

INSTITUTE OF CERTIFIED
MANAGEMENT CONSULTANTS OF
ALBERTA

**2023 AWARDS
GALA**

MAY 27, 2023



ALBERTA

PROGRAM

Welcoming Remarks

Dinner

Acknowledgment of New CMCs

Acknowledgment of Long Service Awards

FCMC Designation Awards

Emerging Professional Award

Partner Award

Impact Award

Distinguished Service Awards

Lifetime Achievement Award

Closing Remarks

PRESENTERS

Master of Ceremonies

David Muddle, CMC
Vice Chair, ICMCA Board of Directors

Awards Presenters

Cindy Erdosi
Executive Director, ICMCA

Keleigh Cormier, FCMC
Chair, FCMC Committee, ICMCA

Doug Macnamara, CMC
Past Chair, ICMCA Board of Directors

Nkem Onyegbula, CMC
Director, ICMCA Board of Directors

Jeff Peterson, CMC
President & Board Chair, ICMCA Board of Directors

CERTIFIED MANAGEMENT CONSULTANT

The Certified Management Consultant (CMC) designation is the profession's only international certification mark, recognized in over 50 countries.

It represents a commitment to the highest standards of consulting and adherence to the ethical canons of the profession.



2021 Recipients

Timothy Kozmyk, CMC
Yewande Dayspring-Adenusi, CMC
Wesley Paterson, CMC
Charity Callahan, CMC
Paul Robinson, CMC
Gord Chalk, CMC
Christy Ciezki, CMC
Paul Crawford, CMC
Clark Grue, CMC
Joshua Kuriakose, CMC
Myka Osinchuk, CMC
James Richardson, CMC
Travis Robertson, CMC
Mike Bennett, CMC
Kyle Martin, CMC
Ronald Bettin, CMC
Kiersten Ermelbauer, CMC
Dana Antaya-Moore, CMC
Lynlee Parker, CMC
Sohail Thaker, CMC
Joyce Tustian, CMC



2022 Recipients

Eva Breitling, CMC

Janice Mah, CMC

Jordan March, CMC

Lindsay Phelps, CMC

Lisa Versteeg, CMC

Shane Monte, CMC

Anne Stevenson, CMC

Alexandra Marchuk, CMC

Luydmila Boekestyn, CMC

Wayne Keinick, CMC

Germaine Conacher, CMC

Donovan Dillon, CMC

James Hamilton, CMC

Chris Hutchinson, CMC

Thu Pystynen, CMC

Richard Thurston, CMC

Doug Blackie, CMC

Stavros Demetriou, CMC

Taras Nohas, CMC

Darlene Starr, CMC

Stephanie Reid, CMC

Dieter Wentzel, CMC



"My greatest strength as a consultant is to be ignorant and ask a few questions."

Peter Drucker

LONG SERVICE AWARDS

Recognizing the CMCs & FCMCs who have reached
CMC service milestones.



2020

Wendy Gnenz
Alec Milne
Nkem Onyegbula
Lawson Findlay
Kelly McDonald
Michael Hughes

2021

Ryan Jackson
Steve Demers
Suzanne Ebelhar
Will Fong
Deidre Louw
Nancy Markley
Patrick Binns

2022

Jillian McLaren
Michael Smith
Robert Reynolds
Don Baird
Cara Wolf
Bonnie Elliot
David Ramsey
Dwayne Coben
Glynis Middleton
John Hetherington





2020

Gael MacLeod
Dune Nguyen
Bo Stachniak

2021

Tony Heuvel
Munir Jivraj
Doug Macnamara
Audrey Maslov
Daniel Petley
Sheila Carruthers

2022

Stefan Bucataru
Elio Artuso
Michelle Bacanek
Mark Hutchison
Scott Ackerman



2020

Susana Slavnik
Maryann Everett
Steven Lakey
Christopher Lavin
Dianne Lougheed
Eric Strong

2021

Stephen Matthews
Scott Aitken
Jeff Griffiths
Terrence Henderson
Michael Hughes
Barry Huybens
Brian Lamb
David Laycraft
Dipankar Mukherjee
Ron Powley
Mark Richards
Kevin Sheppard
Jonathan Watts

2022

Hemant Kumar
Robert Parks
Jenia Tishkina-Norman
Len Nanjad
Christopher Floden
Christopher Smith



2020

Bill Cheyne

2021

Steve Fulkerson
Debra Johnstone
Shilpa Stocker
Randy Soifer
Tiziana Benvenuto
Calvin Hughes

2022

Ken Hein
Jon Hartenberger
Doug Cameron
Gordon Wells



2020

2021

Darryl Coates

2022

Derek Hudson
Gary Agnew
Rick Lancaster



2020

2021

Kevin Hall

2022

Sterling Eddy
Ed Romanowski
Terry Mereniuk



2020

2021

2022

George Cuff

FELLOW CERTIFIED MANAGEMENT CONSULTANT

Demonstrated respect and integrity, showing recognition as an outstanding professional with a record of producing innovation in their craft; and in doing so, have brought credit to the Certified Management Consultant designation and the management consulting profession.

Provision of exceptional service to the profession.

Notable contributions to the community at large.



Doug Macnamara

Doug Macnamara, FCMC, has been a leader in Board Governance, Strategic Planning and Executive Leadership Development for over 30 years. He has improved personal performance of over 60,000 Directors of Boards and Executives across 18 countries, in the for-profit, not-for-profit, government and professional bodies sectors. Within the CMC world, Doug served 8yrs member/5yrs Chair of the ICMCI Marketing & Branding Committee, 5yrs as CAMC delegate to ICMCI, 4yrs board member/2yrs Chair of ICMCA, and 2yrs board member of CAMC. Prior to this he led several PD sessions over several years at ICMCA AGM's, conferences, and PD sessions in both Edmonton and Calgary, and he has sponsored many CMC candidates.





Chris Harper

Chris Harper, FCMC, is a seasoned leader and committed educator in the field of business consulting, presently serving as the Senior Director of Digital Advisory Services and Transformational Change at Online Business Systems. A transformative force since joining in 2018, he has pioneered a dedicated advisory service offering, drawing on his expertise in digital transformation and advisory services to grow the team, and doing so in alignment with the ethical and professional conduct expectations of CMCs. As a Global Trustee appointed by CMC – Canada, Chris champions the Canadian perspective at the International Council of Management Consulting Institutes. His leadership is focused on a global task force shaping assessment criteria for educational certification courses.



Glynis Middleton

Glynis Middleton, FCMC, is the principal consultant of G. Whiz Business Services Inc. Glynis has spent several decades helping businesses develop their entrepreneurial dreams, secure financing, and build enduring businesses. She has worked in management positions with TD Bank and Stantec Consulting. She has also held Financial Controller and Executive Director positions with charities overseeing the implementation and control of operating budgets up to \$5 million and managing assets over \$20 million. Glynis is pleased to have been appointed by the Mayor to Strathcona County's Finance Advisory Committee and contributed to the CMC Community by serving on the ICMCA Board, the National Growth Committee, and founding the Gender Parity Community of Practice.

EMERGING PROFESSIONAL AWARD

In recognition of a recent CMC in the early stage of their career, and with several years as a consulting professional, and who has distinguished themselves with industry, volunteer activities, clients and among fellow consultants.

Exemplary ethics and professionalism.

Clearly advancing the standards, techniques, knowledge used in one or more sub-specialty of Management Consulting.



Michael Melenberg

At his core, Michael is driven by people and a desire to help, so he is in his element working closely with clients, as a trusted advisor.

Michael's services are all about transformation. Whether delivering strategic recommendations for culture transformation or executing on major digital transformation programs, he leverages his foundational knowledge and consulting experience in organizational change management. His work includes incremental process improvement, as well as leading the change strategy that impacts thousands of stakeholders.

Michael is a passionate ally and advocate of reconciliation, equity, diversity, and inclusion.

PARTNER AWARD

In recognition of consulting industry partners and organizations which have demonstrated support, guidance and have helped the industry and professionals to sustain and grow their practices in the economy.

It is for organizations which have shown an ongoing commitment to the industry and have played an important role in supporting the ICMCA vision and mandate of industry growth and public protection.



Lumina Management Consultants

LMC clients come first. They deliver pragmatic advice enabling our clients to realize immediate value. With over 30 years consulting in the Oil & Gas industry, their 40 Calgary-based professionals have extensive experience working across our industry. Their relationships are deep; having cemented themselves in Calgary through consistent delivery and relentless focus on objectivity, perspective, and results.

Lumina has been a huge supporter of ICMCA over many, many years. The Lumina leaders are legendary within ICMCA, with Lifetime Achievement honorees: Eric Inhoff, FCMC and Ken Davies, FCMC; Distinguished Service honorees Mike Watson, FCMC and Les Zeharichuk, CMC. All have served on the Board and several have served as ICMCA President. Many also served as Board members and President of CAMC. Lumina as a Firm has encouraged all their management consultants to become CMCs.

The Lumina facilities have been used over the years for ICMCA events, Board/Committee meetings, for CMC Exam Preparation programs, and for CMC Exam writing. Lumina has been a sponsor at many ICMCA events – of speakers, of the events themselves, and more.



ICMCA IMPACT AWARD

In recognition of a substantial effort on a project that leads to a significant tangible result or 'impact' for the CMC community.

The award recipient will have delivered 'game changing' results and potentially created new pathways and options for the CMC community, ICMCA, and/or our national partners.



Cathy Forner

With more than 30 years' experience in virtual and in-person projects and business management, Cathy Forner specializes in tackling complex organizational challenges with clear, actionable steps. Cathy has coordinated building new business ventures to large national projects scaled across a diverse range of industries. Her approach focuses on the strategic development of processes through the identification of goals, which results in increased operational efficiencies and profit.

C4ner Consulting has been in operation since 2003 but has been operating full-time since 2017. C4ner Consulting focuses on providing coaching, training, and consulting services to customers and clients.





Ann MacTaggart

Ann MacTaggart is a Principal and Guide at Unconstrained, a consultancy dedicated to guiding leaders through complex business challenges and opportunities. Ann's career experiences provide the backdrop to support organizations' change projects associated with board, executive, and finance functions from various industries including sport, energy, manufacturing, insurance and benefits, and medical research. For the past decade, Ann's consulting work has included holding fractional C-suite roles with guiding CEOs, CFOs, Controllers, CPAs and students in many organizations. Ann currently serves on the Board of Ringette Canada, on the Governance Committee of CMC Alberta, and volunteers with the University of Alberta ThresholdImpact Venture Mentoring Service.

*"Those who have stopped learning
find themselves equipped for a world
that no longer exists."*

Eric Hoffer

DISTINGUISHED SERVICE AWARD

Awarded to CMCs who have rendered extensive, exemplary service to the profession, provided leadership to the CMC community, and whose professional achievements in their career have brought honour to the profession.



Scott Ackerman

Scott Ackerman is a Strategic Advisor and Executive Coach, currently serving on several for-profit and non-profit advisory boards. He's enjoyed a successful career as a management consultant, serving as Managing Director for several firms, including Online Business Systems, Criterium Group, and Western Management Consultants (one of Canada's oldest and most respected management consultancies). Prior to management consulting, Scott held global leadership positions with Fortune 500 companies such as Digital Equipment Corporation, Compaq Computer Corporation, and Hewlett Packard.





Ling Huang

An exceptional visionary leader and a senior security and management consultant, Ling has been recognized as an innovative, quality-focused professional throughout his 30-plus-year career, as the CEO of Technology North Corporation (TN), Ling Huang leads the corporation with innovative solutions and services offerings, positioning TN in the marketplace as the “Game Changer” and “Enabler”. Their mission is to develop and promote technologies that enable individuals with ASD and other disabilities, and their families, to thrive. Their vision is to integrate businesses, care programs, and technologies to create a social service infrastructure, meaningful and sustainable employment in the digital economy, and a live-and-work community network where individuals with disabilities may thrive throughout their lifespan with their families.



Pierre Cormier

Pierre Cormier CMC has been consulting across diverse sectors such as agri-business, tourism, technology, manufacturing, retail, and professional services for over 24 years.

Pierre’s areas of specialization encompass business strategies and planning, market research and evaluation, feasibility studies, new product and market development, business coaching, and trade missions. Pierre has worked on notable initiatives, including (CMC-Canada’s) Industrial Research Assistance Program - Management Advisory Services for the National Research Council of Canada, as well as coaching programs such as the Alberta Open Farm Days Coaching Program and the ClearThink™ Business Coaching Program.



Doug Macnamara

Since receiving his CMC designation about 18 years ago, Doug has served at the ICMCI, CAMC and ICMCA levels of the CMC community. With CMC-Global (ICMCI), he started his service as a member of the breakthrough strategies team for Marketing and Branding, eventually becoming Chair of the committee for 5 yrs. He standardized the branding for CMC around the world, re-built the identity & branding for ICMCI itself, and redesigned/wrote content for the ICMCI website. He also created and was the Editor for CMC Today bi-monthly newsletter for ICMCI for 5 years.

"Good management is the art of making problems so interesting and their solutions so constructive that everyone wants to get to work and deal with them."

Paul Hawken

LIFETIME ACHIEVEMENT AWARD

Awarded to CMCs who have continued to render exceptional, exemplary service to the profession, provided leadership to the CMC community, and whose professional achievements in their career have made them “legendary” in our communities and brought both inspiration and honour to the profession.



Jeff Griffiths

Jeff Griffiths is a co-founder and Managing Director of WorkForce Strategies International, a leading workforce and organizational development consultancy based in Calgary AB. He is also a Fellow at the Canada West Foundation and a member of the Workforce Forum for the North American Strategy for Competitiveness (NASCO). His current and past clients include leading firms in the aerospace, manufacturing, natural resources, transportation/ logistics, and professional services sectors, where he focuses on talent and the critical role that it plays in delivering sustainable organizational performance. A self-professed “competency geek”, he received his CMC in 2001, and has been involved at the local, provincial, national and international levels ever since, becoming an FCMC in 2014.





ALBERTA

cmc-canada.ca/alberta