuals facing barriers to employment. The Ready2Work program equips participants with essential life and job skills, while Inspired to Hired program focuses on securing meaningful apprenticeships that lead to long-term careers.

Both programs emphasize hands-on learning, mentorship, and real-world experience to prepare individuals for success in today's workforce. Over 130 young people have been placed in employment with Kat's unwavering contribution. Through introducing innovative teaching methods that ensure measurable success for her students. Her ability to break down barriers and inspire meaningful change has solidified her reputation as a leader in vocational education.

When she's not in the classroom, Kat enjoys embracing the beauty of the Caribbean lifestyle. A certified swim instructor, she often spends her free time floating in the pristine waters of Grand Cayman or enjoying quality time with family and friends. Her passion for community and personal development shines in all she does.



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2025 CISHRP ANNUAL CONFERENCE BOARD OF DIRECTORS



FROM THE CISHRP BOARD OF DIRECTORS;
THANK YOU FOR ATTENDING!

*Pictured top to bottom: Hannah Foreman, Luisa Roberts,
Hannah Jackson, Ryan Rajkumarsingh, Hannah Sharvin,
Brenda Castaneda, Enyer Rivers, Will Koutney*

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