

CENTURIES OF LEADERSHIP

INDUSTRIAL LEADERSHIP DEVELOPMENT

INTENSE, PRACTICAL TRAINING TO DEVELOP EFFECTIVE LEADERS



CALL 1-855-845-4432

Check out our website for a complete listing of all dates.

www.centuries-of-leadership.com

INDUSTRIAL LEADERSHIP DEVELOPMENT

Whether times are good, bad or in between, effective Leaders are in short supply. Wise executives know how difficult it is to hire leadership talent and that it is a much better investment to develop their own dedicated people to become the future of their organization.

They know that:

Superior Leadership + Superior Management = Superior Results

We are Centuries of Leadership and our leadership faculty has over 8 centuries of experience; we will build your future Leaders for you, teaching them how to lead your people and successfully manage their results. 70% of organizations have no strategic plan in place for their future Leadership; you want to be among the few Leaders who do.

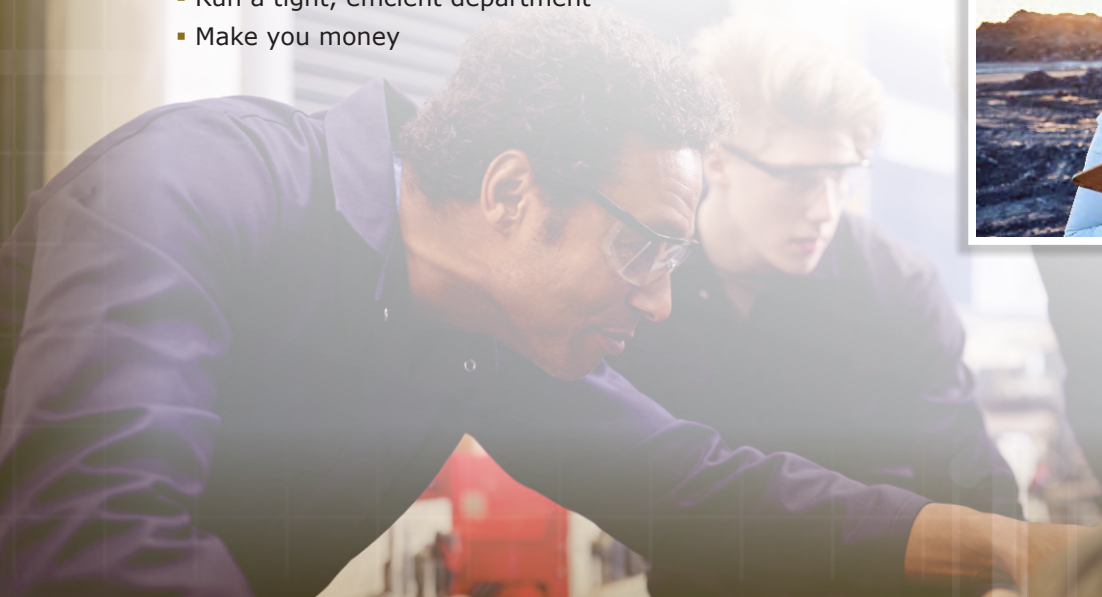
Centuries of Leadership is the leadership and human development arm of Canada Training Group International; we understand that your industry is unique and unlike any other industry in your challenges. Our 5 day program, Industrial Leadership Development, integrates world class Leadership with the gritty reality of your industry.

We will give your leaders the competencies to develop their essential leadership, management, communication and personal skills, enabling them to positively retain and develop your new hires, effectively integrate them into your existing teams and build high performing teams from average workers.



YOUR PERFORMANCE WILL SOAR IN YOUR INDUSTRY WHEN YOUR LEADERS:

- Differentiate between managing and Leading
- Communicate effectively one to one, and one to many, with their teams
- Read and understand their people
- Boost morale
- Develop a positive workplace culture
- Uncover hidden challenges to their Leadership style that may be limiting their success
- Consider how their actions impact those around them
- Resolve conflicts with maximum gain and minimum pain
- Provide coaching, direction and support as needed, both individually and collectively
- Provide effective feedback and develop their individual team members
- Make swift, smart decisions
- Make effective and efficient use of their own and others time
- Rally their teams to meet deadlines and strive to set records
- Maintain high safety, quality and cost control standards
- Improve relationships in their life
- Create a positive, safe and productive environment with reduced turnover
- Inspire and motivate their teams to improved results and loyalty to you
- Be a firm, fair and consistent Role model within your company
- Run a tight, efficient department
- Make you money



OUR LEADERSHIP PROGRAM

Good Leadership is the difference between a stagnant company and one that excels. When you develop your team Leaders to succeed, they will drive your company to success. The knowledge your people gain in Industrial Leadership Development will be immediately applicable and will have a direct positive impact on your profitability. When your employees are well led, they will wear your logo with pride and become your best cheer leaders and recruiters!

Our Industrial Leadership Development course shines the light on tomorrow's leaders.

As you will see, our leadership group is combined of very successful industry and military leaders. They are not your typical facilitators, cloned speakers prepped to deliver a canned package with pat responses to complex questions. They have led and managed a wide range of employees including union, non-union, military, civilian, men, women, other genders, all ages and ethnicities, and summer students representing the entire range of work ethics and competencies.

Each of them has over 30 years of practical experience in leading and managing multiple levels of staff in demanding positions giving them real world, first-hand, hard earned experience dealing with real-life problems while forming their staff into high-performing teams directed to produce results.

Industry managers retire with an amazing amount of experience but a varying amount of leadership development. Many first line supervisors in fact are promoted with no, or faux, development and left to sink or swim.

The military cannot afford to do this. By the time a military leader has retired they will have received several years of leadership training. The US Sergeants Major course is 52 weeks by itself. In addition to this, during their career, each member will have provided extensive leadership training to their own subordinate leaders.

As it would be unusual for an industry manager to be seconded to provide leadership training, or for military personnel to have decades of industry experience, our courses combine the best of both worlds.

When our Leaders speak, they draw on this background and their delivery is extremely compelling. They will teach your Leaders how to develop high performing teams because they've been to Hell and back doing it themselves and have the scars and T-Shirt to prove it.



A PRACTICAL CURRICULUM

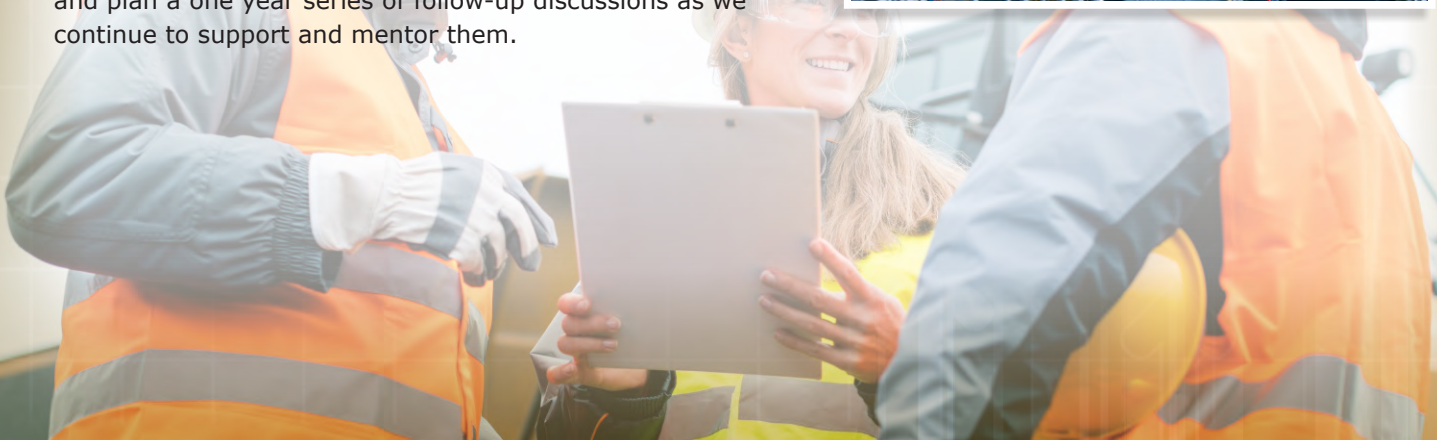
Our faculty are from the field, plant and front lines; we developed this program to meet the needs we experienced ourselves. Our programs are no-bull and no-fluff. They are working programs for working Leaders presented by retired successful Leaders with decades of in-the-saddle Leadership experience.

Your Leaders will steadily be solving real life human work problems with practical learning in our Leadership Performance Labs. Rather than listening to lectures, reading, or viewing a series of mind-numbing PowerPoint slides, your Leaders will be tested in our Leadership Performance Labs. They'll work through case studies common to your company, mastering their Leadership skills through role playing, detailed analysis and constructive feedback.

Using real-life examples, they'll rotate through the roles of Leader, subordinate and observer in increasingly complex scenarios. They'll be able to witness the results of their actions in the eyes of their fellow participants and how each decision they make affects those around them. After every Lab, there will be a detailed debriefing, providing 360° feedback to your Leader from the subordinate, observer, program facilitator and their own insight.

Interspersed throughout the program will be mini-sessions on facial expressions, non-verbal communication, Leadership language and image projection, Leading from a distance via phone and e-mail, conducting progressive discipline, control vs. empowerment, listening skills, reviewing performance, providing constructive feedback, personal styles, Leading change, overcoming resistance, developing high performance teams, generational and gender issues and other in-your-face issues.

On the last day, they'll meet one-on-one with their facilitator to discuss their strengths and weaknesses, develop a strategy for ongoing improvement of their Leadership skills and plan a one year series of follow-up discussions as we continue to support and mentor them.



A BRIDGING EXPERIENCE

This program is for Leaders of maintenance, operations and production; for those who lead mechanics, electricians, millwrights, welders, machinists, rig hands, longshoremen, equipment operators, line workers...; people working in mills, mines, plants, factories, rigs, docks, ports, refineries...; people who work around high speed, rotating equipment, with explosive, high energy systems, at heights, in confined spaces...; where the environments are deadly cold, abusively hot, dark, dirty, caustic...; an inherently dangerous world where accidents are not a typo or a misplaced decimal, repaired with a backspace, but a body ruining, life ending reality, paid for in blood, pain, misery and death. In hard environments that forge hard people and hurt the souls of the sensitive.

It is a world of mixed messages - safety first but time is money and even experienced workers disappear under equipment only to be found hours later. It is the cold iron of a rig at -40, an underground arctic mine frozen to -60, surface mines that are a sea of freezing mud and danger, waterfronts that go from freezing rain to morbid heat but the ships keep coming.

A world where your first promotion leaves friends and fishing buddies behind, accepting the position because "somebody has to do it" and giving your team the time and resources they need to properly do their jobs while covering their back's.

Where the workday is liberally infused with the language echoes of the Roman soldier and corvette navy, used by all genders at the slip of a wrench or for the description of a beardless wonder waving his piece of paper. Where the first aid kit in dad's workshop was kleenex, electrician's tape and a rhythmic, fluent stream of healing profanity.

In this program we will take these hard rock, granite personalities and train, temper, mold and guide them so their actions and communications can meld into a 21st-century world of genders, ism's, feelings and political correctness and develop safe, high performing teams with esprit de corps, pride in their unit, happy in your company.

OUR LEADERSHIP FACULTY

Command Sergeant Major Babette Bell

A uniquely experienced leader from her early teens, Babette spent 26 years in the military managing 500 subordinates in her last position. She is skilled in strategic planning and execution, operations management, and leadership. Babette is a highly decorated leader with decades of experience mentoring women for success as leaders and managers. She is a strong military professional with a Bachelor of Science in Business Administration and Management.

Sergeant Major Tony Bell

Tony is a gifted and dynamic leader with the inherent ability to connect with people at an individual level and explain complex topics using simple language regardless of the subject matter being discussed. A Green Beret, he retired after 32 years of military experience and almost 25 years spent within the Special Operations Community.

He has decades of experience in Leadership and Development programs, implementation, and execution; Tony loves to teach leaders at every level how to develop undying loyalty in all members of their organization through leadership, participation, outstanding followership, and competent, consistent display of values.



OUR LEADERSHIP FACULTY

Dr. Patrick Blais, BA RN MA PhD

Pat began his health care career in 1981 and became a team leader in 1984. He has a Master's degree in Health and Leadership and is completing his Ph. D. in Social Sciences. Pat is a highly experienced leader with extensive involvement with politicized public systems. As a health care director, Pat has extensive experience with budget management, financial and board reporting in a multicultural experience of over 60 staff.

Daniel Chartier, Ing

Daniel entered leadership in 1982 in the restaurant industry before embarking on his electrical engineering career where he was responsible for hiring, training, and managing engineers and support staff on multiple international projects. His engineering career has included a project as a Safety Coordinator in Combined Cycle power plants in Algeria setting up a group of Algerian site trainers.

He has also managed international projects in Chile, Cuba, United Arab Emirates, Ecuador and Gabon and is fluent in French, English, Spanish, Portuguese, Italian and German.

Chief Petty Officer Dan Corneliuson, CD

As a paratrooper in the Canadian Airborne Regiment Dan became a leader in 1977. Transferring to the Royal Canadian Navy, Dan collectively received several years of extensive and continuous leadership training; including yearly courses in specific areas such as Harassment, Conflict Resolution, Safety Management, Instructional Techniques, etc.

On retirement, Dan had 195 people reporting to him, 60% of these being unionized civilians.

Dan also has management experience in hospitality, tourism, trucking, oilfield service, consulting services and in the operation of his own businesses.

Tim Dacey

Tim is a former Regional, General and Area manager with extensive experience in gas transmission operations, maintenance and team oversight. He is skilled in creating and developing positive relationships

with various stakeholder groups demonstrating strong leadership and management skills at all levels of his career. As a leader he maintained a high level of safety awareness within the operational area contributing to the overarching corporate safety culture and vision. interface with local team, operations, technical services, health safety and environment, finance, engineering and construction, human resources, information services, business development and legal departments throughout the organization, to meet business, performance and personal developmental targets.



Master Warrant Officer Danielle Goulet, CD

Danielle is a highly motivated, dynamic Level IV Leader with over 30 years of leadership expertise. Her leadership abilities have flourished throughout her extensive career in the Military, Aviation Industry and Law Enforcement fields. She utilizes her analytical and operational expertise to deliver leadership training developed and refined through years of practical experience.

Danielle obtained her MBA from Royal Roads University and is fluent in both official languages. Knowledgeable in diversity, equity and inclusion, Danielle offers leadership expertise in areas of conflict management and communications. She is a skilled facilitator and leader of small and large groups.

Danielle leads with a combination of systems thinking, instructional design experience, and natural enthusiasm.

OUR LEADERSHIP FACULTY

Rear Admiral Steve Horton, JD LL. M

Steve graduated from the U.S. Navy Academy and served 28 years on active duty in the U.S. Navy as a lawyer in the Navy's Judge Advocate General's (JAG) Corps retiring in 2001 as a Rear Admiral. While in the Navy, he attended the University of Florida School of Law (JD) and he also received a Master's in Law (LL.M.) at George Washington University. As Navy Judge Advocate, Admiral Horton served in various assignments and leadership positions in the United States, Europe and Asia, and in Operation Desert Shield during the first Gulf War.

He joined The Boeing Company in 2001 and retired in 2012 as a Vice President in the Boeing Law Department. Steve directly supported the Company's Chief Technology Officer during the challenging 787 "Dreamliner" program from inception to first flight and delivery. His legal team also included the Environmental, Health & Safety law group, and he was personally involved in the leadership of the Boeing Company's cleanup of Santa Susana Field Laboratory (rocket test site and the Department of Energy's southern California nuclear site), as well as the Duwamish River Superfund Site in Seattle.

Ross McDonald, RET PMP

Ross is a senior Project, Program & Portfolio Management Professional in the oil, gas and petrochemical Industries, and has held leadership and management positions with several major owner/producer companies including Cenovus Energy, Husky Oil and Dow Chemical. Coupled with significant background in the Engineering, Procurement & Construction services over a career spanning 35 years, Ross has developed a diverse background providing a unique perspective and understanding of the total project life cycle and the requirements of all internal and external project Stakeholders.

Ross has a passion for practicing strong Project Management discipline, optimizing project execution and using technology to improve engineering and construction results. His focus and belief in the fundamentals of Project Management, help provide guidance and mentorship to team members throughout the project organization and extended project execution team.

As an expert providing project management and construction management services, Ross will support the development of Project Management and Construction Management systems, best practices, work process development and specialized services including constructability reviews, path of construction planning, work face planning and productivity planning.



Regimental Sergeant Dave Munroe, CD2

Prior to joining Canada Training Group as our Logistics Manager, Dave Munroe retired as a Regimental Sergeant Major after a long and very successful career beginning in 1984. During his career he completed well over two years of training in leadership and has provided guidance and mentoring to hundreds of developing leaders. His leadership talent, knowledge, skills, and experience are exceptional.

As a 7th level leader, he has managed teams of 500+. In his tenure with Canada Training Group he has maintained an RSM role with a reserve force tank regiment. During the 2020 Covid spring and summer, he was been called back to the front lines of the pandemic, managing hundreds of troops providing critical infrastructure

OUR LEADERSHIP FACULTY

support including nursing homes. Dave can manage people in a dangerous and risky environment with huge public exposure fraught with politics and will bring this reality into our leadership team.

Ken Murchie, P Eng

Ken Murchie with over 40 years of experience, began his first level of leadership in 1989 at Home Oil as an Engineering Supervisor. He quickly progressed to Manager, Pipeline Engineering responsible for 14 employees and multi-million dollar capital projects. In 1998 he joined Enbridge International as Manager, International Engineering, responsible for technical support for the Latin America operations. In 2006 he joined TransCanada Pipelines (now TC Energy) as Director responsible for Pipeline design and construction of major projects including the Keystone XL Pipeline. In 2012, Ken transferred to Mexico to lead a project team of over 400 people responsible for engineering and construction of 6 major gas pipeline projects. In 2017, Ken moved to the United States to provide leadership in both project and safety areas of TC Energy's US Major Projects.

Ken Murchie holds a Bachelor of Applied Science degree from the University of British Columbia and Master of Engineering degree from the University of Calgary. He is a registered professional engineer in the provinces of Alberta and British Columbia.

Jack Ranucci

Jack received his electro-mechanical technology diploma in 1978 and became a journeyman millwright in 1982. He worked throughout Canada performing all facets of the trade including the supervision of maintenance, shutdowns, turnarounds, critical equipment overhaul, fault diagnostics on reciprocating and rotary equipment, and participated/developed in the implementation of P.M. and Pd.M. programs following RCM protocol.

Jack was an instructor at Southern Alberta Institute of Technology from 1996 to 2018 in the Manufacturing and Automation Department. He developed and delivered to private industry updating and advanced training to their personnel both at SAIT and on site internationally and authored Individual Learning Modules for SAIT and Alberta Industry Training that continue to be delivered worldwide. He is certified in ultrasound, vibration and balancing.



Ed Rideout

Ed is a former member of the Royal Canadian Air Force having served during the 1970 FLQ crisis in Quebec. Joining Nova Scotia Power in 1975 he became a leader in 1985 and retired as the maintenance department supervisor.

He is an active community leader and has been a long time teacher of the Christopher Leadership Course. A very experienced sailor Ed has taught sailing and navigation to local sea cadets for many years, served as a local municipal councillor and was chairman of the local hospital.

Jim Roberts

Jim began his leadership career in 1990 as a fire Lieutenant. Becoming a Senior Captain, he trained and led a department of 24 firefighters. During his electrical career with the Toronto Transit Commission he was responsible for 65 electricians, as a supervisor of the department he provided leadership to over 160 unionized employees, managed budgets, capital projects and provided guidance to forepersons, clerks, and workers on day-to-day operations.

As a Senior Captain Jim possessed the ability to quickly assess dangerous situations and safely manage his fire fighters during major conflagrations. As an electrical supervisor of a publicly critical transit system, he used these same competencies when the system went down. Jim has extensive experience with multiple cultures and rigid, institutional personalities and how to effectively balance public service demands with organizational capabilities.

OUR LEADERSHIP FACULTY

Rob Rudiger

Rob is certified both as a Journeyman mobile crane operator and a Journeyman heavy duty mechanic.

In his crane career he has been the "Go-To" person at a major construction company for all their technical mobile and tower crane related issues and questions and conducted theoretical and practical testing as part of the determination of each crane operator's competency to run specific crane(s). He has extensive experience with troubleshooting, repairs & maintenance to numerous makes, models and types of hydraulic & conventional cranes.

As a college instructor Rob developed & delivered theory & practical training courses for apprentice mobile crane operators for many years. Working for a large mine, he set up & managed the company training program to train crane operators & apprentices to operate Liebherr, Grove and Tadano hydraulic cranes. While there he helped develop mobile & tower crane standards, sop's for all types of cranes, mobile, crawler, carry deck and boom trucks.

In Rob's mechanical career he has performed complete engine overhauls, trouble shooting, tune-ups, repairs & maintenance to Cat, Cummins, Deutz, Detroit Diesel & Lister diesel engines while managing an Engine Rebuild shop. As a field mechanic in open pit mines he has performed trouble shooting, maintenance & repairs to haul trucks, loaders, & dozers and support equipment including generator sets, light plants, welders, pumps, hot boxes, compressor, forklifts, man lifts, small cranes and other equipment.

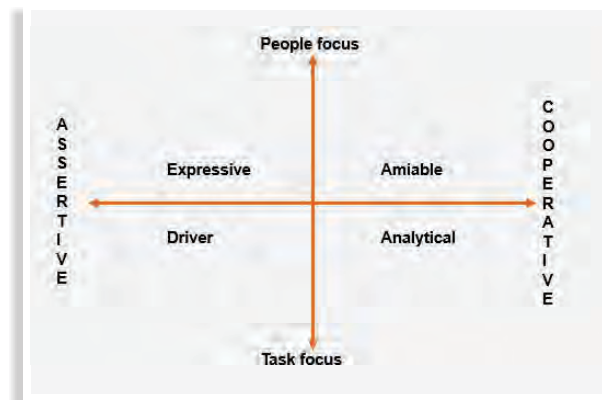
Brigadier General Juan Ruiz, BSEE MSEE MS

Juan retired after an exemplary career in the US Army reserves while in his commercial life he retired as a Chief Engineer at Boeing. He is an experienced program manager, logistician, executive director and chief engineer capable of providing executive end-to-end project management, new business development, business process improvement initiatives, technical leadership, team motivation, and innovative solutions that drive program/project execution.

He developed enterprise business strategy, process, goals and objectives, and guided technical experts

towards concept application of new technology in excess of \$60 million and generated over 85% increase in new business with 50% growth in personnel in a limited and constrained funding environment by using the Define, Measure, Analyze, Improve, Control (DMAIC) processes. Juan has led diverse national/international cross-functional distributed teams in a matrix organization to develop new business innovative solutions to tomorrow's technical challenges.

His knowledge spans new business ventures, Joint service large scale system of systems (SoS) architectures, network centric operations (NCO), Logistics Command and Control (C2), global services and support, implementation of lean six sigma/10X practices, application of systems engineering (SE) design to the development of detailed requirements, complete product life cycle support, cost as an independent variable (CAIV), and implementation of software/hardware design for real-time and non-real-time systems.



Juan has excellent communication skills in both verbal and written form having made hundreds of presentations to executives in industry and high ranking government officials over 31 years of military experience including service in Joint, national and international positions which provide a unique user perspective on business development solutions.

Juan will counsel senior executives on strategy and engagement in either English or Spanish.

OUR LEADERSHIP FACULTY

Paul Sherwood

Paul has been an English football coach for over 40 years and continues as a player. His leadership experience was gained as an electrical supervisor in the mining industry. He is highly experienced in the planning, organizing, controlling, administering and unit management competencies required of first level industrial leaders to ensure that work is safely and productively done, meeting all quality and cost control standards.

Dale Shimell

With over 40 years of leadership knowledge and experience, Dale is a Level IV Leader who is committed to leadership excellence at all levels of organizations.

Dale began his career as a Red Seal Millwright and brings extensive leadership experience in the West Coast Container industry and the Pulp and Paper industry. As a front-line leader and trusted advisor, Dale has managed and motivated teams to achieve organizational objectives in safety, productivity, efficiencies, and cost management in both Union and non-union environments.

Dale has worked with management and employees to develop and sustain superior levels of safety performance, demonstrated by significant reductions in incidents, and long and short-term injuries and claims. He has led initiatives in safety management, terminal equipment availability and reliability improvements, and the implementation of Cohort Leadership training.

Mary Ellen Shimell

Mary Ellen Shimell, has over 40 years of teaching, coaching and leadership experience beginning in 1980. She is experienced in leading and organizing diverse groups up to 50 members including many board, council and society positions in manager, director and chair roles. She is a highly experienced problem solver in both unionized and non-unionized cultures.

Dave Smith

Dave began his electrical career in 1975. A former officer in the Canadian Army secondary reserves he founded Canada Training Group in 1980. Dave leads a superb group of multi-disciplined instructors completing many national and international training and consulting projects. He is an experienced leadership and communications instructor with a knack for creating human development programs and projects that are field usable.

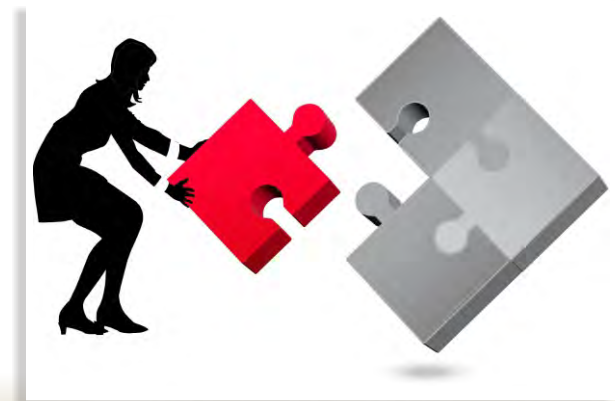
Jim Van Steijn

Jim has 45 years of industrial experience and holds tickets as an Industrial Millwright, Industrial Maintenance Technician and Weld Certification Supervisor.

His numerous skills and experience encompass expertise in fabrication and installation of machine components, repair, refit, or refurbish existing machinery, excellent troubleshooting skills, advanced knowledge of hydraulics and pneumatics, good knowledge of casting and refractory, good working knowledge of natural gas, oil, and propane burner systems, trained in aerial work platforms and boom type elevating.

Jim is an excellent welder and taught welding at Fanshawe College from 2003-2006.

As a contract millwright in automotive he has fabricated components for weld cells, positioned and placed robots and layout tables, including pneumatic, hydraulic, and electrical connections and cabling, and assisted in start-up and set-up for production run timing.



OUR LEADERSHIP FACULTY

Captain Cindy Sugimoto

After completing her B.S. in Industrial and Systems Engineering, Cindy joined the US Navy as a Surface Line Officer. She then transitioned into the Naval Reserve as an Engineering Duty Officer and retired as a Captain after 23 years' service.

In the civilian world Cindy completed a 27 year career as a Professional Engineer and Associate Principal in the transportation/transit industry conducting feasibility studies, transit planning, procurement, project structuring strategies, engineering, safety certification, and project management to the start of passenger service.

Cindy is the former President for the Los Angeles Area Chapter of WTS, a large professional organization supporting women's careers in the transportation field.

Peter Waugh, P Eng

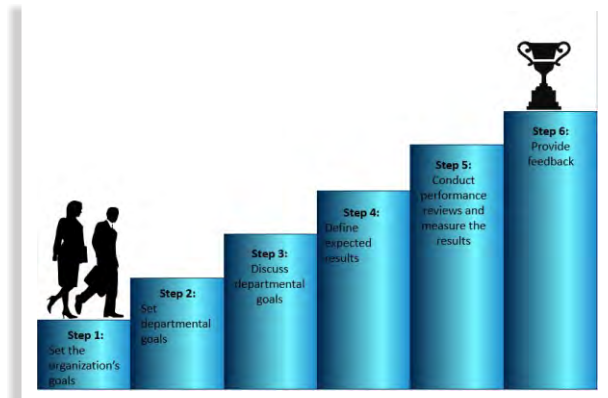
Peter Waugh has over 40 years of experience in fields of maintenance and human resources management. Peter graduated in Electrical Engineering from the University of New Brunswick. He started his career with Westinghouse Industrial Field Service servicing power distribution equipment.

He then moved to the Pulp & Paper industry where he worked for three companies over the next 30 years working in both Maintenance Management and Human Resources.

Peter participated on the senior leadership teams at the managerial level for Stora Enso, NewPage and Corner Brook Pulp & Paper.

Dave Winsor

Dave graduated as a Marine Engineer from the Canadian Coast Guard College in 1976. During his extensive career he served on many ships on the Great Lakes and East Coast. For over 30 years he served as a Chief Engineer with all non-deck crew under his command. His extensive list of credentials fills 2 ½ pages.



Master Warrant Officer Nigel Wood, CD

From the British Parachute Regiment to the Canadian Armed Forces and the aviation industry, Nigel's leadership experience extends from the battlefield to civilian airports.

As a manager at Calgary Airport, Nigel created an Airport Operations Control Unit during the pandemic. His focus on safety, employee engagement, staff development and accountability, and systems management were instrumental in his leadership of teams of all sizes and ethnicities.

He led the development and implementation of the Olympic airspace security for the 2010 Olympics and revamped the Afghan Air Force student management system during an Afghan Mission. Nigel managed the high risk and difficult task of parking allocation for over 150 aircraft during the Maple Flag International Air Combat Exercise.

Nigel is an analytical thinker with exceptional leadership and communication skills. As a Level IV leader and mentor with over 40 years of expertise, he demonstrates integrity and models professional behavior, and seeks to discover and develop the potential in his clients.

CENTURIES OF LEADERSHIP

***Providing you over 8 centuries
of line management leadership experience!***

Canada Training Group was formed on July 1st, 1980, serving the drilling and service rig industry. Since then we have trained over 25,000 national and international students throughout North America and further in numerous industries; oil & gas (upstream, midstream, downstream), pipelines, pulp, paper, manufacturing, ports, shipping, army, navy, air force, coast guard, mills, mines, factories, municipalities, utilities (hydro, nuclear, thermal, wind, solar), construction, data centers, hospitals, universities and many subsectors.

Centuries of Leadership has a Leadership Development Team of retired line managers providing practical leadership and management development from the C-Suite to first line leaders. Our faculty each have over 30 years of individual leadership experience and collectively they have over 800 years (8 Centuries!) of experience. No matter what your industry is, we can help you!

We have been providing Leadership training since 1985 beginning with a 3 day Safety Leadership program taught to 225 supervisors with the City of Calgary. In 2001 Nestlé International purchased the rights to our Supervisory Leadership program to teach as part of their Nestlé University which services their 354 factories in 79 countries. There have been many other programs with numerous stellar testimonials as you will see later in this brochure.

We are ISO 9001 Quality Managed and all courses are designed and presented to the standards of the International Board of Standards for Training, Performance and Instruction as well as the standards of The Institute for Performance and Learning, and the Association for Talent Development. Our curriculum design team has over 120 years of experience developing courses and curricula in industry, military, law enforcement, aviation, technical institutes and universities.

Centuries of Leadership achieves accelerated learning results through the integration of practical exercises, leadership performance labs, discussions, visuals, videos, case study analysis, handouts, etc. Our work is based on the pioneering human development work of Mager, Gilbert, Rummel, Kantor, Knowles, Harless, Bloom, Kolb, Kirkpatrick, Kaufman and others.



We Guarantee that your Leaders will graduate with a distinctly measurable improvement in their Leadership and Management competencies leading to a significant Return On Your Investment.

If your participant does not agree that they have achieved this, we will return your investment, including your tuition, travel expenses and the salary of your participant.

WHAT PEOPLE SAY ABOUT US

"The course had excellent material relevant to me as a front line supervisor.
On a scale of 1 to 5, I would rate it as a 5, extremely valuable.
This training will pay for itself immediately."

Marv Saunders ~ Ainsworth Lumber

"This is an extremely informative course which gave me some excellent tools
for dealing with employee performance and motivational issues.
Excellent instructor, extremely knowledgeable."

Todd Draper ~ Elkview Coal Corporation

"The course contains lots of information you need to make your job easier and to do it correctly.
It really helped me to understand the people I work with."

Colin Hulme ~ Westcoast Cellufibre

"The case studies presented offered a variety of different situations.
Hearing everyone's responses on how they would handle each situation was enlightening.
There were a number of situations which I had seen before
and will now handle differently when they arise again."

Janet Marks ~ Ainsworth Lumber

"I gained some valuable information on how to deal with people
and the instructor was clear and able to adapt to the needs of the class."

L. McLachlan ~ Howe Sound Limited Partnership

"Whether you are in a leadership role or aspire to one,
this course is a great way to learn how to effectively deal with people and get the job done!
The course contains lots of information you need to make your job easier and to do it correctly.
It really helped me to understand the people I work with."

John Cooke ~ Weyerhaeuser Drayton Valley

"I believe this course presents the right style for the times. Good content, straight to the point.
I'm a believer in the style presented."

Dan Shafransky ~ Howe Sound Pulp and Paper Limited Partnership

"This course uses a realistic, systematic approach to remedy supervision problems.
Our instructor stimulated discussions and connected the course content with real life.
I will implement a lot of the ideas presented."

Trevor Gilby ~ Elkview Coal Corporation

"The course was excellent and the instructor was knowledgeable and thorough.
I find the section on conflict management and the manual to be very helpful tools.
I would tell other supervisors to take this course."

Faiz Ahmed ~ CIBA Vision

"If you're a team leader, this course is for you. You'll learn how to deal with people in new ways
that greatly improve your relationships and effectiveness as a leader."

Todd Poirer ~ Ainsworth Lumber

WHAT PEOPLE SAY ABOUT US

"The instructor's approach was very good and all of his points were well represented.
This course is a valuable asset to any supervisor new or experienced."

Jim Hilstad ~ Howe Sound Limited Partnership

"Recommend Other 'Working' groups take this workshop."

Marina Littlejohn ~ Ginew Wellness Center

"The motivational tools and advice on dealing with conflict will be useful.

I found the workshops were good at driving home the theories and the instructor was motivating and very frank with his explanations. This is an excellent learning tool to become a better supervisor."

Brent Lineker ~ Howe Sound Limited Partnership

"I feel this course is especially useful. It gets supervisors and managers going on the right track.

Bottom line: this is one of the best courses I've ever been to."

David Miller ~ Ainsworth Lumber

"I found the instructor interesting and competent.

He explained the best methods for understanding employees and supervisory styles and it was well worth the time invested. Thanks."

Grant Lund ~ Howe Sound Limited Partnership

"The general overview of the topics discussed taught me where my weaknesses are and where to start building. It gives you the basics for a good foundation to building oneself into a confident leader."

Tim Stonehocker ~ Grizzly Ridge Honda

"I know this course will help our supervisors understand themselves and then work on their strengths and weaknesses."

Bob Kubinchak ~ League Pipelines Services Limited

"This is an excellent component to management style and development.

The instructor related the theory to our own situations."

John Madsen ~ Howe Sound Limited Partnership

"Excellent! Everyone should take the course-Even if they are not interested in a supervisory position."

Jennifer Paton ~ Newell Housing Association

"I enjoyed the case study approach and role playing.

I learned a lot from putting ourselves in other people's positions.

This course has already paid for itself,
as I've put into practice many of the concepts I acquired during the training."

Todd Best ~ Ainsworth Lumber

"Great course, helpful tools for building your own personal skills and leadership abilities."

Joanne MacLean ~ MLR Mechanical Resources Limited

"All five days were interesting. The instructor was very knowledgeable and used many case studies to explain how to handle employees and also any possible problems that can occur in an organization."

Randy Morgan ~ Ainsworth Lumber

Our Vision:

To build a better world as the free world leader
in human development.

We pursue our purpose with passion.

