



Ivey Consulting Project (MBA); Ivey Field Project (HBA):

2014-15

Client Director(MBA/HBA): *Tony Cassetta*
Program Coordinator(MBA/HBA): *Ruth Shanahan*

MBA ICP Academic Director: *Katy Paul-Chowdhury*
HBA IFP Academic Director: *David Wood*

Executives-in-Residence Bios

BLACK, JIM

An accomplished Information Technology executive with specialized expertise and a successful track record related to business planning and transformation, IT operations, IT outsourcing, application management, process improvement and project management; known as an innovative and dynamic leader who creates strategic visions, develops strong teams, and achieves real organizational change. Experience: MDS Inc 2008 – Current; Billion dollar, global life sciences company that provides market-leading products and services in the areas of analytical instruments, molecular imaging, and pharmaceutical contract research. Education: Ivey, MBA'97, First quartile standing in final year, awarded fellowship for demonstrated academic excellence. University of Alberta, Bachelor of Science (Honours 1st class)'95, Eight academic scholarships and awards including the Gold Medal of Chemistry (1st overall in the Honours Chemistry program)

CAIN, PATRICK

Mr. Cain is CEO of Cain Express, an integrated logistics solutions provider. Cain Express provides both dedicated and on-demand transportation and order fulfillment services to customers in a wide range of industries, including Automotive, Food & Beverage, Hi-Tech and Consumer Product Goods. Patrick is a business graduate of Wilfrid Laurier University, and has obtained professional designations from the Canadian Professional Logistics Institute (PLog), and the Canadian Institute of Traffic & Transportation (CITT). He also holds the Certified Sales Professional (CSP) Designation from the Canadian Professional Sales Association.

CHARLTON, TED

As Director of Automotive Strategy at Maritz Canada, Mr. Charlton is responsible for understanding marketing and industry trends, conducting needs assessments with senior client executives, and for developing strategic sales, marketing and customer experience solutions. Ted brings over 23 years of consultative selling, proposal development and solution design experience focused on the disciplines of customer engagement, consumer loyalty and sales channel enablement. As a sales and marketing services organization, Maritz does business with 30 of the FORTUNE 50 companies. Maritz helps companies unlock the power of their business strategies by unleashing the potential of their people - through understanding, enabling and motivating employees, channel partners and customers. Ted is a graduate of Western's ACS – Public Administration program.

FRASER, DAVID

Major-General (Retired) David Fraser, CMM, MSC, MSM, CD, MA, BA

David Fraser is a dynamic accomplished leader and innovator with over 30 years' experience in the Canadian Forces. He led Canadian and multinational organizations throughout his career. Highly accomplished with starting up new organizations and a proven leader who delivers results, he has been highly decorated including with the Vimy Award for contributions to peace and security, the Atlantic Council for leadership, awards from the United States, the Netherlands, Poland and NATO. An outstanding operator, he has lead the Canadian Forces College and commanded all army training and doctrine. David Fraser is an accomplished communicator who values people. He is now the Chief Operating Officer for Blue Goose Capital Corporation the largest vertically integrated Canadian Organic Cattle company. His drive and objective oriented manner has been reflected in his success.

GRANT, MARY JANE

Mary Jane Grant founded the consulting and communications firm MJ Grant & Co in 1982. She brings proven capabilities in strategic insight, creative thinking and powerful communication to every project. In addition to her ongoing consulting practice, she served as adjunct faculty member at the Ivey Business School in the early 2000s, where she designed and taught the course, "Management of Innovation" for HBAs, MBAs and executives. She later taught innovation at Brock University. Early in her career, Mary Jane worked at Ogilvy & Mather in advertising, the Ivey Business School in research, and Anthony Long & Associates in consulting. She graduated from the Ivey Business School, winning the Gold Medal for the highest academic standing in the HBA class of 1977. She holds Certificates in Creative Writing and Freelance Writing from the University of Toronto, School of Continuing Studies. She is a writer and published author in the fields of innovation and travel.

HANTHO, LAURA JEAN

Education: ICD.D, Directors Education Program, University of Toronto (2006), MBA, Richard Ivey School of Business, The University of Western Ontario (1989), BComm, University of Toronto (1987)

Career Highlights:

President and Co-Founder of The King West Club, a premium fitness club located in downtown Toronto. (2004-present)

Chief Operating Officer and Co-Founder of Webhelp Inc., Web-based customer support services. Defined company strategy and managed global operations including nine Web centers and two software development sites totaling more than 2,000 associates. Successfully sold company to New York investment group. (1999-2003)

HENDERSON, BRIAN

Mr. Henderson is Director, Communications Gateway Delivery 2013-Present, Regional V.P. RBC Royal Bank London/St. Thomas 2010-2013, Regional V.P., RBC Royal Bank, Lambton/Kent Area, Jan. 2005 – 2010, Manager, Sales Delivery, RBC Royal Bank, National Office, Toronto, Mar. 2004-Dec. 2004, Sales Manager, Inv. & Retirement Planning, RBC Investments, Horseshoe Region, 2002-2004, Regional Manager, Royal Mutual Funds Inc., RBC Investments, Horseshoe Region, 1999-2001, Facilitation Specialist, Human Resources, RBC Royal Bank, Ontario GU, 1997-1999, Various Branch Positions, RBC Royal Bank, Alberta, 1988-1997, MBA Aug. 2005 Dalhousie University.

JESSOP, PETER

An accomplished senior executive with 20+ years in M&A, International Corporate Finance and Investment Banking, Peter Jessop has participated in all facets and levels of business restructuring as well as change management. Peter has acquired extensive International business experience while residing in Canada, (Quebec and Ontario), and Europe (Geneva and Berlin). Fluently bilingual in English and French, he has actively participated in the due diligence process, the negotiations and implementation of restructuring agreements as well as buy/sell contracts. Projects successfully completed include the Oil and Gas industry, Financial Institutions, Light Manufacturing Industries and Consumer Products. Previously, Peter successfully led and directed National sales forces in Canada in IT and office products with his initial career activities in accounting.

KIPP, BRAD

Mr. Kipp has over 20 years of experience in private equity and capital markets. Since 1997 he has been the CFO of a private venture capital company where he has gained extensive operating experience in resource based investments in Canada, Africa and Mexico. He has been involved as a founding director and/or shareholder in many of these companies and generally acts as the CFO as they grow, raise finance and seek listings on public stock exchanges. He is currently CFO and director of a UK listed copper mine in Botswana, a large copper exploration group in Mexico and a rare earth metals exploration company located in Turkey. He is a director and Audit Committee Chairman of Equity Financial Holdings Inc. a TSX listed financial services company that provides retail mortgage, transfer agent, corporate trust and foreign exchange services to the corporate and institutional markets, and the retail mortgage market. Previously he was a Vice-President and Director in the Mergers and Acquisitions Group of Deloitte and was an analyst for a Toronto based merchant banking firm. Mr. Kipp holds the CFA and CA designations and graduated with an Honors BA in business administration from the Richard Ivey School of Business.

MALHINHA, RUI

Mr. Malhinha has an extensive background as a senior executive with a solid track record of managing finances and operations of technology companies of all sizes and at various stages. Rui was appointed RDM Corporation's (RDM) Chief Financial Officer in July of 2011. RDM is a TSX listed, technology provider to the financial services industry. From 2005 to 2010, he served as Chief Financial Officer of Intelligent Mechatronic Systems Inc. ("IMS"), a provider of telematics and wireless products and other technologies. From 1998 to 2004 he was CFO and VP Finance for RAND A Technology Corporation ("Rand"), a TSX-listed provider of software, professional services and IT infrastructure solutions for enhanced product development and engineering. Prior to Rand, he served as a Senior Audit and Business Advisory Manager in Arthur Andersen's Enterprise practice. During the course of his career, Rui has worked as a consultant and advisor to several start-up companies. Mr. Malhinha is a Chartered Accountant and earned an Honours Bachelor of Business Administration with an Economics option from Wilfrid Laurier University.

MCINERNEY-LACOMBE, NANCY (PH.D.)

Ms. McInerney-Lacombe is a senior executive with close to 30 years of domestic and international experience in the financial sector. Her career has spanned three distinct areas within the sector including: banking, banking regulation and financial sector restructuring in the developing world. Ms. McInerney-Lacombe's previous roles included Senior Vice President, *Royal Bank of Canada*: Director, *Deposit Taking Institutions*, *The Office of the Superintendent of Financial Institutions*; Financial Sector *Specialist for the World Bank* and consultant to the *Central Bank of Trinidad & Tobago*. Director and Chair of the *Audit Committee of Desert Sun Mining Corporation*. Previous Director and Chair of the *Audit Committee of Desert Sun Mining Corporation*. Graduated in 2010 in the Executive *Doctorate of Management Program* at Case Western Reserve University in the U.S.

MIKALACHKI, SCOTT A.

Scott currently leads a diverse set of business development and commercialization projects which span a number of 3M businesses in the Canadian market. Scott has been with 3M Canada for 25 years and has held a variety of roles including Sales, Marketing, & Business Development. He has had experience in a variety of industries including, Surgical, Dental, Mining, Oil & Gas, and Agriculture. Scott is also a Certified Design for Six Sigma Black Belt (Commercialization Specialist), and led a series of projects for our Health Care and Display & Graphics businesses in that capacity. Scott also serves on the Board of Directors of Alpine Ontario, the Provincial Sports Organization responsible for ski racing in the province. Scott holds a B.A. in Administrative & Commercial Studies from the University of Western Ontario, and an M.B.A. from the Richard Ivey School of Business.

NOVICK, CATHERINE

Ms. Novick has considerable experience in finance governance, operations and technology in the finance services industry in Canada, the USA and Europe. She has particular expertise with large scale global finance transformation projects and in working with cross cultural teams. In 2013, she established HeraC+Associates, a finance operations advisory firm with focus at present on support for a number of not for profit organizations in health care, education, research and the arts. She completed her Chartered Accountancy designation with PriceWaterhouseCoopers and is a graduate of the Ivey Business School HBA program.

PHAIR-SUTHERLAND, LANA

Ms. Phair-Sutherland has worked for 20 years as a management consultant to the business community. She is recognized for her work with international business partnerships, and is published in the field. Her areas of expertise include:

- *Optimizing Joint Venture, Acquisition and Alliance Market Performance*
- *Market Strategy Formulation and Execution*
- *Raising Millions of Dollars in Debt and Equity from External Sources*
- *Targeting Market Development*
- *New Product Planning*
- *Translating Technology into Meaningful Value Propositions*

Before founding *Phair-Sutherland Consulting*, Ms. Phair-Sutherland worked for international corporations in telecommunications, consumer packaged goods and advertising.

POLLOCK, JOHN MACKENZIE

Upon completion of an HBA in English Language and Literature (UWO 1980) John and three partners formed a company with the intent of selling Canadian word processing equipment in Southern and Eastern Africa. Sterkin Mackenzie (Canada) Ltd. was active for four years, and provided all partners with incredible experiences, exotic destinations, and remarkably made a respectable return. It was this experience which began a lifelong respect for small business and entrepreneurship. After finishing an MBA (UWO 1984) John worked for a manufacturer and kit builder of aerobatic aircraft as director of marketing. In 1986 John moved to Toronto where he began a residential construction company (Macdonald Pollock Partners) which later evolved into Rival Developments. Both companies were dedicated to infill construction and successfully exploited Toronto's expanding real estate market during the period. In 1990 John and his family made the life changing decision to move to Lunenburg Nova Scotia in search of a more balanced family life. John's career now focused on primarily managing family investments in public and private enterprises. A long term commitment to investment activities has provided John with a strong interest in matters of corporate governance in Canada and the United States.

SEHL, TED

Mr. Sehl is a financial executive with 25 years of experience in senior financial roles. He is a member of the Board of Directors of Hammond's Manufacturing and chair of their audit committee. Ted attained his C.A. designation in 1982, articling with Touche Ross in Toronto and then graduating from York University's MBA program in 1985. He started his career at McDonald's Restaurants of Canada, where he sat on the board as an Honorary Director and played a role in the startup of the Moscow McDonald's operations. Subsequently, he became the Senior Vice-President of Finance and Secretary-Treasurer at W.C. Wood Company, an international appliance manufacturing company headquartered in Guelph, Ontario. In 2007, he helped the family shareholders sell the company to private equity investors. Currently Ted is the founder and managing partner of a Fractional CFO service and serves on the boards of Fox Seeds, a newly created asparagus seed commercialization company and the John Howard Society of Waterloo Wellington.

SMITH, STEPHEN

Mr. Smith is currently an Executive-in-Residence at both McMaster's DeGroot, and Western's Ivey School of Business. He graduated from the University of Waterloo with a Bachelor of Mathematics and from McMaster University with an MBA. Steve Smith has been the President of four airlines in Canada, including Air Ontario, West Jet and Air Canada's ZIP.

THOMSON, BILL

- Scitax Advisory Partners, R&D Tax Credit Specialists, Region Manager – SW Ontario, covering Windsor to Guelph, based in London.
- University of Waterloo – Mechanical Engineering (1981)
- University of Western Ontario (Ivey) – Master of Business Administration (1984)
- Professional Engineer – Licensed Province of Ontario
- Experience General Management – President - OKU Automatik Inc.
- Design and Manufacture of High-Speed Automated Assembly Machines for Automotive, Consumer Products, Medical Devices
- Sales and Marketing – National Sales and Marketing Manager
- Fluid-Pack Corporation, Design and Manufacture of Hydraulic Power Systems
- Sales Manager – Power Motion Mfg. (div of Magna)
- Automotive OEM provider for DC Electric Motors and Fan Systems
- Teaching – Professor – Faculty of Business and Management, Fanshawe College, London, On
- SR&ED – Owner/Consultant Procuco Scientific Inc.

[VALE, DON](#)

Mr. Vale has an all-round business background and offers 35 years' experience in general management, financial management, marketing, sales, and new business development in several sectors: fast-moving technology, industrial products, consumer packaged goods and media. Born in the U.K., he has held a succession of senior operating positions with Royal Dutch Philips, Panasonic Corporation of Japan, Rush Hampton Industries (USA), NBS Technologies and Sharp Corporation of Japan. Don also formed his own company United Global Partners in 1995 specializing in turnarounds, and improving the performance of underperforming companies and he serves on the boards of Argus Corporation and Michelle Vale Inc.(New York). Most recently he was interim President of Hollinger Inc. (the third-largest English language media empire in the world) and Domgroup Properties (and a court-affirmed Independent Director). His earlier career included positions in banking at NatWest and Shell International in London. Don holds an MBA (1993) from Western University, Richard Ivey School of Business. He is a 2013 graduate of Advanced Good Governance program awarded The College Centre of Board of Excellence.

[WALKEY, BRYAN](#)

Mr. Walkey is an entrepreneur with a track record in starting, developing and managing growth businesses. He has a sales and marketing background with particular expertise in strategic planning.

- April 2008-Present, MeetingZone North America
- President North America, Mississauga, Ontario
- Created and executed North American Strategy for UK firm
- Equity partner
- Responsible for day to day operations and acquisitions
- Member of international leadership team
- Participated in Private Equity buyout in July 2011
- MBA, McMaster University, Accounting major, CA credits
- Bachelors, Business Admin., Wilfrid Laurier University, honors, Marketing major

[WEIR, ROD](#)

Mr. Weir is an adviser for young software company and he also possesses a HBA and MBA from Western University, as well as his CFA (Chartered Financial Analyst). He is experienced in dealing with startup culture, distributed executive teams, business development, strategic selling, funnel development and execution, board expectation management, and many other related activities central to young companies.