Canadian Institute of Forestry
E-lecture series:

WOMEN IN WOOD
From Engineering Pioneer to Mill Manager – one Woman’s Adventure

Marie Cyr, P. Eng.
Dryden - Mill Manager
October 21, 2020
AGENDA

❖ Get to know me
❖ Am I a pioneer?
❖ Diversity = Success
❖ My Leadership Style
❖ My Learnings – My Advice
GET TO KNOW ME

MY PROFESSIONAL PATH

1988 - 1992

POLYTECHNIQUE MONTRÉAL
UNIVERSITÉ D’INGÉNIERIE

1993 - 1995

PRESTON PIPELINE

1995 – 2019 Windsor mill
2019 – now Dryden Mill

My father had leadership roles within Domtar and was a very strong influence. It’s in my blood!
GET TO KNOW ME

My Personal Life

- Work life balance is critical to success
- Support from loved ones is so important
- Do what you love
AM I A PIONEER?

Pioneer (noun)
a person who is among the first to explore or settle a new country or area.

- First female engineer at Domtar Windsor
  - so what?
  - what that meant
  - what challenges did it present

- My biggest influencers
- First Female Domtar Canadian Mill Manager
- Then and now
IN THE FUTURE, THERE WILL BE NO FEMALE LEADERS. THERE WILL JUST BE LEADERS.
DOMTAR INC.
DIVERSITY = SUCCESS

❖ Women in top management positions within Domtar Corporately:
  ❖ Learning and Development Manager
  ❖ Environmental Director
  ❖ Vice President of Sustainability
  ❖ Senior Director Corporate Communications
  ❖ Vice President Pulp

❖ Women working at Domtar Dryden in key Management Positions:
  ❖ Human Resources Director for Canada
  ❖ Health and Safety Manager
  ❖ Government and Public Affairs Manager
  ❖ Finance and Planning Manager

IT IS COMFORTABLE TO HIRE OR WORK WITH PEOPLE THAT ARE LIKE YOU.
INSTEAD SEEK OUT PEOPLE THAT ARE DIFFERENT FROM YOU BECAUSE IT MEANS A DIFFERENT PERSPECTIVE.
DOMTAR INC.
DIVERSITY = SUCCESS

❖ Environmental Superintendent
❖ Logistics Superintendent
❖ Stores Supervisor
❖ Trades women
❖ Engineers
❖ Accountants / Finance Professionals
❖ Human Resources Professionals
❖ Plant Protection
❖ Foresters
❖ Operators / Labourer
❖ Communications / Public Affairs

OH AND BY THE WAY......WE HAVE VACANCIES !!! ☺
DOMTAR INC.  
DIVERSITY = SUCCESS

RESOURCES  
WORKING TOGETHER IN EXTRAORDINARY TIMES

DOMTAR employees making a difference
- A safe maintenance outage amid pandemic concerns
- Responding with essential products
- Making personal care products that help people
- Staying safe across our operations

A diverse team of all ages, genders, and backgrounds offers a highly effective level of caring, creativity and problem solving.

Fastmarkets RISI  
Wed Jul 22 02:04:01 EDT 2020

Domtar conducts safe maintenance outage during Covid-19 pandemic at its mill in Dryden, ON

FORT MILL, SC, July 22, 2020 (Press Release) - A scheduled maintenance outage is a critical part of any mill’s operation. The downtime gives employees an opportunity to complete necessary maintenance that isn’t possible during normal operations, and it ensures the mill continues to run safely and efficiently. It’s also important to

COVID-19 Updates  
Domtar’s Dryden mill postpones spring maintenance to May

April 21, 2020  
Domtar’s pulp and paper mill in Dryden, Ontario is postponing its scheduled spring maintenance period as a result of the COVID-19
MY LEADERSHIP STYLE

❖ Collaborative
❖ No silos
❖ Teamwork / input
❖ Interaction

GREATNESS BY DAVID MARQUET
Former US Navy Seals Captain

Changing from a “MILITARY APPROACH” of giving orders, to a collaborative leadership style of fostering engagement, thinking, and creativity.

HAVE THOSE THAT KNOW CONTRIBUTE !!
MY LEARNINGS – MY ADVICE

SELF – ADVOCACY LEADS TO SUCCESS

❖ Speaking up for, or acting on own behalf
❖ Learning how to get information
❖ Finding out who will support you
❖ Knowing your rights & responsibilities
❖ Problem solving
❖ Reaching out to others when you need support
❖ Learning self-determination

Don’t rely on others to get you where you want to be !!
Women can often be better advocates for other women:

- Find a colleague and ask them how they would describe you
- Ask them what they would say if they were advocating on your behalf
- Use their words when self-advocating, Don’t downgrade their words
- Define your brand and identify your development goals
MY LEARNINGS – MY ADVICE

Develop a personal long term strategy for success. 
Start with understanding who you are and what you want? 
Then……

❖ Believe in yourself and be confident
❖ Be supportive of yourself and colleagues
❖ Give everyone a chance
❖ Stay away from stereotypes – don’t box yourself or others in
❖ Love what you do
❖ Think outside the box
❖ Seek support
MENTORSHIP

BECOME A MENTOR
BE OPEN TO BEING MENTORED
COMMIT YOURSELF TO ONGOING DEVELOPMENT
TO ALL PARTICIPANTS

Thank you.
QUESTIONS