



Gita Badiyan

Gita believes that fundamentally business is human and has dedicated her career to this belief.

Gita has led numerous projects in business and industry and taught at universities and colleges. Over the years she has lent support to thousands of leaders, managers and project managers as they move towards their leadership goals.

Gita has over a decade of experience in speaking on leadership in Canada and the USA. Her light-hearted style is made relevant by advise on relevant strategies on how to create momentum in organizations.

Before building her own consulting and training business, Gita worked in a management capacity at EDS Systemhouse. She has in-depth knowledge of current business trends and project leadership practices.

Gita has served in various capacities on Boards of Directors including the Canadian Association of Professional Speakers and the Canadian Society for Training and Development.

Gita is most proud of her three adult children who each exemplify leadership in their own fields. She has recently moved to beautiful Victoria from Ontario after many years of living and working in South America, Europe, Middle East and Papua New Guinea.

Gita holds a Masters degree in Adult Education with specialization in Organizational Development from the University of Toronto.

Find out more about Gita and her company at: <http://kivacorporatesolutions.com/index.php>

Gary Bartlett

Gary is a Professional Engineer (Mechanical) who graduated from Memorial University in 1985 and then returned to pursue a Master's Degree at McMaster University in 1986/87.

His professional experience has been exclusively in the private sector and spans over 23 years in a wide range of manufacturing industries (including robotics, tires, plastics, steel fabrication, electronic materials and communications). Gary has enjoyed leadership experiences that have encompassed front-line supervision, plant management and corporate leadership. He has been responsible for small teams to hundreds of employees on multiple sites. He is currently General Manager of Ellice Recycle Ltd. a progressive and environmentally responsible material recycling business in Victoria BC.

Gary's most formative volunteer experience was a three year term as a Director of the Southfour Soccer Association in Calgary, one of the largest youth soccer organizations in Canada. His focus with Southfour was improving the quality and consistency of the youth soccer experience. He also enjoyed five years as a youth leader with Scouts Canada (Beavers, Cubs and Scouts) in Calgary, working on program development, leader training and fundraising. Gary is currently an active member of St. John the Divine Church in Victoria where he is involved in community outreach activities (e.g. youth night shelter) and contributes his expertise to the Church Property Committee. He is the Vice-Chair of the Victoria Chapter of the Association of Professional Engineers and Geoscientists of British Columbia and is an active member of the CRD Solid Waste Advisory Committee and the Victoria & Esquimalt Harbour Committee.

Gary's career experience as a mentor has been through informal job and profession related mentoring, as well as helping peers and employees resolve issues and remove barriers in order to improve performance and personal satisfaction. Over the course of a broad and diverse career Gary has been successful in assembling a personal toolkit of skills and experiences useful in addressing the many challenges facing emerging leaders. He is consistently recognized by his colleagues and employees as someone who takes an open and honest approach to helping people attain their personal goals while at the same time maintaining a sense of humour and balance to ensure the fun and reward of leadership is not lost.

On the personal side, Gary works hard at maintaining a great work/life balance. Gary cycle-commutes to work year-round and enjoys exploring the multitude of outdoor experiences offered by British Columbia with his wife and two children.



Ingrid Bergman

A highly respected Certified Executive Coach (Royal Roads University 2002) specializing in Leadership and Executive Development as well as career exploration and transition issues, Ingrid helps her clients make positive choices that reflect their vision, values, talents, abilities and life goals.

She supports each person as they discover more about how they like to work and opens possibilities that can lead to significant and courageous decisions regarding fulfilling career, promotion and development options.

Ingrid specializes in supporting senior and emerging leaders

- in the public sector because of the positive impact she believes they can have on their staff and colleagues, and collectively on the citizens of their city, province, state or country, and
- in private sector organizations who are courageously trying to make a positive difference in the world.

Ingrid is passionate in her belief that the right kind of work and the right environment exist for all of us if we play to our strengths and establish winning conditions.

You can learn more about Ingrid and her work by visiting her website: www.ingridbergmann.ca



Betska K-Burr, MPC, AMC

- ◆ Betska is a Business and Life Coach and confidante to individuals and groups in over a dozen countries in many categories including: CEO's, Senior Management, Senior Government officials, Ambassadors, Royalty, TV News Anchors, Spiritual Teachers, Star Athletes, Therapists, Accountants, Lawyers, Doctors, Nurses, Professional Speakers and Coaches, Consultants, Singer Songwriters, Actors, Authors, Millionaires, Streetpeople, Drug Addicts, Peace and Environmental Activists, Humanitarians, the poor and destitute, Couples, Children and Whole Families.
- ◆ Betska is Co-President and head of Research, Development and Training for CLI, is an Accredited Master Coach by the International Institute of Coaching, a veteran Facilitator, a Professional Member of The Canadian Association of Professional Speakers, proudly serves on the international Board of Directors for the International Institute of Coaching (IIC) and is also the Head of Accreditation for the IIC.
- ◆ Students from around the globe come to CLI to learn how to become successful business and life Coaches using Power Coaching® with Mind-Kinetics® (PCMKT™). Licensees globally also learn how to be workshop leaders of The Noble Life™ Series of Corporate programs. The secret to their success is the 80+ scientifically engineered coaching and leadership methodologies for whole-brain thinking which Betska has developed. These accredited methodologies are based on CLI's unique science called Mind-Kinetics® which dramatically accelerates performance by turning unconstructive thoughts, words and actions into permanent positive ones at remarkable speed.
- ◆ As a behavioural scientist, Betska is a specialist in positive thinking.
- ◆ She is a Canadian best-selling author of many books including *Creating Champions*, *Flying by the Seat of Your ... Plans*, *Build a Boooooooming Business*, *SuperExcellent Selling* and her 2011 release *The "God" in Coaching – The Key to a Happy Life*.
- ◆ Business awards include: 2003 Award for Innovation, 2007 CLI Award for Innovation and Entrepreneurship and 2009 Lifetime Achievement Award.
- ◆ In February 2010, Betska was invited to India to receive a most prestigious award given in the HR world – The Pride of HR Profession Award. In Betska's words *"I felt like I was winning the Nobel Prize for Human Resources. I am deeply honoured to accept this award."*
- ◆ Betska started CLI in 1991. Prior to that she held multiple positions including Senior Executive with International Companies such as Lanier and 3M and as a servant in the Canadian Foreign Service holding posts in France, England and Switzerland.
- ◆ While Betska's business accomplishments are many, her humanitarian work is particularly noteworthy as she informs people in numerous countries via webinars, keynote speeches and workshops on the topic of climate change and the vegan diet as the fastest solution to prevent runaway global heating.

- ◆ In her spare time, Betska is a voracious reader, meditates for lengthy periods of time every day, loves to garden, takes pride in feeding her family healthy vegan food and enjoys hikes and yoga. Betska is a student and teacher of living true family values such as courage, devotion, faith, generosity and love.

Edie Copland

Edie is the Executive Director of Silver Threads Service, a non-profit agency that provides programs and services for seniors and their families in the Greater Victoria Area through two Centres, and numerous outreach programs. Edie moved to Victoria in 1998, after living in Ucluelet for two years. Prior to that her home was Baton Rouge, Louisiana, where she directed and taught in the Public Management Program at Louisiana State University for 20 years.

Edie believes it is important to be involved in her community. Therefore, she volunteers in several areas and is on the Board of the Single Parent Resource Centre. She was a member of the Leadership Victoria Curriculum Committee from its inception in 2000 until 2007, was a Project Team Mentor for four years, and continues to be a participate Mentor. Edie enjoys seeing community leaders emerge from the LV program. This process upholds the belief that people support that which they help create!

Educated at the University of Nebraska, (M.S. in Counseling & Consulting Psychology) and doctoral studies in Human Resource Development and Sociology at Louisiana State University, her areas of interest and teaching range from Program Evaluation and Strategic Planning to Performance Measurement, Leadership Development, and Personal Motivation. She has enjoyed a variety of professions ranging from Director of Personnel for a large construction company, teaching business and psychology classes at post-secondary institutions including at Indian Reservations for the University of Wisconsin, to starting the first abused women's centre in Louisiana, and public speaking in the area of human resource development. Edie has designed and conducted numerous strategic planning initiatives and leadership programs for government, industry and non-profit organizations, and continues to volunteer in those areas. She is married to a wonderful Canadian, has one daughter, a step-daughter, and two grandchildren. And Edie became a Canadian Citizen in 2008!



Mary Eshenko

Mary is a Certified Professional Co-Active Coach who has earned her designation at The Coaches Training Institute. She is a member of International Coach Federation and National Association for Self Esteem.

As a certified change and transitions practitioner, leadership development facilitator and EQ consultant, Mary is a human resources professional, with a background in talent recruitment, selection, behavioural interviewing, program administration, employment advising and career

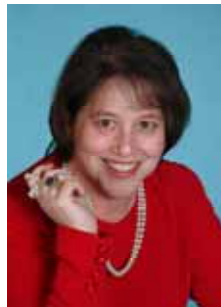
planning. With over three decades of professional experience in the field of adult education, Mary brings added value of strategic and systems thinking, an eye for possibility and objective perspective, as trusted confidante.

With a focus on results, through active listening, inquiry, dialogue and meaningful conversations, Mary diligently strives for progress and desired outcomes. Mary is committed to managing chaos and simplifying complexity by collaborating with individuals, groups and organizations who want to design resourceful strategies that increase and continually improve personal, professional and organizational effectiveness.

Mary attracts high potential lifelong learners, executives, managers, supervisors, entrepreneurs and professionals in various occupations, who want to manage stress, reduce impact of emotional transitions, improve relationships, identify best practices, enhance and/or develop critical leadership skills.

In the community Mary volunteered as Spiritual Care Director with Victoria Hospice Society, mentors MBA candidates, emerging and advancing leaders in the community and professional women returning to the labour market. An inspiring presenter, Mary has a conversational speaking style and as a columnist has written numerous articles.

Mary believes that keys to success are: a positive mental attitude, patience, perseverance and willingness to change, because Change By Choice™ works!



Judy Estrin

Judy Estrin is president of Partners in Enterprise., a company dedicated to helping individuals and organizations move toward improved work performance through organization development consulting, performance enhancement and pragmatic management skills training programs.

A presenter at numerous local, national and international meetings and conferences, she is known for her pragmatic approach and out of the box thinking process. She authored a regular career advice column for the American Society for Training and Development *T&D Magazine*.

After joining a leading international career transition firm in 1986, she went on to manage over 20 Career Resource Centers for major corporations, including: Lockheed, Bank of America, Shell Oil, Transamerica and ARCO. She has assisted hundreds of individuals with career and business transition as well as advising organizations on how to retain the right people.

Judy has been a volunteer leader and member of the American Society for Training and Development since she started her training and development career. She has served on the National Board of Directors and has chaired chapter, regional and national committees and conferences.

She served as a mentor to women entrepreneurs through a Los Angeles not-for-profit Mentoring Program and managed a mentoring program for a Los Angeles County department. 2011 marks the consecutive 18th year that she has been captain of a team that participates in the annual Revlon Run/Walk for Women raising funds in the fight against women's cancers.

She holds an M.A. in Education from the George Washington University, with a specialization in Human Resource Development and a B.A. in English from California State University, Northridge. Judy attended the International Training College at the University of Calgary. She makes her home in Victoria with her husband, a chocolate Labrador, a parrot, a Llama, 10 fish and 6 chickens.



Roger Girouard

Roger Girouard began his naval service at HMCS CARLTON in Ottawa as a Naval Reserve Ordinary Seaman Bos'n in 1973, before shifting to the permanent force and taking a commission as a Maritime Surface officer. He held a variety of leadership positions including Commanding Officer of HMC Ships CHALEUR, MIRAMICHI and IROQUOIS, Commander Maritime Operations Group Four in Esquimalt BC, and Commander Canadian Fleet Pacific.

He deployed on a number of operations including NATO's Standing Naval Force Atlantic and Canada's OPERATION FRICTION during the Gulf War of 1990-91. He was the head of operations in Halifax during the domestic emergency coined as OP PERSISTENCE - the CF element of the SWISSAIR 111 salvage and recovery operation off Peggy's Cove in 1998, when he was responsible for planning the CF element's efforts, chaired the daily multi-agency coordination meeting and served as CF liaison to the families of the victims. He commanded Canada's joint force contribution to OP TOUCAN in East Timor and led the multi-national naval Task Force 151 during OP APOLLO in the Arabian Gulf and Gulf of Oman in 2003.

His last appointment was as Commander Joint Task Force Pacific and Maritime Forces Pacific in Victoria, where he was responsible for naval readiness in the Pacific, served as the Search and Rescue Commander for the Region and held responsibilities for security and domestic emergency issues in BC, supporting planning for the Vancouver 2010 Olympics and the contingency work for potential flooding of the BC lower mainland in the Spring of '07.

Experienced in offshore operations, joint and interagency missions, disaster management as well as the realm of HR management, he retired from the Canadian Forces in September of '07. He recently completed the Canadian Coast Guard Inquiry into the tragic sinking of the l'Acadien II, a sealing vessel home ported in the Magdelene Islands and serves as an associate professor at Royal Roads University.



Sally Glover

Sally Glover is a psychologist, coach and playful risk-taker and who has worked in the field of business and personal transformation for over 25 years. Owner of a highly successful company, she assists corporations and business leaders to 'lighten up' while striving for unpredictable results. She loves community development and is one of the few trained ontological (transformational) coaches in Canada. She uses humour as the access to creativity and productivity.

Sally has traveled internationally as a keynote speaker, consultant and truth seeker and adventurer. Her recent adventures have included taking business leaders to the Great Wall of China and presenting her 'quality of life program' for cancer survivors to the Breast Cancer Foundation of Egypt. She studied for years with Chris Walker, a master of spirituality and quantum physics from Australia, with Barbara Marx Hubbard from California and recently traveled to find spiritual leaders in India and experience first hand their teachings about gratitude and love.

She is married to an Actor/Clown, plays a 'mean' pair of spoons, sings and loves to roller blade!



Stewart Goodings

Stewart is a former senior executive with both the federal and BC governments, having held Assistant Deputy Minister positions in both jurisdictions. He also has a strong international background, having worked for CUSO in East Africa and consulted on human resource development projects in Russia, Ukraine, and Romania. His volunteer experience has included organizations involved with immigrant integration, French language education, university governance and non profit management. He currently works as a consultant offering executive coaching services to managers in the federal government.



Nancy Greer

Nancy "semi- retired" in 2007 from the School of Leadership Studies at Royal Roads University as Professor and Program Head of the MA in Leadership and MBA in Leadership Programs and still continues to serve part time as an associate faculty in the programs. For 7 years prior to joining Royal Roads, Nancy operated a management consulting practice whose focus was supporting leadership through accelerated change. She also spent 18 years in the BC public sector, 7 of which were as an executive director in the Ministry of Education and 11 years as Vice President of BC Systems Corporation, a BC Crown corporation serving the information technology and systems needs of the public sector. Nancy also has a rich and varied record as a volunteer in the social services sector, including serving for 9 years on the Board of the United Way of Greater Victoria and as its Chair, as well as on the National Board of the United Way of Canada for 6 years. She was honoured for her service to the community in 2003 with the Queen's Jubilee Medal. Her connection with Leadership Victoria began when it was but a bold vision and had the honour, as Chair of the United Way, to present the first \$10,000 cheque for 'seed money' to turn that vision into a reality. Since then Nancy has served on the founding Program Committee, has been a mentor for six years, a team coach for four years and is beginning her fourth year as a member of the Board of Directors and as chair of the Volunteer Recruitment, Development and Stewardship Committee. Throughout her professional and volunteer life, Nancy has been passionate about creating workplaces and communities where people can come together in a safe, supportive and respectful environment to do their best work and to live their best lives. Nancy's husband Galen of 45 years is also aware of her equal passion for golf and she spends 'wellness' time 4 times per week trying to maintain her 12-13 handicap. She is also an enthusiastic 2nd soprano in the Spirit Rising choir. Nancy treasures the opportunity to serve as a 'guide on the side' and to be a small part of the learning journey of this year's Leadership Victoria participants.



Nadine Hanchar

From a very early age, Nadine's curiosity about humanity and her keen interest in people naturally lead her to facilitate personal growth workshops in the late 70's.

Nadine Hanchar has been Counselling in Private Practice since 1986 and has been in Victoria since 1989. She specializes in relationship issues, abuse, trauma and phobias and has assisted thousands of clients to get on with a quality of life that is no longer affected by their issues or trauma.

As a Counsellor, Consultant and Facilitator for over 25 years, Nadine has also taught most of the therapies and techniques she uses. Proficient in a wide range of modalities and disciplines, Nadine

works with each person as an individual and because she has a large tool box to draw upon she designs the therapy around the individual.

Nadine is also the developer of a personality profiling system called PEP Personality Process, based on how a person processes information. It offers incredible insights into ourselves and others and how our styles affect our personalities, relationships and life.

With her Results Oriented Counselling approach, utilizing many non-traditional therapies Nadine is focused on healing the root causes of the issues presented. It is not necessary to have a person go over their story again and again, in fact in her years of experience Nadine will advise you that clients who have gone through this type of therapy before coming to see her often have had to clear the trauma which has occurred in therapy. Her clients have told her that they have found this re-traumatization often has made their quality of life worse not better which has created a life of coping but not really living.

Nadine uses a combination of alternative methods such as Neuro Linguistic Psychology™ (NLP), Timelinked Release Therapy™ (TRT), Ericksonian Hypnosis and others to assist the client in their healing process. She has found that these methodologies are the most effective, efficient and the easiest on the client.

Honed over the years, her tried and true original approach to working with abuse and trauma assists her clients in healing quickly. Within weeks to months, the clients are getting on with their lives with no need to return to therapy for those traumatic events.

Nadine has created a truly unique holistic approach, because along with all of her psychological and communication expertise, her depth of knowledge also includes training in: physical disciplines like Iridology and nutrition; energy healing therapies like Hawaiian Huna and Reiki; and a wide range of training in spiritual philosophies and meditations.

Everything Nadine does with people is designed to assist them in dealing with the root causes of their issues. This allows the person, couple, family or organization to go forward with a better quality of life.



Barry Herring

Barry is an architect and recently retired as a senior executive from a provincial crown corporation where he had a diverse career. In addition to leading the professional service delivery arm and customer service function of the organization, Barry successfully led the transformation of a large organization into a new structural entity.

Barry has recognized leadership skills in project management and change management. His coaching and mentoring is based on a belief that persistence and hard work always produce results, and that trust is the cornerstone of relationships and teamwork. His approach to mentoring involves deepening the dialogue where conversation moves towards insight. This process is founded on developing shared trust and learning.

Barry has been a team coach with Leadership Victoria, a member of the Program Committee, and a mentor. Barry likes to laugh, is straightforward in his approach and understands the value of family and friends.

Barry spends his time pursuing his passion for photography, international travel and volunteering in community groups.



Fiona Hyslop

Fiona is a descendant of two pioneer Victoria families. She received her schooling in Hong Kong and Victoria and subsequently studied at the University of Hong Kong and the University of Geneva in Switzerland.

Her working life was divided between Canada and England and included several years helping represent the Italian film industry, and developing a talent for project management. During the 22 years she and her family spent in Ottawa she served on the Boards of the National Gallery Association and the Friends of the National Arts Centre, as well as the United Way of Hull, Quebec. For fourteen years of that time she worked for the Federal Government in various management positions.

Since her return to Victoria she has been Chair of the Board of the NEED Crisis and Information line and a Board Member of Pacific Opera Victoria, the Victoria Business and Professional Women's Club and former Board member of Victoria Foundation.

Fiona has strong feelings about how each of us can, and must, give back to the wider community in which we live. She also has a weakness for chocolate and black cocker spaniels.



Dave Marshall

Dave is a marine and systems engineer, a retired naval officer, a former executive with BC Ferries, and now the Principal of Strategus Consulting, providing strategic and business consulting services primarily in the transportation sector. He has had a career-long interest in leadership development,

transformational leadership, the power of teams, collaboration and partnerships, and the importance of values, ethics and strong personal and organizational relationships in most of what we do.

Dave Marshall grew up in Edmonton, Alberta, joined the Canadian Forces in 1972, graduated from the Royal Military College in 1976 and, with a few stops in between, completed his 27-year naval career as Base Commander of Canadian Forces Base Esquimalt. Upon his first retirement, he served as plant and operations manager with Osburn Manufacturing. In October 2000, he joined BC Ferries first as Vice-President, Engineering and Construction and later became Vice-President Operations, Mainland Services. Since 2005 he has been managing his own consulting practice, providing strategic and business management services primarily in the transportation sector. He also has a strong interest in strategic planning, business planning and governance of not-for-profit societies.

Dave has two sons by a previous marriage, Matthew and Andrew, two amazing and intriguing young men who consistently present him with new opportunities.

He has served on the Boards of the United Way for each of Halifax and Greater, the Commissionaires, the Garth Homer Society (Chair) and Leadership Victoria (Chair). His current community commitment is that of Chair of the Greater Victoria Chamber of Commerce.



Greg Martin

Greg is the Chief Operating Officer at WildPlay Element Parks a BC owned business specializing in providing exciting outdoor experiences that are accessible to people of all ages and fitness levels and aims to reinvigorate the concept of play for children and adults, encouraging families, friends, and teams to play together.

Greg is an operational trouble-shooter who loves conducting business systems and process analysis to remove the inherent complexities and constraints; promoting transparency for easier understanding, agility, and improvement. This style of leadership provides for individual empowerment and engagement, and result is compelling customer experience. All while leading and managing the human dynamic “the soft stuff”, within demanding high pressure environments that have competing priorities and multiple stakeholders.

Greg's professional career emerged within both the consumer packaged goods industry and in the healthcare industry, having direct responsibility for all aspects of operations including strategic planning and execution.

Within the community, Greg is a martial arts instructor and multiple black belt holder, a graduate of the Masters in Business Administration (MBA) program from Royal Roads University, a director for the Canadian National Martial Arts Association, a founding director for Sport For All Canada, and is

currently the Principle Officer & Coach for “Where The Head Goes...Leadership Systems”, providing coaching, mentoring, and facilitation services to individuals and teams.



Sandra Richardson

Sandra has been the CEO of the Victoria Foundation, the second oldest community foundation in Canada, for the last nine years. The Victoria Foundation funds a broad scope of charitable organizations to help reach their mandates and improve the lives of as many people as possible within our community. Under her tenure, the Victoria Foundation has increased its capacity to do just that, in large part due to publishing an annual community report card - Victoria's Vital Signs. Sandra has been a driving force around the successful Vital Signs program which has very specific objectives including to support donor requests for community information, to increase the effectiveness of the Foundation's grant making, to strengthen the Foundation's understanding and ties to the community and to support decision-making in the region by identifying and promoting key priorities.

Prior to joining the Victoria Foundation Sandra had five-year tenure as Director of Development and Planned Giving with the Victoria Hospice & Palliative Care Foundation and held the position of Director of Development for the Cleveland Playhouse and subsequently the Cleveland Opera. She has enjoyed a successful career in fund development for the past 18 years in both Canada and the USA. In June 2008 Sandra was honored by Royal Roads University with the Community Leadership Award in recognition of her distinguished service to the community in a way that reflects the university's motto “living our learning.”

In 2007, Sandra was invited to enter the Sovereign Order of St. John of Jerusalem in recognition of her achievements and contributions to the Greater Victoria community. Sandra has been a member of the Canadian Association of Gift Planners (CAGP) for over 10 years and has been an integral part of the success of the CAGP Vancouver Island Roundtable, where she served as Chair for four years. She currently serves on the Board of Community Foundations of Canada and is an active participant with the Transatlantic Community Foundation Network.

Sandra was very involved in the beginnings of Leave a Legacy (LAL) on Vancouver Island both as an advocate and a champion. In recognition of her efforts with LAL she was invited to be a guest speaker at the Vancouver CAGP, a prestigious honour, where she shared her experience with LAL at Victoria Hospice.

Sandra has a background in nursing and has completed a Communications & Public Relations program at the University of Victoria, and has subsequently received the Vancouver Island Public Relations Professional of the Year Award. In February of 2010, Sandra received a Distinguished Alumni Award from the University of Victoria for her contributions as a UVic graduate to the community, the capital region and around the world.



Jack Shore

Jack, was born in 1949 in Saskatchewan, and after many years chasing an education, he enjoyed a 32 year career in the Senior Management ranks in the Financial Services Industry. Having enjoyed living in many parts of Canada with his Wife Gail and 2 children, Leslie and Paul (now both adults living in Calgary and Vancouver), he and Gail settled in Victoria, in 2004. Having taken early retirement from his first Career, Jack has since spent his time working with many charities including: Junior Achievement; Canadian Youth Business Foundation, and Habitat for Humanity. He recently stepped down as National Director and Treasurer for Habitat for Humanity Canada. His interests lie in seeing our community improve and prosper through healthy Community organizations, and strong leadership. To this end he joined Leadership Victoria as the Executive Director in November 2009.



Richard Shorten

Giving back to one's community is a strong indication of personal commitment.

As a mentor with Leadership Victoria, I have supported three candidates over two years; we have all gained. By attending most of the full day learning sessions in 2008 that my LV candidates completed allowed me to grow with my students.

Joining Victoria Micro Finance this fall as a mentor has meant assisting a skilled welder re-enter the work force and expand into his dream of creating metal art.

As the Organizational Facilitator for InnovativeCommunities.org - a group that is based in Victoria with an all-volunteer organization of eight hundred worldwide. This group intends to make small but important differences in this world. I am working with Fernwood NRG, Executive Director – Lee Herrin (an LV graduate) to complete a feasibility study with two young lady farmers to create an urban farm of raised bed boxes that would be spread through out Victoria and that collectively equal a farm. <http://www.innovativecommunities.org/>

Island Group, my company has since 1994 taken on more than one hundred SMB'S contracts to assist them in bookkeeping, accounting and marketing. Some monthly contracts have lasted fifteen years. Clientele include Victoria Taxi (as Comptroller), Yellow Cab (as GM,) Mirage Coffee, and Discovery Optical, Bristol Town Hair Fashions, Leonard's Drycleaners and many others.

Perhaps OrgAide's (a pilot project - a group of executives volunteers) to assist non-profit organizations to resolve their issues - made a bio to summarize my experience might be:

Rics past experience includes seven years as Project Manager with Reader's Digest / MacLean Hunter Publishing, where he coordinated fundraising activities in the public school system on the Island and Sunshine Coast. In this capacity he worked with parent groups in conducting motivational speaking engagements to groups as large as 1200 volunteers. Previously, Richard was Leader of Sales Training with Meridian Foods in BC, Ontario and Ohio, providing field training and sales rep rejuvenation.

As Director of Franchise Development for Eastern Canada with Dairy Queen International, he was charged with facilities design and development, as well as cost / benefit analysis for viable operations.

Through these roles Richard has honed effective planning and organizational management skills. An experienced trainer and presenter, he has developed and delivered a range of training initiatives that include sales techniques and professional development. He is also a strong believer in team building and mentoring.

Richard has a B. Sc. (Commerce) from the University of Detroit Mercy and two years of undergraduate work in Mechanical Engineering Technology from Ryerson Polytechnic Institute in Toronto.

To which I add: a proud dad of two wonderful sons, Ryan and Rik and granddaughter Sarah. A regular 'Green Drinks'- participant - a sustainable business networking group. A writer of a radio drama to be pitched to the CBC this fall and creator of a series in development for CHEK TV.

Gail Snider

Gail's passion for learning and supporting others with their learning is her reason for choosing to support the mentoring of future leaders in the Leadership Victoria program.

Gail came to Victoria from Ontario three years ago after 30 years in Education as an Elementary school Principal, Geography Department Head and Assistant to a Superintendent of Schools. While in Ontario, Gail also worked for the Education Quality and Accountability Office as a trainer of teachers, overseeing the administration and marking of the standardized student assessments for the province. While working as a Principal, Gail participated in her school boards mentoring program, providing guidance and direction for aspiring school administrators. She also conducted several action research projects on teacher performance and motivation.

After a very brief retirement, Gail returned to the workforce as the Director of Operations for Our Place Society here in Victoria. For the past three years she has overseen the operations of OPS including the outreach, food services, housing, facilities and volunteer departments. Gail has spent time encouraging and supporting the growth of managers and staff at OPS and has worked through the transition of this organization from two smaller entities to one very important provider of services to the less fortunate in the City of Victoria.

Gail holds a Master of Arts in Leadership and Training from Royal Roads University, a Bachelor of Education from the University of Toronto and a Bachelor of Arts in Social Science from the University of

Guelph. Gail has been a Board member for the Greater Victoria Compost Education Centre, Big Brothers and Sisters and a volunteer with Habitat for Humanity and the Swift sure Race.

Gail is very proud of her two sons and their partners. Her youngest son Ian and his wife, Tove, are currently teaching in Pond Inlet, Nunavut. This conscious choice was made so that they could become more involved in indigenous life and gain a better understanding of the contributions and challenges of First Nations people. Gail's eldest son, Devin, is following his passion for sustainable building by completing a Master of Architecture in Sustainable Building at the University of East London, London England while his wife, Alexis is teaching in a Private girl's school just north of London.

When not working Gail spends time with her husband, Doug, working in their garden, kayaking, reading and walking their dog, Gordie.

Mark Stanley

Mark is an Insurance and Investment Broker, and through the 24 years of providing financial advice he has learned the importance of being a good listener. Mark believes that mentoring is really about listening, and that effective leadership is about empowering others.

Mark's interests include boating; he has been a member of the Coastguard Auxiliary for the last 12 years, and has acted as Commodore for the Turkey Head Sailing Association for the last three years.

He also enjoys philosophy and currently facilitates a weekly philosophy group. Mark has attended this group for the last 9 years, and through this experience has developed an appreciation for the mentoring process.

Mark has had the benefit of mentors in his life, and sees mentorship as a sharing that enriches both parties.



W. (Walt) F. Yeo

Walt joined Shell Canada Ltd. in Calgary in 1968 as a computer programmer. From there he progressed through a series of management positions in information systems and administration, retiring in 1998. During a 30 year career with Shell, Walt worked in Calgary, Toronto, London (England) and The Hague (The Netherlands).

Walt's career with Shell included eight years working in Shell's international offices in the United Kingdom and The Netherlands. This highly complex, global, multi-cultural organisation and working

environment required strong consensus building skills. Project and management teams typically were comprised of individuals from as many as twenty different nationalities.

Walt's successful 30 year career with Shell was based on an ability to develop personal trust with his colleagues and organisational trust between the line organisations that ran the business and the support organisations (information technology and administration) in which Walt worked. The basis of this ability to build trust is Walt's willingness to look at issues from all stakeholders' viewpoints, good listening skills, the analytical skills to determine fundamental points, the imagination to solve problems, while possessing a sense of reality about the practicality of implementing solutions. Finally, Walt has a track record of being able to communicate to those stakeholders that their viewpoint has been understood.

Walt was born and educated in Saskatchewan. Following completion of high school in Regina in 1964 he obtained an Honours BA degree in Mathematics from the University of Saskatchewan in 1968. Retirement in Victoria has included part-time formal education and the completion of an M.A. in History at the University of Victoria.

Walt has been married for over 40 years and has two adult children and three grandchildren.