

## **Nominee:** Zahra Nurani

### **Provide a history of your hockey involvement:**

Active volunteer and community hockey advocate for associations within both Hockey Calgary and the Alberta Female Hockey League from 2007 to May 2024. Held roles at both the team and association level. Responsibilities included tryout and prep camp coordination to tournament management, fundraising, event coordination and team manager. Also, I am a member of the HA EDI Committee from Dec 2021 to March 2024.

### **Provide a history of your involvement in other professional or volunteer positions that will help you excel in this position:**

An avid community advocate and change architect for 30+ years. My progressive leadership roles have taught me the value of servant leadership, how to effectively strengthen collaboration within and across communities, how to listen to the needs of many (not only the few) as well as how to drive change while managing competing interests and priorities. As a member of Hockey Alberta's EDI Committee and recent work done with the Education Department at Mount Royal University, I have also had the opportunity to truly learn and understand how equity and diversity go beyond the boundaries of race and gender and how critical education is at all levels of an organization.

I have also delivered training to various groups ranging from 5 to 1500 people both in person and virtually on topics such as servant leadership, conflict resolution, communication styles, managing change and change leadership.

Below is a select list of progressive volunteer roles with various health, social, research, athletic and charity fundraising organizations across the county: Member, Equity Diversity & Inclusion Committee - Hockey Alberta; Member, Women @ YYC, Calgary Airport Authority; Volunteer, Mustard Seed of Calgary (Airport Authority Team); Team Manager, U18 Calgary Fire; Camp Coordinator, Girls Hockey Calgary; National Content & Speakers Chair, 2019 Canadian Ignite Summit; Western, Training & Delivery Lead, Canadian Ismaili Volunteer Engagement Team; Training Lead, Canada Global Encounters Jubilee Games; Event & Tournament Coordinator, Bow River Bruins Association; Change Management Lead, AKF Canada National Quality of Life Program; Merit Reviewer, Knowledge to Action Grants, Canadian Institute for Health Research; Co-Chair, Community of Facilitators for Education and Exchange; Member, Research Transfer Network of Alberta Conference Planning Committee; Member, Sunshine Gala & Auction for the Alberta Children's Hospital PICU

### **What skills, attributes and experiences would you bring to the Hockey Alberta Board, if elected:**

When people are empowered to learn from and support each other, they inspire growth and find innovative solutions to any problem. My career has been driven by a desire and passion to help clients not only reimagine what's possible but establish future-ready practices and capabilities. As a Senior Change Management Specialist and Change Architect in various industries, within both the private and non-profit sectors, I have helped organizations reinvent environments where people feel connected, are engaged and passionate about the work they do. Working closely with executive leaders and senior team members, I have navigated and aligned complex stakeholder environments to drive change. Through a structured and tailored approach, I have helped organizations shift mindsets and behaviors to support the planning and delivery of enterprise-wide change programs including large infrastructure projects, system implementations, process optimizations, business transformations and organizational restructuring. I am confident that this experience will enhance and bolster the exceptional skills and knowledge already present within the Hockey Alberta Board.



integrity.  
community.  
collaboration.  
innovation.  
passion.

In addition to my professional experiences, I am also a mom to a son and twin daughters who have participated in various competitive sports including volleyball, soccer and hockey, at both the community and elite program levels, in co-ed, male and female programs. This led me to being an advocate for numerous benefits that participating in sport provides, especially within the game of hockey. Unfortunately, as a parent and volunteer I also witnessed and experienced discrimination and lack of equity across levels and hockey associations. However, I am committed to being a part of the journey where equitable, inclusive structures are built on a foundation of respect and belonging for all athletes, officials, coaches, volunteers, parents and administrators across Alberta.

**What do you believe the Hockey Alberta Board should focus on in the next three years:**

As Hockey Alberta continues its mission to “create positive opportunities and experiences FOR ALL PLAYERS through innovative leadership and exceptional service”, I believe Hockey Alberta should focus on the following over the next three years:

- 1) Hockey for Life - grow the Hockey Alberta brand and strengthen its reputation as Canada’s leading hockey organization – listen, explore, be curious about your membership, foster new connections. provide opportunities for grass-root engagement with community members across the province. Create an action plan that demonstrates meaningful opportunities for diverse segments of our population so that all voices are heard and represented at a team, association or provincial level.
- 2) Address Maltreatment - focus on understanding the root cause of incidents, support these victims throughout the process and provide innovative learning practices that drive a greater sense of accountability and true shift to a more equitable and inclusive environment.
- 3) Set Leading Practices - improve communication between the national governing body and membership within the province regarding policy direction and governance. Use your strength as an organization to influence change at a national level.
- 4) Build a future ready organization - build resiliency, be ready to reinvent who you are, what value you provide, and how the organization is prepared for the next challenge. Critical factor for success is fostering an environment of belonging – ensuring members not only see themselves as hockey players, coaches, parents, members, volunteers but know that they belong.

**mission. to create positive opportunities and experiences for all players  
through innovative leadership and exceptional service.**

**vision. hockey for life.**