



ROSE PATTEN

Woman of Distinction 2008 Corporate Leadership



The first woman to sit on the Executive Committee of BMO Financial, **Rose Patten** exemplifies a face of leadership that is open, collaborative, and collegial and that invites all voices to the table. Rose Patten's career proves that rising to the top does not require leaving others behind. Through her volunteer commitments, her advancement of leading edge policies to attract and retain women at senior levels, her initiation of

financial support programs for women students at the University of Toronto, Rose Patten is recognized as one of corporate Canada's most innovative and respected leaders. Under her stewardship, the number of women to hold executive positions at BMO Financial has risen impressively from 9% to 36%. Leading by example, she is mentor to many in the for profit and University business communities, inspiring a mentoring program in her name at the University of Toronto.

Senior Executive Vice President Head of Human Resources and Senior Leadership Advisor, Rose has turned championed the development of workplace policies that break the barriers to women's successful participation in corporate culture. Cutting policies also assist all employees to balance community, home, volunteer and work life. Under her leadership, BMO is a corporate sponsor for the Stop the Violence Against Women Campaign undertaken by the Canadian Women's Foundation, raising funds for shelters across Canada. As Chair of the Governing Council of the University of Toronto, Rose Patten gained the respect and appreciation of members of the university community for her balanced and principled stewardship of governance affairs and for her gentle, sage advice. Her insight and experience proved invaluable as the university developed its own family-friendly policies. Her leadership approach proves that creating equitable work environments attracts the best, and benefits all.

Under Rose's guidance, BMO and its subsidiaries have actively encouraged equity initiatives that foster opportunities within the corporate world for people with disabilities as well as for Aboriginal community economic development. Beyond exemplary leadership in her professional life, Rose has supported the creation of an emergency bursary fund for University of Toronto students who are single parents, as well as several scholarship and educational programs for those prevented from advanced education for financial reasons. Her special scholarship development for the Transitional



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Year Program, which assists those without the necessary formal education to enter university through upgrading and support, actively encourages applications from those for whom life chances and historical barriers to accessing higher education would normally prevent them from gaining its benefits. Her volunteer and philanthropic leadership spans Hospital for Sick Children, the National Ballet, Outward Bound, Hincks Delcrest in Toronto and Memorial University in Newfoundland. A senior leader, a trusted friend, an extraordinary mentor, Rose Patten is that rare blend of success at the highest level, and commitment to community and the development of others.