



Bonnie Crombie

The hardest discipline in senior leadership is binding fiscal credibility, project delivery at scale, and broad-based stakeholder trust into a single coherent decision. Most leaders are forced to pick two of the three. The cost of getting the balance wrong is now visible in real time, to internal audiences and external ones at once.

Bonnie Crombie helps senior leaders run large, publicly scrutinised organisations: holding fiscal discipline, delivering major projects, and keeping stakeholder trust at the same time, drawing on a decade as mayor of Mississauga and her leadership of the Ontario Liberal Party.

Bonnie Crombie's 2026 Biography

Why organisations work with Bonnie Crombie

- A decade running Mississauga (population approaching 800,000) with operating and capital budgets in the billions, while Mississauga held a Triple-A credit rating from S&P for 17 consecutive years.
- Secured the initial \$1.6 billion provincial commitment for the Hurontario LRT, the largest infrastructure project in Mississauga's history, by building alignment across federal, provincial and municipal governments.
- Won three consecutive mayoral elections by wide margins (63.5%, 77%, and a decisive third win), and returned the Ontario Liberal Party to official party status in the 2025 provincial election, lifting its seat count from nine to fourteen.
- Brings two decades of corporate experience (McDonald's Canada, The Walt Disney Company, and co-founding Cargo Cosmetics with a classmate from her MBA) into discussions of governance, growth and stakeholder management; supplemented by an ICD.D from the Institute of Corporate Directors at Rotman.

Biography highlights

- Sixth Mayor of Mississauga, 2014 to 2024; three terms, each won by a wide margin.
- Leader of the Ontario Liberal Party, December 2023 to January 2026; led the party from nine seats back to official party status with fourteen.
- Liberal Member of Parliament for Mississauga-Streetsville, 2008 to 2011; co-chair of the Liberal Caucus Outreach Committee alongside Justin Trudeau; Liberal critic for Crown corporations.
- Mississauga held a Triple-A credit rating from S&P for 17 consecutive years during her tenure; secured full provincial funding for the Hurontario LRT, the largest infrastructure project in the city's history.
- Co-founder of Cargo Cosmetics; previously held marketing roles at

AVAILABLE FOR

- After Dinner Engagement
- Boardroom Advisory
- Panel Participation
- Speaking

BONNIE'S SPEAKING THEMES

- Business Continuity and Crisis Management
- Change Management
- Diversity, Equity & Inclusion
- Leadership
- Political Risk & Policy

LANGUAGES: English

McDonald's Canada and The Walt Disney Company, and managed government relations at the Insurance Bureau of Canada.

- MBA from Schulich School of Business, York University; ICD.D from the Institute of Corporate Directors at Rotman School of Management; awarded the Queen's Diamond Jubilee Medal in 2012.

Biography

Mississauga was Canada's seventh-largest city when Bonnie Crombie became its sixth mayor in 2014. Her predecessor, Hazel McCallion, had been mayor for 36 years and built an institution shaped by her own personal authority. Crombie inherited that organisation and had to make it work for a more diverse and more demanding electorate.

Over a decade in office, she ran budgets that scaled into the billions while the city preserved its Triple-A credit rating from S&P for 17 consecutive years. She secured the initial provincial commitment for the Hurontario LRT, the largest infrastructure project in the city's history, and won three consecutive mayoral elections by margins above 60 per cent.

Before public life she spent two decades in business, including marketing roles at McDonald's Canada and The Walt Disney Company and co-founding the cosmetics company Cargo with a classmate from her MBA program. She holds an MBA from Schulich at York University and an ICD.D from the Institute of Corporate Directors at Rotman. In 2023 she was elected leader of the Ontario Liberal Party; she resigned the role in January 2026, having returned the party to official status with fourteen seats.

That decade of operating experience gives her a working vocabulary for how senior leaders hold credibility inside large, politically scrutinised organisations. Decisions are made in public and stakeholders are fragmented. Outcomes are measured in budgets held and infrastructure delivered. Few keynote speakers have run an organisation at this scale and complexity; fewer still have done so through three consecutive electoral mandates.

Key speaking topics

- Leadership in large, complex organisations
- Public sector governance and fiscal discipline
- Major infrastructure and city-building
- Decision-making under public scrutiny
- Stakeholder negotiation across tiers of government
- Women in political and executive leadership

Ideal for

- Boards and senior leadership teams in regulated or publicly scrutinised industries (utilities, financial services, healthcare, real estate, infrastructure).
- Public sector and government audiences navigating multi-stakeholder reform, urban growth, or major capital projects.
- Women's leadership conferences and senior women's networks across business, government and the professions.
- Industry associations, chambers of commerce, and economic-development summits focused on competitiveness, investment attraction and urban prosperity.

Audience outcomes

- How senior leaders hold fiscal discipline while delivering major capital projects under public pressure.
- The specific moves that build stakeholder alignment when constituencies do not share incentives.
- How to manage sustained public scrutiny and political attack, from someone who has been on the receiving end of both.
- A working vocabulary for leadership transitions and reform inside long-established organisations.
- For women in senior roles, a candid account of leading at the top of politics and business, and of the double standards that come with it.

Bonnie Crombie's 2026 talks & topics

Leading Through Complexity and Change

What it takes to run a large, public-facing organisation when stakeholders are fragmented, budgets are constrained, and decisions are scrutinised in real time.

Key takeaways:

- How senior leaders hold credibility when delivery slips and constituencies turn
- The trade-offs involved in moving major change through a long-established organisation
- Why visible discipline on a small number of priorities outperforms broad-stroke transformation rhetoric

The Future of Cities and Economic Growth

Why urban regions are now the operating unit of national competitiveness, and what corporate and public-sector leaders should be doing differently as a result.

Key takeaways:

- Where serious investment, talent and infrastructure decisions are actually being made today
- What separates cities that attract long-term capital from those that do not
- The specific roles corporate leaders can play in shaping the places they operate in

Public-Private Collaboration That Works

Lessons from negotiating multi-billion-dollar infrastructure funding across federal, provincial and municipal governments, and the failure modes that come with it.

Key takeaways:

- How serious public-private partnerships actually get built rather than announced
- The conditions under which capital projects deliver on time and on budget
- What corporate leaders should ask for, and concede, in deals with government counterparts

Crisis Leadership and Decision-Making Under Pressure

The discipline of making consequential decisions when information is incomplete, scrutiny is high, and the cost of getting it wrong is publicly visible.

Key takeaways:

- How to structure decisions that hold up under hindsight
- The specific tools senior leaders use to communicate during disruption
- Why slow communication is more damaging than imperfect communication

Women in Leadership: Power, Progress and Perspective

A direct, lived account of leading at the top of politics and business as a woman, and the structural patterns that women in senior roles continue to face.

Key takeaways:

- How seniority is judged differently for women, and how to respond without conceding ground
- What sustains a leadership career across multiple decades and several professional pivots
- Practical guidance for organisations serious about moving women into the most senior roles

Bonnie Crombie's Videos



