

A close-up portrait of Siobhan Calderbank, a woman with long, dark, wavy hair, smiling warmly. She is wearing a dark purple top. The background is a soft, out-of-focus grey.

**20
22**

**Female Entrepreneur
To Watch**

Siobhan Calderbank
EMPOWERING FEMALE LEADERSHIP

20 22

Female Entrepreneur To Watch

#BOSSLADY DETAILS

Strengths: Speaker, Author, Leadership & Change Management Expert, Diversity Equity & Inclusion Practitioner

Country: Canada

Industry: Retail

Favorite quote: "There is power in allowing yourself to be known and heard, in owning your unique story, in using your authentic voice." Michelle Obama

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TELL US ABOUT YOURSELF?

Siobhan Calderbank is a dynamic speaker, an award-winning published author, recognized learning leader, an expert in change management and leadership, a DEI (Diversity, Equity & Inclusion) practitioner, and a project management professional. Siobhan has over 20 years of progressive experience in transforming businesses, leading change and developing leaders. She is an international speaker and has engaged audiences from over 70 countries at conferences, events, seminars, and planning sessions to motivate individuals to work more collaboratively.

At LCBO, Siobhan is an experienced Senior Director of Talent Management and focuses on talent development, performance management, learning, change management, and diversity and inclusion. She is also the Founder of Butterfly Ladies – a mentoring program committed to helping develop the careers of women and youth, especially visible minorities. In addition, she is a volunteer mentor for Avanti Women, BLISAC (Black Leadership Institute on Social Action for Change) and TRIEC (Toronto Regional Immigrant Employment Council).

Siobhan has been praised for her award-winning programs. She has delivered training to raise awareness of disadvantaged groups while working with Executives to develop programs for women, 2SLGBTQ+, BIPOC (Black, Indigenous, Persons of Colour), persons with disabilities and allies. She is a member of the Inclusion Leadership Council at LCBO, serves as a Founding Member of the DEI Board at Board.org and is a Diversity Champion for the Women's Executive Network.

In addition, Siobhan is a wife, mother of three children, a comic-book superhero nerd, an axe thrower, loves archery, and a candy-holic. She likes watching movies and is learning how to play golf.

HOW DOES IT FEEL TO BE PART OF THIS YEAR'S FEMALE ENTREPRENEUR TO WATCH FEATURE?

Being part of this year's Female Entrepreneur to Watch feature is humbling. I have had the honour and opportunity to connect with many other female entrepreneurs and professionals over the past few years, and I am constantly amazed at the tenacity and drive they demonstrate. Collectively, as female entrepreneurs, we inspire, motivate, and empower others to take action and consequently change the way women are perceived to be strong business owners and professionals, which is very powerful.

WHAT CAN WE EXPECT FROM YOU IN 2022?

In 2022, you can expect to see Siobhan being featured in "Heroes, Legends and Leaders" as a book contributor, alongside other inspirational leaders such as Oprah Winfrey, Dr. Maya Angelou, John Lewis, Deepak Chopra, Jack Canfield, Joe Vitale and many others. She is also being recognized as one of 50 Fearless Leaders by the International Association of Top Professionals in 2022. Only 50 of the world's most brilliant, courageous, inspirational professionals are selected for this distinction. In addition, she will continue to volunteer her time as a mentor and coach to female entrepreneurs and business professionals to help them advance in their careers and enhance their leadership skills.

LOOKING BACK ON YOUR JOURNEY, WHAT IS ONE THING YOU WOULD DO DIFFERENTLY?

I would have found a mentor sooner. I encourage all entrepreneurs and anyone that wants to advance in their career, to find a mentor and coach. Mentors are imperative to propel you to the next level. They will provide guidance that will lead you to make better decisions. Coaches will also help you develop essential skills to enhance your performance and improve your results. I have been fortunate to have both in my life, and to serve as a mentor and coach to many others. Being open and willing to learn from others so that you can improve your leadership is the key to your success.