



Ivey Client Consulting Project: Executives-in Residence Bios **2013-14**

MBA ICP/HBA CCP Director: *Tony Cassetta*

MBA ICP/HBA CCP Program Coordinator: *Ruth Shanahan*

MBA ICP Academic Director: *Katy Paul-Chowdhury*

HBA CCP Academic Director: *David Wood*

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)

BOUDREAU, ROLAND

Roland is a seasoned, bilingual (French/English) Operations Leader within the fast paced world of retail. With over 45 years of experience he has successfully worked in many facets of the retail industry, including holding key senior, executive roles with several leading companies, notably Walmart Canada and Loblaw (current). His knowledge spans the traditional business areas such as P&L management, policy development and strategic planning, and the more unique areas, including union contract negotiations, customer insights and change management.

CASSETTA, TONY

As Chairman & CEO of Corvest Management Inc. Mr. Cassetta provides direction in establishing and implementing the overall corporate and marketing strategies for his clients. He is presently the Chairman of Pulse Inc, an IT Solutions company in Thornhill, Ontario and he is also the COO of IMS, a Waterloo, Ontario hi tech company. His former experiences include President & CEO of Siemens Communication Canada, President & CEO C1 Communications and President & COO Fundy Communications. He began his career at Bell Canada and worked internationally for six years in South America, Asia and the Middle East.

CHROMINSKA, SYLVIA D.

As Group Head, Global Human Resources and Communications, Sylvia Chrominska has global responsibility for Scotiabank's human resources, corporate communications, government relations, public policy and corporate social responsibility. Sylvia joined Scotiabank in 1979 as a Credit Analyst in Corporate Credit. She held progressively more senior positions over the next decade until being appointed Senior Vice-President, Corporate Credit, with responsibility for Eastern Canada, Eastern United States, Europe and Japan. In 1994, she transferred to Human Resources, where she was appointed Executive Vice-President in 1995. In 2004, her mandate was expanded to include Public, Corporate and Government Affairs, and was made Group Head in 2008. Sylvia graduated from the University of Western Ontario in 1975 with an Honours Degree in Business Administration. She has completed the Western Executive Program at the University of Western Ontario, as well as the Human Resources Executive Program at the University of Michigan Business School and the International Banking Summer School.

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.

GOLDBERG, MARK

Head of Mark H. Goldberg & Associates Inc., a telecommunications industry consulting practice that specializes in assisting its clients to understand the implications of changes in competitive markets. Drawing on more than 30 years of global industry experience, for 17 years the firm has assisted clients in Canada and around the world in all sectors of the industry: new entrants and incumbents, end users, manufacturers and software suppliers, government regulators and industry associations. In the course of his corporate careers, he gained the perspective and led changes from many perspectives of telecommunications: communications service providers, regulation, research and development, equipment architectures and large customer networks.

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

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.

MCINERNEY-LACOMBE, NANCY (PH.D.)

Nancy 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.

MILLS, DOUGLAS

30 years' experience in Finance and Wealth Management industry, Past President and CEO of a major Canadian Investment Counsel firm, President of a Change Management and Implementation firm., Vice President, Barclays Bank group, Member, Canadian Institute of Chartered Accountants, Professional Financial Planner. Douglas A.S. Mills is experienced in the management and leadership of organizations, most recently as President and CEO of Scotia Cassels Investment Counsel Limited. Prior to this appointment he led the restructure of National Trust's investment management businesses and their integration with those of the Bank of Nova Scotia, amalgamating systems, cultures and processes into one national firm.

MONDOU, ANGELA

Angela Mondou was the founder of a strategic leadership and change management company called ICE Leadership. Angela's unique and sometimes high-risk leadership experience have resulted in her corporate leadership positions as change agent or linchpin. Her company was founded on three change leadership principles: Team Integration, Communication and Execution. Angela's specialty lies in leading organizational transformation through the development and execution of change management and communication programs. With a focus on clients launching new products, and the implementation of new systems or processes in a global environment, Angela's expertise includes a diverse client base covering the high-tech sector, oil & gas and national defense. Her experience also spans a number of professional areas including marketing and communications, operations, and global supply chain. Angela's programs integrate communication, accountability and leadership as organizational tools in implementing successful change management programs. A Gold Award Medal Winner, the Mission Critical Leadership program is based on implementing new team direction through communication and execution strategies proven in high-risk high-profile environments.

[PHAIR-SUTHERLAND, LANA](#)

Lana 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](#)

Ted 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](#)

Steve 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](#)

Don 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.