

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 also an active member of the Association of Professional Engineers and Geoscientists of British Columbia and will be serving as a Director at Large for the Victoria Chapter during 2008/09.

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 and his wife are kept quite busy by their two active teenagers; evenings and weekends are always full of sporting, school and community events. Gary cycle-commutes to work year-round and enjoys the multitude of outdoor experiences offered by British Columbia.

Ingrid Bergman

Consulting Experience - Ingrid is responsible for business development on Vancouver Island, for coaching corporate clients when planning workforce reduction strategies and for the introduction of our Organization Consulting Practice focusing on Leadership Development. She also manages the delivery arm of our Vancouver Island operations that include offices in Victoria and Campbell River. Her extensive experience in Human Resource Management and insight into the complexities of service delivery ensure a comprehensive approach for large and small projects. Ingrid has been part of the Right Management Team for 8 years and has handled accounts on Vancouver Island as well as in Northern Ontario.

Business/Organizational Leadership - Prior to her current role, Ingrid held Director and VP level positions with the Manitoba Civil Service Commission in Winnipeg, the Saskatchewan Institute of Applied Science and Technology in Saskatoon and Camosun College in Victoria where she provided strategic HR, labour relations and organization development advice and guidance. Her experience also includes expertise in compensation and classification, employee wellness and policy development.

Ingrid's extensive experience in human resource management is a special asset to her clients. She has held responsibility for leading and developing all aspects of the human resources function. She has been involved in thousands of interviews for all types of positions from entry level to senior executive. Ingrid uses her expertise in salary negotiations, resume writing, networking and self-employment to assist the individuals she is working with. She is passionate in her belief that the right kind of work and the right environment exist for all of us.

A Certified Executive Coach (Royal Roads University) specializing in career exploration and transition issues as well as Leadership and Executive Development, Ingrid helps individuals make positive career 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 decisions regarding fulfilling career, promotion and development options. Ingrid has been granted the PCC (Professional Certified Coach) designation by the International Coach Federation.

Education - Ingrid holds a Bachelor of Arts in Administrative Studies, an Advanced Certificate in Human Resource Management and Certificates in Mediation/Conflict Resolution, Labour Relations and a variety of assessment tools including Birkman, Insights Discovery, and MBTI. She is an active member of the Vancouver Island Chapter of the British Columbia Human Resource Management Association (BCHRMA) and the Vancouver Island Coaches Association (VICA) most recently serving as Professional Development Chair. She volunteers her time as a mentor for Leadership Victoria, BCHRMA and The Minerva Foundation.

Betska K-Burr

Betska is the founder of Coaching and Leadership International Inc. She is a veteran coach, has her Accredited Master Coach designation from The European Coaching Institute (ECI), and is a member of The European Coaching Institute and International Coach Federation. As a trainer, facilitator, and professional speaker she is a Professional Member of The Canadian Association of Professional Speakers and the International Federation for Professional Speakers. She is a best-selling author of many books and frequently acts as a key-note speaker and trainer in front of a variety of audiences.

Betska is recognized far and wide for her research and development of coaching and leadership methodologies. Recently she won an international human resources award for Power Coaching® with Mind-Kinetics® confirming that CLI is the global leader in mind, body, spirit coach training.

Betska is trained to peacefully resolve complex cases in the workplace such as harassment, control, poor performance. She is passionate about coaching leaders to live in the new paradigm using whole brain thinking. Her success in working with young people who have learning disabilities and drug addictions is wide spread. She enjoys working in tandem with therapists on complex cases.

As a humanitarian, Betska produces shows for international television. Her #1 goal for the next two years is to educate her audiences in how to stop global warming.

Her greatest joys are her partner John, daughter Tania, and ... chocolate! She is a voracious reader, meditates, 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.

Barry Carlson

Barry is a 30 year veteran of the Information Technology industry in Vancouver. He has previously served as President of Circuit Graphics Ltd., a Burnaby based manufacturer of Printed Wiring Boards, and as an Information Technology specialist with the Science Council of British Columbia.

For the past 14 years he has been active in the Internet industry. Until last year, he was the founder, Chairman and CEO of ParaSun Technologies Inc., and serves on the Board of Scorpion Software Corp., and the Innovation Development Corp., a wholly owned subsidiary of the University of Victoria

He is a past President of the Electronic Manufacturers Association of BC, and a founder and former Director of the BC Technology Industries Association.

Eddie Copland

Eddie 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. Eddie 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.

Eddie 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. Eddie 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. Eddie 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 Eddie became a Canadian Citizen in 2008!

Mary Eshenko

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

Mary is a Certified Change Trainer, Transitions Practitioner, Level 2 Legacy Leader/Facilitator, Emotional Intelligence Coach and EQ Consultant. She has a background in Facilitation, Program Administration, Employment Counseling and Career Planning. Mary specializes in Change and Transitions Management, Emotional Intelligence and Leadership Development. She attracts Academics, Executives, Managers, Supervisors, Professionals in various occupations and Entrepreneurs.

Through inquiry, dialogue and meaningful conversations, Mary is dedicated to collaborating with individuals, groups and corporations, who want to design resourceful strategies that increase personal, professional and organizational effectiveness.

As a Columnist Mary has authored and published many educational articles. She has volunteered as Spiritual Care Director with Victoria Hospice and mentors emerging, advancing and senior leaders in the community. Mary has held leadership roles as board, executive and committee member. Mary supports programs and projects that improve the status of women.

Mary believes that keys to success are a positive mental attitude, perseverance and willingness to change, because she personally has experienced that "Change By Choice works!"

Judy Estrin

Judy Estrin is president of Partners in Enterprise, Inc., 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. She is also COO of the Organization of Legal Professionals, an organization that is setting the competencies and standards, particularly in the field of e-discover.

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 authors a regular career advice column for the American Society for Training and Development *T&D Magazine*.

After joining an 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 the Los Angeles Jewish Vocational Services Mentoring Program. Has managed a mentoring program for a Los Angeles County department. 2010 marks the consecutive 17th 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, 2 chocolate Labradors, a cat, a parrot, a Llama, 10 fish and 9 chickens.

Chris Fraser

A maritimer from Moncton, New Brunswick, Chris attended Rothesay Collegiate School, Mount Allison University and graduated with an Honours Business Administration degree from the University of Western Ontario. He has lived and worked in the Maritimes, Montreal, Toronto and Hamilton Ontario.

He has business experience in management development, personnel management, and has owned and operated businesses involved in software development, retail sales, and wholesale distribution.

Chris also returned to university for a Ph.D. in Industrial Relations from the University of Wisconsin (Madison) where he was awarded a Ford Fellowship, and graduated Phi Kappa Phi. He taught in the faculty of Commerce at UBC for five years.

Married in Guelph, Ontario, Chris and his wife Susan have two grown children: a daughter in Vancouver, and a son in Edmonton. After twenty-five years of living in Vancouver, they made the big move to Victoria in the summer of 2000, and purchased a house in James Bay.

Most recently, Chris has been instrumental in the development, and growth of Leadership Victoria, a community leadership training program, and currently runs a small business in the downtown core. He is a founding director of ORG-AIDE, a local no-profit society which has a mission of assisting non-profit organizations to achieve excellence.

Chris has had both an academic and practical interest in the subjects of leadership and professional training and development. He mentors regularly for Leadership Victoria and for the MBA program at UVic.

Roger Girouard

Roger Girouard began his naval service at HMCS CARLTON in Ottawa as an Ordinary Seaman Bos'n in 1973, before commissioning under the Officer Candidate Training Programme. He's since held a number 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 has deployed on a number of operations including a NATO deployment in 1979 and OP FRICTION during the first Gulf War. 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 has moved to the realm of academia, serving as an associate at Royal Roads University, whilst engaging in a number of volunteer Boards for service organizations.

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!

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 Curriculum Committee, has been a mentor for four years, a team coach for three years and is beginning her second year as a member of the Board of Directors. 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 43 years is also aware of her equal passion for golf and she spends 'wellness' time 5 days of the week

maintaining her 12-13 handicap. 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.

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. Barry likes to laugh, is straightforward in his approach and understands the value of family and friends.

Barry has been a team coach with Leadership Victoria for the past three years and is also a member of the Program Committee. His approach to mentoring involves deepening the dialogue where mere conversation moves toward strategic insight. This process is founded on developing shared trust and learning.

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 earlier this year stepped down after six years on the Board of the 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.

Brian Losie

I am a motivated, dedicated and adaptive knowledge professional with specific strengths in planning, innovating, organizing and implementing concepts and projects. I prefer direct action. Management style is to proactively contribute and lead by utilizing personal expertise and experiences to solve practical business problems. I am oriented towards tangible and measurable results.

A 35 year veteran of the telecommunications industry in Western Canada I have worked for the major telecommunications service providers in engineering and design, field service delivery, project management, sales, and account management. I now offer management consultancy services through my company Brian Losie and Associates.

Outside of my professional life I am the President, Help Fill a Dream Foundation. Help Fill a Dream is a not-for-profit charitable organization that provides financial assistance and fulfills dreams for children with life threatening illnesses. After watching my 16 year old daughter battle cancer in 2002, the organization arranged for her to meet her celebrity idol at a concert as her treatments neared an end, giving her hope and something to look forward to as she recovered. I have consequently become actively involved in the organization and have served as President since 2002.

Dave Marshall

Dave Marshall grew up in Edmonton, Alberta and joined the Canadian Forces in 1972, graduating from the Royal Military College in 1976. His 27-year naval career included appointments in various ships, post graduate training in the United Kingdom, and extensive technical service in National Defense Headquarters in the field of integrated machinery control systems. Command appointments included that of the Naval Engineering Unit (Atlantic) and Canadian Forces Base Esquimalt. He retired from the Navy in 1999 and joined Osburn Manufacturing as plant and operations manager. In October 2000, he joined the BC Ferry Corporation as Vice-President, Engineering and Construction, and upon the privatisation of BC Ferry Services in 2003, became Vice-President Operations, Mainland Services. He departed BC Ferries in 2005 and currently provides strategic and business consulting services primarily in the transportation and not-for profit sectors.

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 for each of the Halifax and Greater Victoria United Ways, the Commissionaires, and the Garth Homer Society (Chair). His current community-related service includes Leadership Victoria (Past-President), and the Greater Victoria Chamber of Commerce .

Greg Martin

Greg is a values-based senior executive with a proven track record of managing, leading, integrating, and facilitating company growth while maximizing return on investment. Currently Chief Operating Officer of a Procura, a global home and community care company, and the former CEO and Director of Operations of Island Farms Dairies, Greg is committed to identifying, leveraging, and developing peoples' strengths. He is a skilled strategist and operations expert with a natural ability to bring people together and create buy-in to a shared vision and purpose. Results oriented while providing clarity and synergy between stakeholders; including shareholders, customers, employees, vendors,

regulators, and communities, within the service, healthcare, software, and consumer packaged goods industries.

Greg holds an MBA from Royal Roads, and outside of his professional life he is an Assistant Instructor at OMAC Martial Wellness and a board member of the Canadian National Martial Arts Association.

Sandra Richardson

Sandra joined the Victoria Foundation in 2001 as the Executive Director/CEO after a five-year tenure as Director of Development for Victoria Hospice and Palliative Care Foundation. In the four years since joining the Foundation Sandra has lead this charity's growth to grant provider of over \$1 million a year to hundreds of charities and attracted over \$65 million in funds.

Previous to this Sandra worked in fund development in Canada with St. Clement's Private School for Girls and in the United States where she was Director of Development with Cleveland Opera and Cleveland Playhouse. She has a broad range of experience in the arts, education and healthcare in both countries.

She was recognized in 2000 by the Canadian Public Relations Society, Vancouver Island as the Public Relations Professional of the Year for the Victoria Hospice Challenge Grant Campaign.

Encouraging growth, furthering missions and building our community for the future often finds Sandra volunteering, weekends or evenings. She provides organizations or individuals valuable assistance with fundraising initiatives or grant writing.

She strongly believes in supporting visionary new ideas, and offers support and mentorship to young women interested in the non-profit sector. She lives the mission of her organization "*Connecting people who care with causes that matter.*"

Sandra is the current Chair of the Vancouver Island Roundtable of the Canadian Association of Gift Planners (CAGP), a board member of Community Foundations of Canada (CFC) and a member of the Transatlantic Community Foundation Network. (TCFN)

A passion for growing orchids, a love for running, golf, and walking "Mr. Higgins" the family pooch provides balance to a busy life style.

Val Sharp

Passions: Fun, laughter, learning, personal growth and experiencing life.

Val left an extensive career in the corporate world to actively pursue her lifelong interest in helping individuals live life to the fullest. This passion for helping people to be all they can be, combined with her corporate background and athletic accomplishments, gives her a perspective as a coach that's unique. Val has been published in the Institute of Chartered Accountants monthly magazine and for a couple years wrote a coaching column for PR Canada. She now has her own business, training people across Canada in starting their own interior redesign and home staging business. She is also the founder and president of the Canadian Redesigners Association, and a past board member of IRIS (redesign association in the US).

Before becoming an entrepreneur, Ms. Sharp was Director of Corporate Communications for Intrawest. Prior to that, she managed the Investor Relations activities for MacMillan Bloedel. She received her Chartered Accountant designation in 1979 and also holds a certificate in multimedia from the Vancouver Film School. She received her coaching certification from The Coaches Training Institute.

Val's athletic accomplishments include three marathons, several short-course triathlons and completion of an Ironman Triathlon (2.5 mile swim, 112 mile cycle and 26 mile run). Now a recreational runner and cyclist, Val still loves exercise. She is an avid toastmaster and is working on a redesign book which she hopes to have out by the spring.

Richard Shorten, B.Sc

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

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

InnovativeCommunities.org, a group that I am the Organizational Facilitator of - is based in Victoria with an all volunteer organization worldwide. This group intends to make a small but important difference in this world. I am in discussions with Fernwood NRG to team up for continued regeneration of their community core. <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 have included Victoria Taxi, Yellow Cab, Prices Alarms, Mirage Coffee, and Discovery Optical, Bristol Town Hair Fashions, Leonard's Drycleaners and many others.

Perhaps OrgAide's Bio has summarized my extensive experience best:

These past experiences include 7 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. Previous to this, 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 DQFP / DQ, 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.

A proud Dad of two wonderful sons, Ryan and Rik and grand daughter Sarah. A regular 'Green Drinks' - participant - a sustainable business networking group.

Diana Smith

I combine a consulting, community and academic focus to make a difference wherever I can. My consulting company, EcoSol Consulting Inc. www.ecosolcan.com is committed to shifting thinking and building capacity through innovative approaches to leadership, planning and change in human systems. I've lived and worked throughout Canada supporting organizational and community development in many different settings. I work with public and nonprofit groups and have a continuing commitment to and engagement with civil society and the voluntary sector.

My consulting includes coaching, small group and large system facilitation, leadership and team development within organizations and with collaborations and partnerships. I connect to a community of practice, the Ginger Group Collaborative www.gingergroup.net that is engaging in leading edge thinking and work to enable social transformation. My teaching [faculty member, MAL, Royal Roads University and University of Victoria] fuels my passion for a world transformed and supports my ongoing learning and development. We have done extensive work developing leadership capacity and fostering culture change with provincial government ministries, the health sector, small business and many nonprofits. I am very interested and committed to fostering community innovation.

I'm an active community leader, currently on the Board of the Power of Hope, a nonprofit organization that delivers arts-based experiential learning programs to teens from diverse cultures and socioeconomic backgrounds. My home office overlooks my garden, where I live with my husband. My life is enriched by two adult sons, and many personal interests and relationships.

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.

Claire Ward

Claire Ward, a Montrealer, completed her undergraduate degree in English Literature with a minor in Philosophy. She took her first full time job as a researcher in a pharmaceutical firm and hated it! However, it was a means to an end and got her to Europe for a year of traveling.

When she returned, she put her knapsack into semi-retirement and took on the mantle of the professional woman as she pursued a career in the hospitality industry. She knew from the minute she walked into the Queen Elizabeth Hotel in Montreal, that hotel management was a perfect fit for her – people-oriented, diverse, and challenging. She had found a piece of heaven and they actually provided a paycheque!

After five years as a convention coordinator at the Queen E, Claire took a position as a Sales Manager – Groups and Conventions with CN Hotels in Halifax. Living by the sea made life perfect. While she worked for CN she acquired operational experience as Front Office Manager, Executive Housekeeper (got her feet wet dealing with unions!) and Duty Manager (catch all problem solver!). She then made a move to Fredericton where she rounded out her hotel experience as Banquet Manager for a regional hotel chain. She finished up her stint in the Maritimes as a Director of Student Services at the University of New Brunswick.

She and her husband returned to Montreal with a military posting, and began their family. Claire would say unequivocally that having her two boys was the most meaningful event in her life. She stayed home for six years with the children, and enrolled in a Master in Creative Writing at Concordia University. Unfortunately a posting

to Kingston, Ontario prevented her from completing the program. However she did have the opportunity to complete her MBA at Queen's University in 1992.

Claire changed her professional focus from hospitality (the long hours were not conducive to family life) and took on the role of Instructor in post-secondary education. She has taught extensively at Georgian College of Applied Arts and Technology, Humber College, Camosun College, University of Victoria and Royal Roads. Her area of expertise includes Marketing, Organizational Behaviour and Human Resource Management. She LOVES watching 'light bulbs' go on as students acquire a skill set that often goes beyond the academic component of the classroom.

Currently, Claire continues to teach for the Faculty of Business at the University of Victoria. She also owns her own small business – Corporate Ladders – and offers consulting and mentoring services. As well, she writes an advice column for the Times Colonist that addresses solutions for problems in the workplace.

W. (Walt) F. Yeo

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; to exercise good listening skills, have the analytical skills to determine fundamental points, employ imagination to solve problems, while having 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 and he uses good judgement in finding the correct balance when decisions are to be made.

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 management style is biased toward acting as a facilitator. While he had no formal training as a facilitator, his more than 25 years experience as a manager in Shell, both in Canada and in Europe provided opportunity to develop these skills. During his career, he received a wide range of management education and leadership training, both internal Shell courses and external to Shell courses, all delivered by professionals. He hired a number of professional facilitators and organisational effectiveness professionals to support his work as a manager and he learned much from working with these people.

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.

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