



## 2011/2012 Board of Directors

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### **Gita Badiyan, *LV Mentor***

Gita Badiyan, Founder and Principal Consultant at Kiva Corporate Solutions, is a dynamic speaker, coach and workshop leader. She combines practical business applications, research and life experience, to make a difference in the way people think, communicate and perform.

Focused on working with organizations committed to building high performance cultures and value-driven leadership, Gita's roles have included advising, designing and facilitating the people side of transforming teams.

Gita has led numerous projects in business and industry, taught at Universities and colleges and helped organizations boost business performance.

Since 1996, she has helped thousands of executives and their staff develop strong leadership skills and practical strategies for inspiring and working well with others.

With a foundation in psychology and a graduate degree in adult education, Gita knows how to connect with her clients, head to head, heart to heart. She holds certifications in Performance Management, Change Management (APMG), Agile methodology, and Alternative Dispute Resolution.

Gita speaks regularly to national and international audiences and remains an active member in related professional organizations. She is a member of the International Federation For Professional Speakers, the European Baha'i Business Forum, the Association of Project Management Group and the Canadian Association of Professional Speakers.

Gita considers herself a world citizen having lived and worked in South America, Asia, Europe, Middle East and the South Pacific. International assignments have given her work a distinctive depth and dimension helping her clients successfully capture the needs of a diverse workforce.

### **Perry Bamji**

Perry is a retired Professor from Queen's University School of Business, Kingston where he worked as an Associate Professor and Director of Small Business Consulting for eleven years. Prior to that he had a 28-year career in world-class research centers of Alcan International Ltd in three countries England, Japan, and Canada. During that period he served in several roles beginning as a Research Engineer and ending as a Senior Manager. He is an experienced scientific researcher and has hands-on experience in Research Management, Project Management, Technology Transfer and Management of Intellectual Property.

Perry is President of Pennatech Incorporated - a consulting and training company that he established in 1994. The company specializes in facilitating workshops, courses and training sessions in Project Management and in acquiring soft skills such as leadership, team building, business etiquette, presentation skills etc.

Perry has a Ph.D. in Electrical Engineering, is a Chartered Engineer and a Fellow of the Institution of Engineering and Technology, England. He was a Trustee of Queen's University and has also served as a Senator at Queen's University, a Board Member of the Greater Kingston Chamber of Commerce, a Vice President - Research of the Canadian Council of Small Business and Entrepreneurship and on the Board of the Kingston General Hospital Foundation. He is a Rotarian for almost 20 years and a Past President of the Rotary Club of Kingston.

### **R. Nancy Greer, *LV Mentor***

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 2<sup>nd</sup> 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.

### **Fiona Hyslop, *LV Mentor & Member of VLA Steering Committee***

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.

## ***Al Kemp, Program Committee Member, CAP Coach & Member of VLA Steering Committee***

Al's lifelong volunteer leadership commitments began as a Boy Scout Troop Leader and high school class president. As an adult he has been a Scout Leader in Ontario, BC and Saskatchewan, District Scout Commissioner in Saskatchewan, President of a service club in Alberta and twice elected Chair of the United Way of Greater Victoria. He currently serves on both the Board of Directors and the Program Committee of Leadership Victoria and is a Community Action Projects Coach. He is the author of the Leadership Victoria Work Book and past Chair of the Victoria Leadership Awards.

Al's latest career is CEO of the Rental Owners and Managers Society of BC and he has served as national Chair of the Canadian Federation of Apartment Associations. His previous careers include Vice President of BC Buildings Corporation, Human Resources Manager for Suncor, Fort McMurray and Personnel Supervisor for Dominion Bridge in Regina. He began his working life as an RCMP Constable in Ontario and BC. When not serving Leadership Victoria, he does some leadership training and writing, is on the Board of Directors of Crimestoppers and is an avid Canadian philatelist.

Al and Lorraine live in Saanich with their greatest enjoyments being their six grand children and cruising - in that order! His favourite movie is *Bridge on the River Kwai* because it is a powerful story of the successes and failures of two very different leaders.

## **Kane Kilbey**

Kane has recently been appointed as the Associate Vice President, Human Resources at the University of Victoria. In this capacity, Kane is responsible for all facets of administration and development of the Human Resources functions on campus including Organizational Development, Occupational Health Safety and Environment, Labour Relations, Return to Work, and Total Compensation and Recruitment.

In the 19 years prior to his appointment at the University, Kane held a number of positions with the People and Organizational Development department of the Vancouver Island Health Authority, most recently in the capacity of Corporate Director, Human Resources Consulting Services. During this time, he also served on the Board of Directors for the Occupational Health and Safety Agency for Healthcare in BC - a bipartite organization committed to advancing best practices in occupational safety for health care workers, unions and leaders.

Kane is an alumnus of the University of Victoria, graduating with a BA in Economics and Political Science in 1988 before adding an MBA from the University of British Columbia in 1990. Kane currently resides on the Saanich Peninsula and can generally be spotted during evenings and weekends at a local soccer field as a youth coach or with his family at any number of nearby parks or beaches walking their golden retriever.

### **Kate Mansell, *Chair of VLA Steering Committee***

Kate Mansell is a native British Columbian who has lived in Victoria since 1970. Kate has worked in the non-profit sector since 1980. She acquired a sound grounding in fund raising principles at Pearson College which she has subsequently used to great advantage in her current position as Director of Development for Boys & Girls Club Services of Greater Victoria, a position she has held since 1997. While her work at Pearson was certainly interesting and rewarding, Kate thoroughly enjoys working for a community-based organization like Boys & Girls Clubs.

Kate was a former Board member of the Victoria Roundtable of the Canadian Association of Gift Planners and was the founding Chair of the Public Relations Committee for Leadership Victoria. She was elected President of the new Leadership Victoria Society in 2009 after serving as Vice-President (and formerly co-Vice Chair of the Advisory Board) for a number of years. Kate was also one of the founding members of the Victoria Leadership Awards and currently serves as Chair of the event's Steering Committee.

Kate has one adult son. She enjoys reading, writing, and jazz music and being a recluse in Metchosin.

### **Danella Parks, *LV Secretary, Member of VLA Steering Committee & LV Alumni***

Danella has over 20 years of experience in community and economic development, leadership and operational management in the public, private and non-profit sectors. Her expertise in collaborative partnerships and community program implementation helps her to assist local organizations focus on achieving strategic impacts. She enjoys a good challenge, the development of new and innovative solutions and exploring how to move from ideas to action.

Danella is currently Vancity's Community Development Manager on Southern Vancouver Island. For the past five years, her role has included: coordination of Vancity's regional granting programs, representing the credit union on a number of community initiatives and providing support for non-profits, cooperatives and values based business members.

### **Jack Shore, *LV Executive Director (Ex-Officio)***

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.

### **Oliver Sommer, *Member of VLA Steering Committee***

The Sales Director for Greater Victoria's Black Press newspapers, Oliver Sommer came to Victoria by way of the Lethbridge Herald and the Globe & Mail, where as Director of Advertising and Sales respectively, his divisions experienced significant success during his tenure.

Offering more than 22 years of advertising and marketing experience, for Black Press Oliver is responsible for sales and support operations at both head office and branch locations for multiple print and online media properties. As part of the senior management team, Oliver is instrumental to strategic planning, operational structure and overall execution of the company's business plan.

Oliver earned a Diploma in Business Advertising from Windsor, Ontario's St. Claire College and since then has complemented his education with a variety of professional development courses, ranging from *Building Strategic Partnerships* to *Value Based Selling*. Prior to his work with Leadership Victoria, Oliver also served on the board of directors for the Lethbridge Business Revitalization Zone, the Sidney Business Association and the Saanich Peninsula Chamber of Commerce.

Outside of business, Oliver and his wife Leslie are busy parenting four young children.

### **Shawn Steele, LV Finance Committee & LV Alumni Committee**

Shawn was born and raised in Victoria, and is passionate about contributing towards positive community development. Shawn is the *General Manager* at Prospect Lake Golf Course. In 2006, Shawn founded and chaired the Prodigy Group, an emerging professionals networking group affiliated with the Greater Victoria Chamber of Commerce. In 2008, Shawn helped form and chair of the Prospect Lake Preservation Society, a local area community group dedicated to improving the health of Prospect Lake and educating the community about environmental issues. Shawn has served terms as a Director on the Greater Victoria Chamber of Commerce Board and on a number of other Community Organization Boards.

The Leadership Victoria learning experience provided Shawn with new skills that have already been used in facilitating planning retreats and in community meetings. In early 2010, Shawn initiated a Community Action Project with Rotary Members and, as a result, won a Rotary District Governors Award. Shawn now serves on the Leadership Victoria Board and Alumni Committee, and hopes to engage Leadership Victoria Alumni to network and continue to participate in positive community development.

### **Kathy Stinson, LV Treasurer**

Kathy Stinson has been providing leadership in the not-for-profit and public sectors since 1989. Kathy is well respected in the community through her work with Boys and Girls Club Services of Greater Victoria, where she was Finance and Operations Leader until 2003. She gained an understanding of the non-profit housing sector while leading a financial consultancy project for the Aboriginal Housing Management Association of British Columbia (AHMA) in 2002 and 2003.

Kathy also worked in Iqaluit, with the Government of Nunavut from 2003 to 2005. She left her position as Director of Strategic and Corporate Services for the Department of Economic Development to return to Victoria as Cool Aid's Director of Operations. She was appointed Executive Director of the Victoria Cool Aid Society in November 2005. Cool Aid strives to end homelessness by working in partnership with others to develop community-based solutions. Kathy is dedicated to balancing that strategic vision with prudent, day-to-day management of the society.

A lifelong learner, Ms. Stinson earned her Certified Management Accountant (CMA) designation in 2000 and a graduate certificate in project management the following year.

### **Mitchell Temkin, *LV President***

Mitchell Temkin is the principal of Associatus Consulting, providing strategy, business development, and board development services to purpose-driven organizations. He has more than 25 years experience as a consultant and as a senior manager in both business and the not-for-profit sector. He began his career as a strategist and program developer for Toronto social marketing agency, Manifest Communication. Subsequently, he was National Director of Advancement and Resource Development for the Canadian National Institute for the Blind. He then became a founding partner and VP Marketing, Sales, and Business Development for Bird On A Wire Networks, an Internet infrastructure firm. More recently he worked with a large Canadian travel retailer to build and launch the first online booking engine for student airfares in Canada.

Mitchell has been a volunteer with the Victoria United Way's Volunteer Leadership Development Program. He has served on the boards of the Ontario Field Ornithologists, and the Federation of Ontario Naturalists, as well as on the Communications Advisory Committee of the Canadian Centre for Philanthropy. He has an undergraduate degree in philosophy from the University of Toronto and an MBA from the University of Western Ontario. He is qualified as a Certified Management Consultant.

### **Laura Walsh, *LV Alumni***

A graduate of the University of Victoria and Moscow State University, and a Certified Fundraising Executive (CFRE), Laura Walsh has a proven international track record in fundraising and public relations and was also recognized as one of Vancouver Island's 'Top 40 Under 40'. After seven years as Senior Director of Development for the BC Cancer Foundation Laura is now Campaign Director for the Foundation's \$10 million *Inspire the World* capital campaign. Despite her work and family demands, Laura actively mentors young people and provides volunteer service and leadership to numerous organizations and associations throughout Greater Victoria.

### **Ivan Watson, *LV Vice-President, Chair of Communications, Member of VLA Steering Committee & LV Alumni***

Ivan Watson is a public relations and communications professional, currently coordinating communications for the Pacific Institute for Climate Solutions at the University of Victoria. He has provided strategic advice and analysis to municipal, provincial and federal governments, the European Union and various businesses and non-profit organizations. He grew up in Victoria, but has also lived and worked in Vancouver, Ottawa and Brussels. Ivan is an active community leader and serves on the Campaign Cabinet of the United Way of Greater Victoria, the Board of Directors of the United Way of Canada and the UVic Alumni Board. He is an alumnus of Leadership Victoria and passionate about promoting the programme. He served previously on the Recruitment committee, and gave many presentations throughout the community. He is often called upon as a consultant, keynote speaker or workshop presenter and has helped to organize several local, regional and national conferences. Ivan has a B.A. in Political Science and History from UVic and a M.A. in Leadership from Royal Roads University, where he was elected to represent learners on the Board of Governors. His interests include reading, writing, music, running, photography and travel.

## **Andy Woodsworth, *LV Vice-President***

Andy Woodsworth spent 30 years with the National Research Council of Canada. His career with NRC included many years of research in optical and radio astronomy. Some of his earlier duties with NRC included acting as NRC's project manager for the first Canadian national Internet and as Canadian project manager for the Gemini Observatory (two large telescopes located in Hawaii and Chile). More recently, he spent five years as Director General of the Institute for Information Technology. He retired from NRC as interim Vice-President, Life Sciences and Information Technology. Subsequent to leaving NRC, he worked with the Natural Sciences and Engineering Research Council in a major study of their Discovery Grants Program selection committee structure and policies.

Currently he serves as Chairman of the Board of Compute Canada, as Vice President of Leadership Victoria, and as a National Science Foundation (US) representative on the Annual External Review committee of the ALMA international observatory project (a \$1.3B project, located in Chile). He is also a Director of the Westcoast Amateur Radio Association.

Andy has taken short courses in leadership from the Canada Centre for Management Development (Gatineau), the Global Institute for Leadership Development (San Diego) and the Kennedy School of Government (Harvard University).

Through his company, *Galaxy Consulting*, Andy is engaged in research management studies.