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Mary Kovacs is Chief People Officer at FYi Health Group, a leading North American healthcare organization with over 400 locations across Canada and the United States and more than 4,000 employees. She leads enterprise-wide people strategy, focused on building scalable, integrated people systems that enable growth, operational consistency, and a high-quality employee and patient experience. Prior to FYi, Mary served as Associate Vice President, Human Resources at Canadian Tire Corporation and Vice President, Human Resources at Service Inspired Restaurants (SIR Corp), where she led enterprise and multi-unit talent, culture, and total rewards strategies across complex organizations. Mary is an Executive Coach with Ivey Business School and an Instructor at Mount Royal University. She serves as Director at Large for the Calgary Total Rewards Network and has contributed as a panelist with the Human Resources Management Institute. She has supported organizations recognized as Great Place to Work[®] and among Canada's Best Managed Companies.