

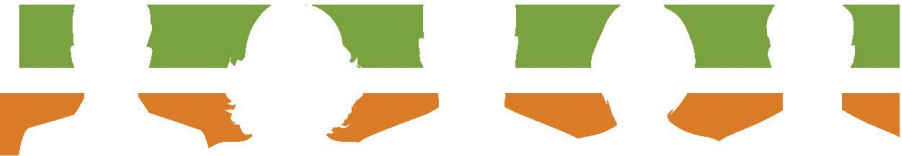


Toronto



**Curtner**

Urban Leadership Program



**PROGRAM KICK OFF**

**Understanding the Moment: Unpacking the Opportunity**

**FRIDAY OCTOBER 24, 2025**

**BDP.  
Quadrangle**

# Land Acknowledgement

We acknowledge the land we are meeting on is the traditional territory of many nations including the Mississaugas of the Credit, the Anishnabeg, the Chippewa, the Haudenosaunee and the Wendat peoples and is now home to many diverse First Nations, Inuit and Métis peoples.

We also acknowledge that Toronto is covered by Treaty 13 with the Mississaugas of the Credit.

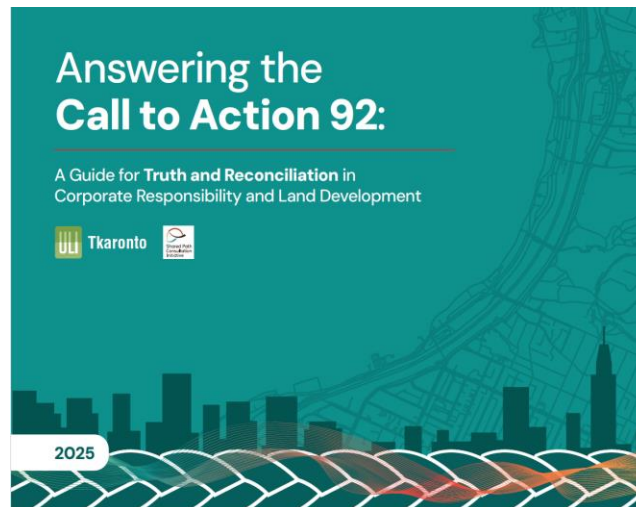
We also acknowledge and honour those who came here involuntarily, particularly those who are descended from those brought here through enslavement

# TRUTH & RECONCILIATION IN LAND DEVELOPMENT



Find out more at:

<https://toronto.uli.org/getinvolved/truth-and-reconciliation/>



**ULI Toronto**

**LEARNING SESSION:**  
**NBISIING INDIGENOUS CULTURAL COMPETENCY TRAINING**

**Friday, October 17th, 2025 | 8:30AM - 4:00PM**  
**Native Canadian Centre of Toronto**  
**16 Spadina Rd, Toronto, ON**

# ACCELERATING ACCESSIBILITY COALITION



## Contribute to an accessible Canada!

Join this award-winning, pioneering community of real estate and accessibility leaders to increase the supply of homes that everyone can visit and live in!

<https://toronto.uli.org/getinvolved/the-accelerating-accessibility-coalition/>



# TODAY'S AGENDA



9:00AM – Welcome

9:15AM – Brief History of the Program/ Introduction to 2025/ 2026 Theme

9:45AM – Introductions: Who are you? Tell us about your organization.

10:45AM – Break

11:00AM – Fireside Conversation with Daniel Debow

12:00PM – Lunch

12:30PM – Group Work: SWOT/ C Analysis

1:30PM – Hariri Pontarini & BDP Quadrangle Presentation

2:15PM – Hariri Pontarini & BDP Quadrangle & RioCan Tour

4:00PM – Happy Hour



**Curtner**  
Urban Leadership Program

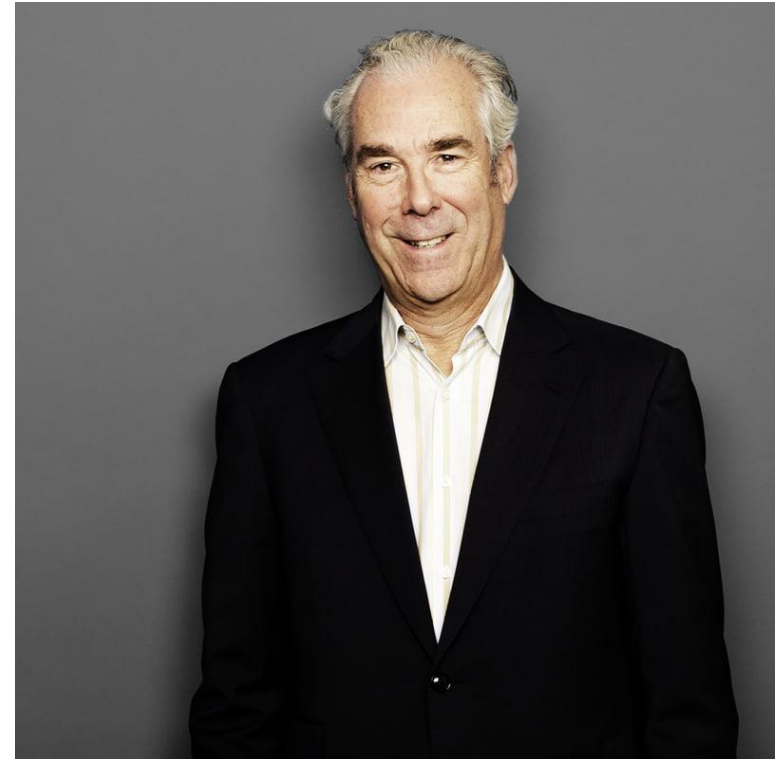


**Les Klein**

Principal, Co-Founder and Studio Head  
**BDP Quadrangle**



ULI Toronto's Curtner Urban Leadership Program is an annual curriculum-based program designed to immerse mid-career professionals from different disciplines in Toronto city building to create positive change in our city. The program is sponsored by Quadrangle in memory of one of its founding partners, Brian L. Curtner. The program reflects many of Brian's passions, including city building, mentorship and collaboration.



**BDP.**  
**Quadrangle**

Les Klein, Principal | 24 October 2025

# Recession Veterans: What Can We Learn From Them?

**BDP.**  
**Quadrangle**

# Recession Veterans



Ontario Association  
of Architects



# My Recession Timeline

**Recession #1**  
Arab oil embargo



1973-1974

1974

1978

1981- 1982

1986

1989 - 1992

2000

2008

2019

2020



Graduation from MIT



**1978**

Establish  
Leslie M. Klein,  
Architect & Planner



Establish Quadrangle Architects  
Limited

**1986**

**Recession #4**  
Dotcom bust



**2019**

Establish  
**BDP.**  
Quadrangle



**Recession #2**  
High inflation and interest rates

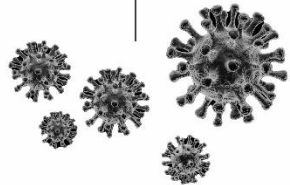
**Recession #3**



Housing bubble



**Recession #5**  
Great Financial Crisis



**Recession #6**  
COVID



An aerial, high-angle view of a modern urban development. The scene is dominated by multi-story buildings with various architectural styles, including some with prominent green roofs. A red tram is visible on a street in the lower-left quadrant. The overall lighting is somewhat dim, suggesting an overcast day or a specific artistic choice. The text 'Six Lessons from Six Recessions' is overlaid in the center in a large, white, sans-serif font, flanked by two thin white horizontal lines.

# Six Lessons from Six Recessions

# Lesson #1

- There will ALWAYS be another downturn/correction/slowdown/recession
- “No downhill goes unpunished”
- Monitor your performance and always have one eye looking over your shoulder

BATA SHOE FACTORY

# Lesson #2

- Always have a disaster scenario
- Plan ahead and don't be afraid to ask the hard questions
- “What is our plan if our revenue drops by 30%?”
- Act as soon as possible – ignoring it will not make it go away

# Lesson #3

- Protect your best staff so that you are ready for the turnaround
- You do not want to be trying to hire when everyone else is

# Lesson #4

- Use this time to improve productivity
- Focus attention on upgrading technology, training and systems
- In our experience, we see a 20-25% improvement in productivity coming out of a recession

# Lesson #5

- DO NOT join “the race to the bottom”
- Lowering fees to get work will come back to bite you

# Lesson #6

- Use the economic cycles to plan ahead
- Think beyond the current downturn about what will be needed in the next cycle
- Build capacity to be there first



An aerial, top-down view of a modern urban development. The buildings are multi-story, featuring a mix of grey, white, and reddish-brown facades. Many buildings have green roofs, some with visible vegetation. The streets are wide and paved, with cars and a red tram visible. Trees and landscaping are interspersed throughout the development. The word "Conclusion" is written in large, white, sans-serif font across the center of the image. Two thin white horizontal lines are positioned above and below the text.

# Conclusion

# Conclusion

- There will be no “return to normal”
- There will only be progress to a new reality
- Preparing and planning for the future will result in a competitive advantage

**Thank you**

**BDP.  
Quadrangle**





# Curtner

Urban Leadership Program



**Ossie Airewele**  
Residential and Mixed Use Lead  
**BDP Quadrangle**  
Program Chair



**Gregg Lintern**  
Principal  
**Gregg Lintern Associates**  
Program Dean

# STEERING COMMITTEE



**Michael Conway**  
Associate Partner  
**Hariri Pontarini**  
Architects



**Czeryll Longalong**  
Specialist, Strategic Policy  
and Research  
**Regional Municipality of Peel**



**Juliana Dutkay**  
Senior Lead, Strategic  
Initiatives  
**United Way Greater Toronto**



**Astrid Greaves**  
Associate Urban  
Designer  
**Arcadis**



**Arleigh Hack**  
Development Associate  
**Northcrest Development**



**Matthew Heather**  
Associate Principal,  
Manager, Planning  
**Arcadis**



**Oliver Hierlihy**  
Director of Operations  
**The Waterfront BIA**



**Himanshu Katyal**  
Associate  
**Bousfields Inc.**

# STEERING COMMITTEE



**Eli Levin**  
Senior Advisor,  
Development, Transit-  
Oriented Communities  
**Infrastructure Ontario**



**Liz McHardy**  
Partner  
**Lura Consulting**



**Christine Raissis**  
Urban Plan  
**ULI Consultant**




**Emily Rossini**  
Director of Planning,  
Real Estate Development  
**Habitat for Humanity, GTA**




**Sybelle von Kursell**  
Manager, Midtown Oakville  
and Strategic Programs  
**Town of Oakville**

# Brief History of the Program and Introduction to 2025/ 2026 Theme


# PAST CURTNER LEADERSHIP PROGRAMS




COMMUNITY PRESENTATION  
URBAN LEADERSHIP PROGRAM



MAIN & DANFORTH  
AND SHOPPERS WORLD




Urban Land Toronto Institute




Curtner  
Leadership Program

Community Presentation



MOUNT DENNIS  
NEIGHBOURHOOD


Urban Land Toronto Institute



Curtner  
Urban Leadership Program

THE YELLOW BELT  
TOWN HALL

More Housing Choices in Our Neighbourhoods



Urban Land Toronto Institute



Curtner  
Urban Leadership Program

Curtner Urban  
Leadership  
Program

Class of 2023



Urban Land Toronto Institute

# PAST CURTNER LEADERSHIP PROGRAMS



**2017-18: Main and Danforth**



**2019-20: The Yellow Belt**



**2020-21: Equity, Diversity & Inclusion**



**2021-22: Placemaking & Placekeeping**



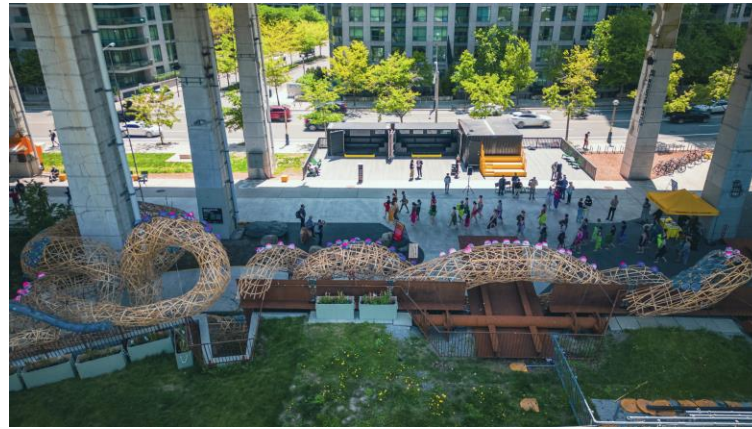
**2022-23: Tackling Civic Challenges with Community Joy**



**2023-24: Affordable Housing**

# CURTNER LEADERSHIP PROGRAMS 2024-2025

## Innovation Leadership







# Curtner Urban Leadership Program 24-25

## Leadership Training



@vanessajudelman  
www.mosaicpd.com

### The Curtner Leadership Program

will include two sessions with leadership expert, author and executive coach Vanessa Judelman

In her sessions, you will learn how to:

- Develop a strong leadership brand
- Coach and develop your team



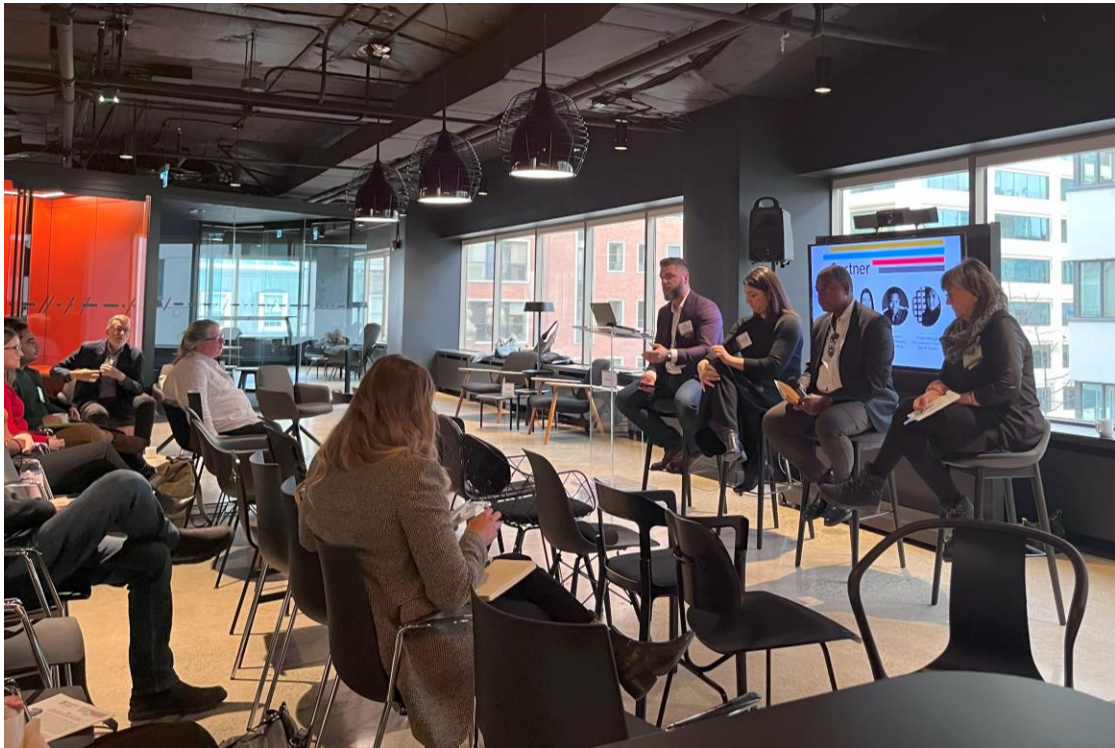
# Curtner Urban Leadership Program 24-25

## Leadership Keynotes



# Curtner Urban Leadership Program 24-25

## Panel Discussion with Industry Experts



# Curtner Urban Leadership Program 24-25

## Site Tours



# Curtner Urban Leadership Program 24-25

## Creating the Teams



# Curtner Urban Leadership Program 2025-2026

## Theme:

### **"Meeting the Moment: Leading on Opportunity"**

"Niccolo Machiavelli famously said, "Never waste a good crisis" - a sentiment also often (though apocryphally) attributed to Winston Churchill. The core idea is the same: crises, for all their disruption, are also moments of immense opportunity. They strip away illusions, expose systemic flaws, and force us to re-evaluate long-held assumptions. And if there is any local crisis ripe for examination - and perhaps transformation - it is the current state of the Toronto housing market. Richard Witt, Architect & Principal, BDP Quadrangle

# Graphic for This Years' Theme

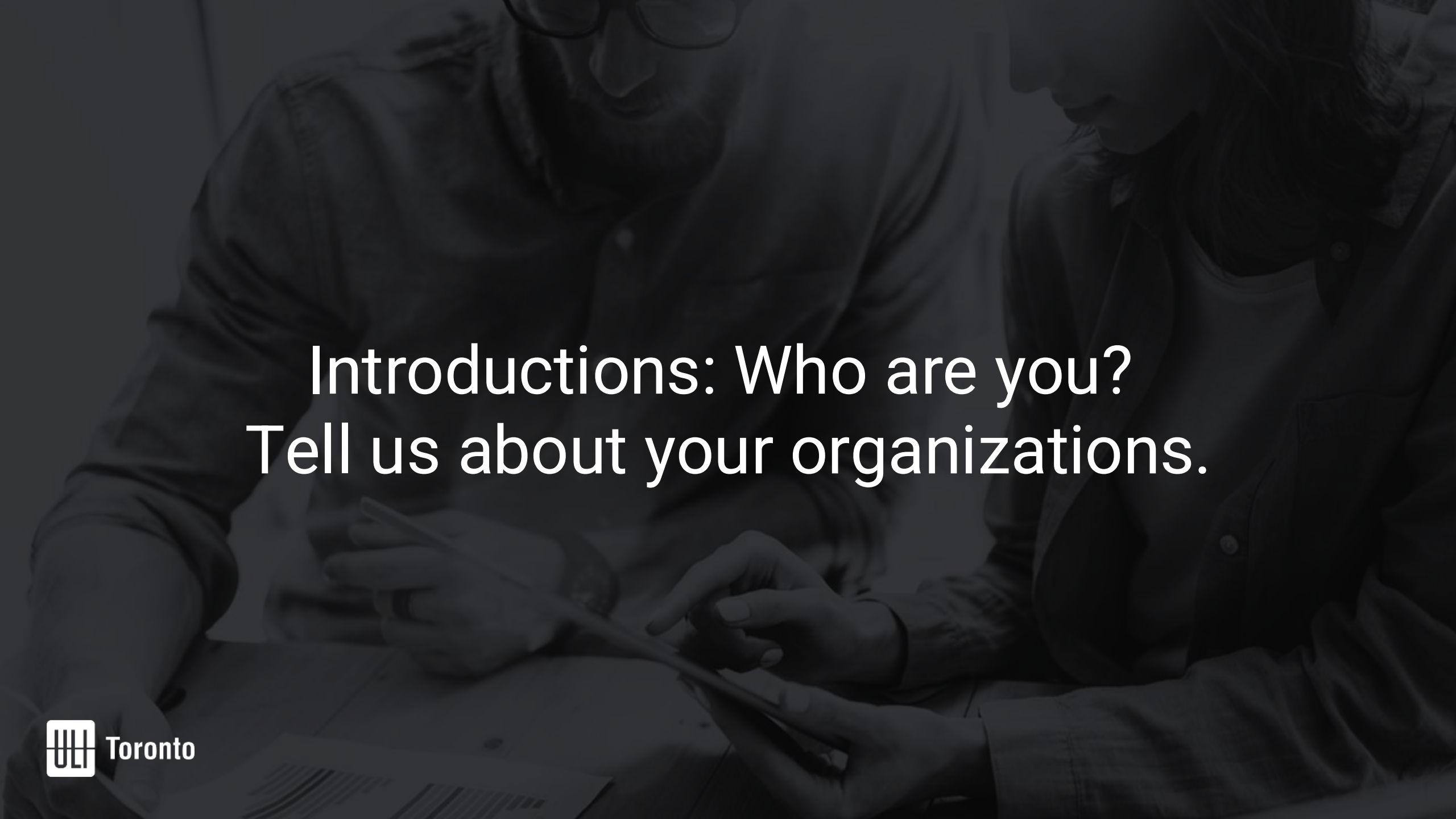




**Curtner**

Urban Leadership Program

**WELCOME**



**Introductions: Who are you?  
Tell us about your organizations.**

# 2025/2026 CURTNER URBAN LEADERSHIP PROGRAM



**Eman Abdelsabour**  
Sustainable Lead, Senior  
Architect  
**BDP Quadrangle**



**Mona Al-Sharari**  
Senior Planner  
**Bousfields Inc.**



**Walied Khogali Ali**  
Co-Chair  
Regent Park  
Neighbourhood Association



**Sasitha Athukorala**  
Senior Project Coordinator  
**Treasure Hill Home  
Corporation**



**Hannah Brown**  
Development Analyst  
**Fengate Asset Management**



**Natasha D'Souza**  
Principal Planner/Supervisor,  
Policy Planning  
**City of Brampton**



**Tina Dadgostar**  
Senior Urban Designer  
**Bousfields Inc.**



**Anna Edwards**  
Associate Development  
Manager  
**Toronto Community  
Housing**



**Jake Golvin**  
Associate Development  
Manager  
**Toronto Community  
Housing Corporation**



**Jackie Gu**  
Strategy and Government  
Relations Coordinator  
**City of Richmond Hill**

# 2025/2026 CURTNER URBAN LEADERSHIP PROGRAM



**Mehedi Khan**

Associate Development  
Manager

**Toronto Community Housing**



**Johnpaul Loiacono**

Senior Project Manager  
**City of Hamilton**



**Alex Manojlovich**

Real Estate Consultant  
**City of Hamilton**



**Christopher McIntosh**

Development Manager  
**Streamliner Properties Inc.**



**Ruchir Mehrotra**

Project Manager  
**Colliers Project Leaders**



**Lara Muldoon**

Assistant Director, Strategic  
Partnerships & Initiatives  
School of Cities

**University of Toronto**



**Jack Neal**

Urban Planner  
**Arcadis**



**Peter Pantalone**

Senior Associate  
**Urban Strategies Inc.**



**James Di Paolo**

Senior Associate, Urban  
Planner  
**Urban Strategies Inc.**



**Julie Scott**

Manager, Land Development  
**C.F. Crozier & Associates  
Inc.**

# 2025/2026 CURTNER URBAN LEADERSHIP PROGRAM



**Faraz Shapourzadeh**  
Associate  
**DIALOG**



**Prianka Smita**  
Senior Architect  
**BDP Quadrangle**



**Graham Spittal**  
Director of Development  
**Starlight Investments**



**Arshia Torkashvand**  
Associate, Real Estate  
Development  
**Forum Asset Management**



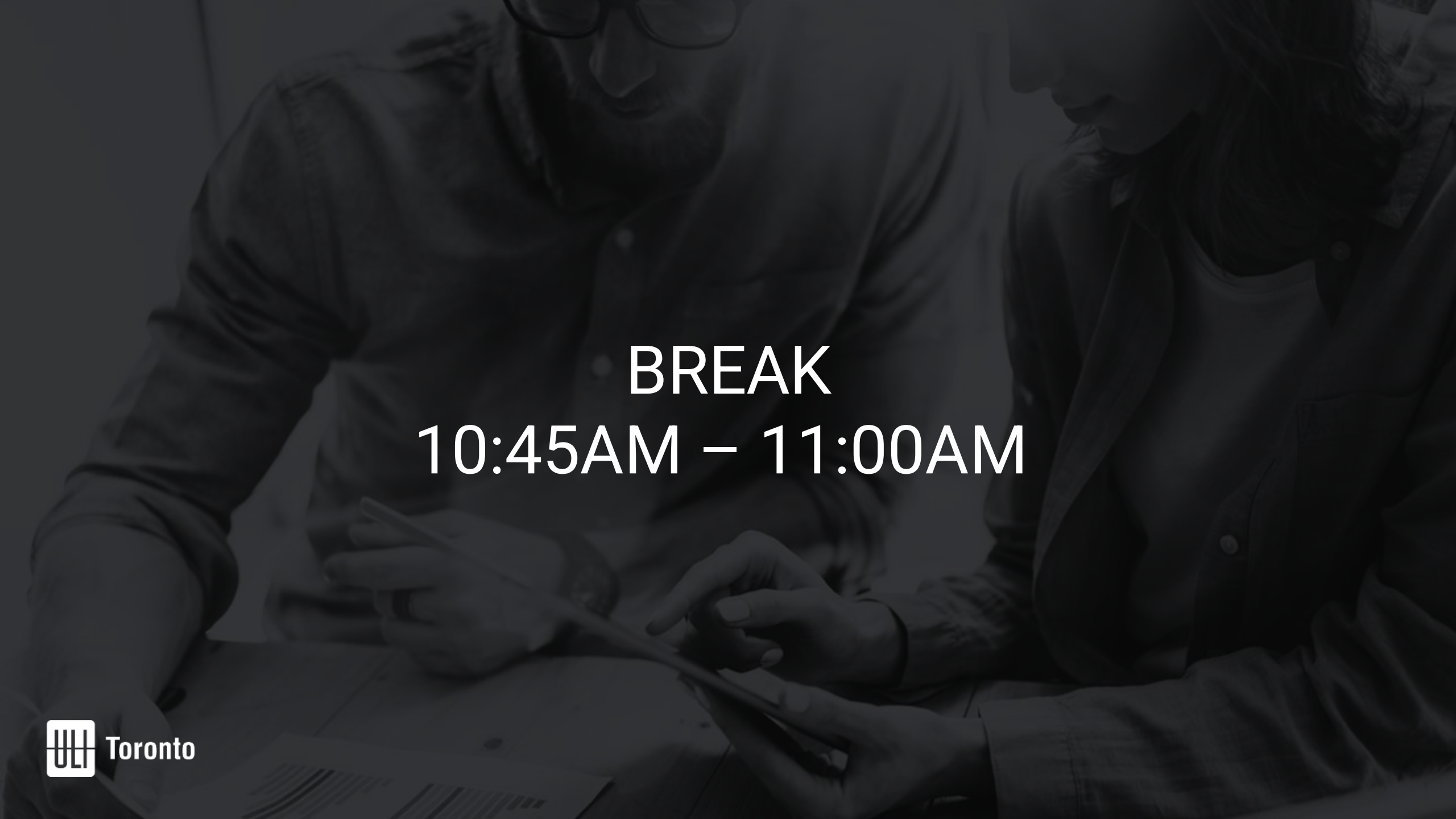
**Carla Tsang**  
Senior Planner  
**City of Toronto**




**Victoria Webster**  
Consultant & Project Manager  
**Hatch Ltd.**



**Shannon Woods**  
Associate, Development  
**Oxford Properties  
Group**



**BREAK**  
**10:45AM – 11:00AM**



# Fireside Chat: Engaging the Program Theme with Q&A



**Curtner**  
Urban Leadership Program



**Daniel Debow**  
**Build Canada**



**LUNCH**  
**12:00PM – 12:30PM**

# Group Work: SWOT/C Analysis

# Workshop

Exploring how today's uncertainty can become a catalyst for transformative leadership in real estate and city-building.

## **Why we're doing this**

- Reflect on the current landscape of city-building and leadership.
- Identify where we see strength, struggle, and possibility.
- Lay the foundation for shared learning and collaboration this year.

This is not about analysis — it's about insight.

We're mapping *the moment we're leading in*.

# The Framework - SWOT

**S** – Strengths → What's working?

**W** – Weaknesses → What's holding us back?

**O** – Opportunities → What could we seize right now?

**T** – Threats → What pressures or risks could limit progress?

Think of this as a **leadership lens**, not a business grid.

# Team Discussion



## **In small groups:**

- Choose a notetaker and reporter.
- Capture 4-5 ideas per quadrant.
- Circle your top 1–2 insights — the ones that surprised or inspired you.

Be specific. Think about real places, examples, or moments where leadership shows up.

# Report Back & Reflection

## Report Back:

- One **strength or opportunity** that feels under-recognized.
- One **weakness or threat** that feels most urgent.

## Reflection:

What's one insight you'll carry forward about how you want to *lead on opportunity* this year?

# Session 2: Assignment

*Meeting the Moment: Leading on Opportunity*

## **Before the next session:**

- **Find and share one powerful visual example** that represents this theme — a photo, project, or place that shows leadership in action.

Include a short caption (1–2 sentences):

“This image captures how we can meet the moment by...”

# Presentation on The Well



# Curtner

Urban Leadership Program



**Michael Conway**  
Associate Partner  
Hariri Pontarini



**Dhruv Soni**  
Business Development  
and Pursuits Manager  
BDP Quadrangle

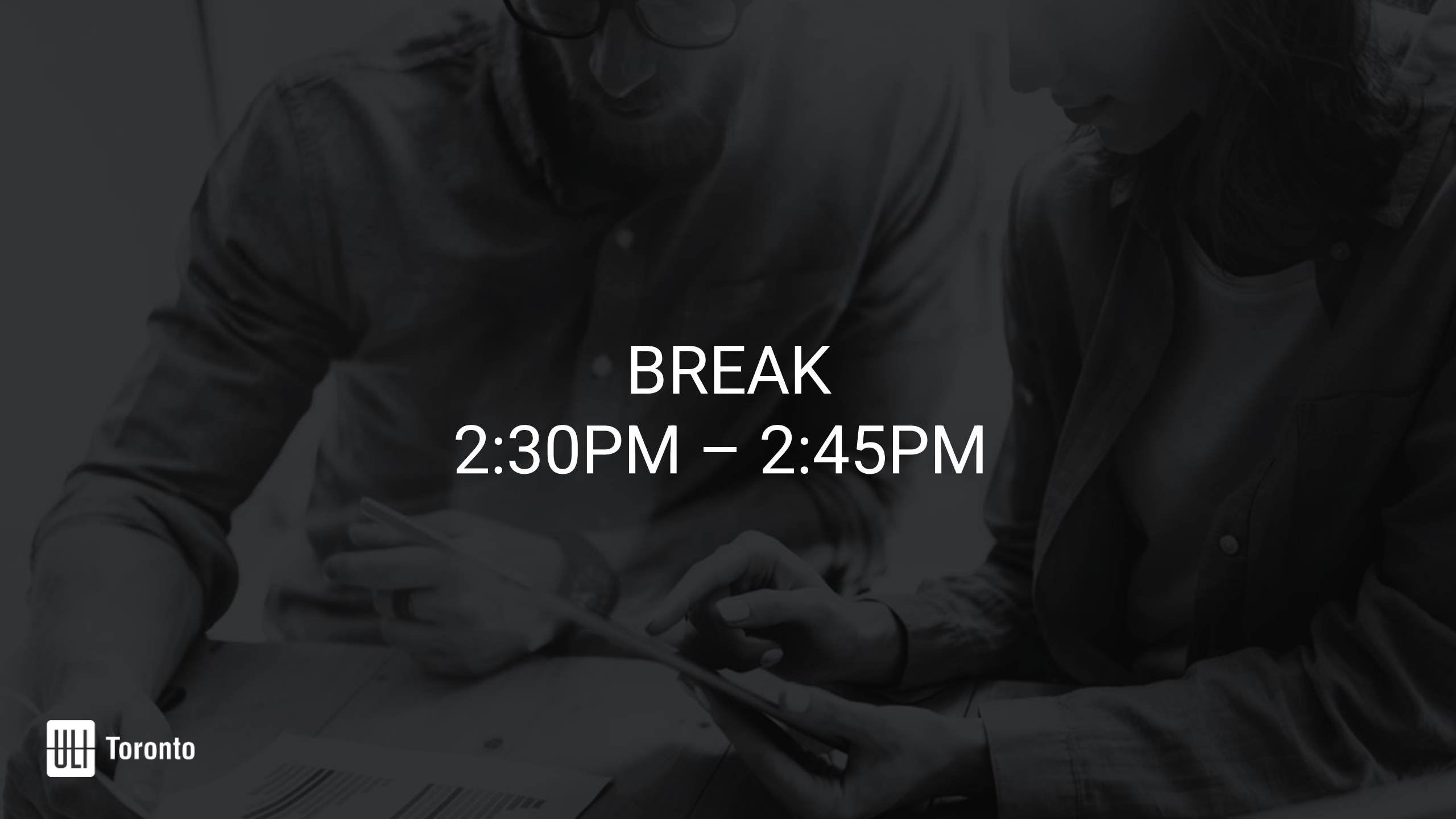
# Tour of The Well



**Curtner**  
Urban Leadership Program



**Melissa Bruzzese**  
Assistant Vice President,  
Development  
**RioCan**



**BREAK**  
**2:30PM – 2:45PM**