



CERTIFIED MANAGEMENT CONSULTANTS

ALBERTA



**Institute of Certified Management Consultants of Alberta  
2021 ANNUAL AWARDS GALA**



CERTIFIED MANAGEMENT CONSULTANT



CERTIFIED MANAGEMENT CONSULTANT  
FELLOW



CERTIFIED MANAGEMENT CONSULTANT  
LIFE MEMBER



## Order of Proceedings

### 11:45am-ish – Introduction & Welcome

Doug Macnamara

#### 1. Recent CMC Designation Recipients

3min

Leah Iszakovits

#### 2. CMC Long Service Recognition

3min

Leah Iszakovits

#### 3. Fellow-CMC Recognition Announcement

15min

Keleigh Cormier

#### 4. Distinguished Service Awards

25min

Doug Macnamara

#### 5. Lifetime Achievement Awards

20min

Doug Macnamara

### 12:45pm-ish Conclusion “Toast” to our Award Recipients and Lingering Conversations

by all those in attendance.



## The Certified Management Consultant Designation

The Certified Management Consultant (CMC) designation is the **only** widely recognized Professional Certification in the global consulting marketplace – with Professional Institutes in 50 countries.

In order to gain certification as a CMC, an individual must hold a post-secondary education degree or diploma; plus they must have taken additional education and training in fields related to management consulting. In addition, CMCs must show a minimum level of proven experience, knowledge, and competency in ALL the following areas (known as our *Common Body of Knowledge*):

- Financial Management
- Human Resources Management
- Information Technology Management
- Marketing & Communications Management
- Operations Management, Business Process Engineering, Quality Improvement, Six Sigma
- Strategic Management, Leadership & Governance

These include an understanding of and commitment to *best practices of*:

- Organizational Management Disciplines, and Methodologies
- Critical-/Systems- Thinking and Decision Making
- Research and Analytic Methodologies leading to Independent Assessment/ Recommendations

Finally, all CMCs commit to and follow our Uniform Code of Professional Conduct.



## Joshua Ikubor, CMC

Currently with Turner & Townsend in Calgary, Joshua Ikubor's consulting focus is as a Quantity Surveyor/Project Manager professional with over 20 years of cumulative experience in the building and civil/infrastructure construction industry.

With international experience working in the Seychelles, Nigeria and Canada, Joshua has successfully worked on various roles in Management Consulting, Project Management, Quantity Surveying, Contract Administration, Procurement, Estimating and Project Cost Control.

### Professional Designations/Affiliations:

- Certified management consultant (CMC)
- Member Royal Institute of Chartered Surveyor (MRICS)
- Professional Quantity Surveyor (PQS)
- Fellow International Professional Managers Association



## **Timothy Kozmyk, CMC**

Mr. Kozmyk is a Co-founder and Chairman of the Board of Directors of Rainmaker Global Business Development, an international market entry consulting firm with over sixty consultants and operations around the world.

From 1980 to 1999 Mr. Kozmyk worked for Kansas-based Koch Industries where he held progressively senior roles including Vice President Exploration responsible for strategic growth of the company's upstream oil & gas business.

From 1999 to 2006 he was Vice President Exploration of BlackRock Ventures. Mr. Kozmyk holds an MBA from the University of Liverpool and a BSc. with a major in geology from the University of Calgary.



## Jeff Nelson, CMC

Jeff Nelson is the president of Anduro Marketing and founding partner of Revenue Catalyst software. His career encompasses 20 years in digital marketing and his consulting projects focus on marketing.

Jeff has a MBA and has taught many business and marketing courses at the UofC, SAIT, and MRU.

Anduro Marketing focuses on digital marketing which involves developing strategies and tactics for their customers to increase revenue from online sources. One of Jeff's specialties is setting up systems to measure the performance of marketing campaigns. ROI is one of the key metrics to monitor.

Anduro Marketing has developed online software to help companies evaluate the performance of their investments in marketing: Revenue Catalyst.



## **Wesley Paterson, CMC**

Wes is the Corporate Training Officer at Medicine Hat College. He has consulted with a wide variety of clients ranging from Sole Proprietors & Partnerships to Small & Medium Size Enterprises, to Global Multinational Corporations. Through custom-developed training solutions he has helped improve the ROI for his clients, 10X, 20X, and more.

Wes has given keynotes & delivered workshops on a variety of thought provoking topics and is the author of 'The Best Business Advice You Ever Received - A quick and practical guide to move you from startup to success'.

He and his wife Jennifer also own and operate Sedona North Healing Arts, a Health & Wellness company located in Medicine Hat, AB.



## Mike Riou, CMC

Mike started his career as a Mechanical Engineer in Edmonton. Shortly after graduation from the University of Alberta, he moved to the US where he worked for Hewlett-Packard and co-founded a consumer products company. His engineering career spans several industries such as high tech, fuel cell, mining, bio-tech, and manufacturing, always focusing on commercializing new technologies.

An innate desire for business brought him to obtain his MBA and he has been focused on early-stage technology companies ever since. For the past several years, Mike has been working with entrepreneurs and small businesses to help them develop successful growth strategies.



## Recognizing the CMC's & FCMC's Who Have Reached CMC Service Milestones in 2021

**10 – 15 – 20 – 25 – 30 – 35 Years of Service as a CMC**



# 10 Years

- Eileen Ashmore, CMC
- Patrick Binns, CMC
- Steve Demers, CMC
- Suzanne Ebelher, CMC
- Will Fong, CMC
- Ergun Larsen, CMC
- Deidre Louw, CMC
- Nancy Markley, CMC



# 15 Years

- Mark Brown, FCMC
- Sheila Carruthers, FCMC
- Munir Jivraj, CMC
- Kevin Ludbrook, CMC
- Doug Macnamara, CMC
- Andrey Maslov, CMC
- Daniel Petley, CMC
- Tony Stolz, CMC
- Anthony Vanden Heuvel, CMC



# 20 Years

- Scott Aitken, CMC
- Jeff Griffiths, FCMC
- Terrence (Terry) Henderson, CMC
- Ian Holmes, CMC
- Michael Hughes, CMC
- Barry Huybens, CMC
- Brian Lamb, CMC
- David Laycraft, CMC
- Stephen Matthews, CMC
- Dipankar Mukherjee, CMC
- Ron Powley, CMC
- Mark Richards, CMC
- Kevin Sheppard, CMC
- Jonathan Watts, CMC



# 25 Years

- Tiziana Benvenuto, CMC
- Steve Fulkerson, CMC
- Calvin Hughes, CMC
- Randy Soifer, CMC
- Shilpa Stocker, FCMC



**30 Years**

- Darryl Coates, CMC

**35 Years**

- Kevin Hall, CMC

## The Fellow Certified Management Consultant Designation

FCMCs demonstrate respect and integrity, showing:

- Recognition as an outstanding professional/academic, with a track record of producing innovation in their craft; and in doing so, has brought credit to the Certified Management Consultant designation and the management consulting profession.
- Provision of exceptional service to the profession through work in or on behalf of the Institute, other provincial or regional Institutes of Certified Management Consultants of Canada, and/or CAMC, and/or ICMCI.
- Notable contributions to the community at large, which brings credit to the Certified Management Consulting designation and the management consulting profession.

FCMCs have held the CMC designation for at least 10 years, OR, have at least 10 years of experience as a Management Consultant and have achieved their CMC designation. In rare cases, individuals worthy of FCMC may be considered with less than 10 years.



## Scott Ackerman, FCMC

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.

Scott has served the CMC community in many capacities, including several Alberta and National Event Committees, helping organize annual conferences and notable speakers. Scott continuously promotes CMC and serves as a Mentor/Sponsor for CMC candidates. He is an active Assessor / Examiner and currently serving on the ICMCA Growth Committee

Scott lives with his wife in Redwood Meadows, where he proudly volunteers as Deputy Mayor. With the support of a volunteer team, he recently completed a landmark negotiation to renew the community's 75-year lease with Tsuut'ina Nation. The first-of-its-kind in Canadian history framework provides a model for non-indigenous community residential developments on First Nations land and a real feather for both Tsuut'ina and the Federal Government.



## Patrick Binns, FCMC

Patrick was introduced to Alberta’s CMC community by Dave Greenwood in 2011. He is actively involved the Edmonton consulting community through consulting projects, as a sessional instructor at the University of Alberta, and as a mentor to individuals interested in careers in consulting.

Patrick works with business leaders as they adapt to market opportunities and change. He is an active coach when not working on large IT projects. Two axioms: “World-class products are developed by people like you and me.” - he says the challenge is finding the confidence to get started and then staying on course. His second axiom, “Consider how our actions affect the livelihood of others” exemplifies his passion to build strong communities.

Patrick was a member of the CMC Alberta board from 2013 to 2020. He continues to be active on the CMC-AB Education and Events Committee.



## Dale Hedges, FCMC

Dale brings global experience and a practical approach gained through leading change at hundreds of clients spanning his career with Western Management Consultants (WMC), Ernst & Young and Hewlett Packard.

His 20-year volunteer contribution to the Canadian Forces Liaison Council has had a significant impact on obtaining support across Canada for Reservists and the important role they play in our communities and the defence of our nation.

Dale is proud to be a long-standing CMC and to have developed dozens of management consultants who have established successful professional consulting careers.

A gold, multi-pointed starburst shape with a dark blue outline. Inside the starburst, the words "Distinguished" and "Service" are written in a dark blue, serif font, one above the other.

Distinguished  
Service

## The ICMCA 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 bringing honour to the profession.

## Distinguished Service



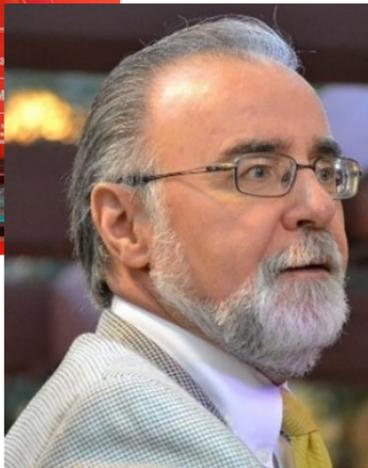
### Coralie Banks, FCMC

Since receiving her CMC, 28 years ago, Coralie has served 5 years on Alberta's Board, chaired the member services committee and was director of membership. In addition, she volunteered 6 years on the ICMCA Registration Committee. In 2019, she took on the role of ICMCA Registrar. She has sponsored, guided, and coached dozens of new members seeking the CMC designation, and recruited many non-member practitioners. Nationally, Coralie piloted the oral examination process for new CMC members and has been an examiner since 2009. She provided guidance on certification to the national team during a period of transition and helped lead the Constantinus award-winning coaching program: Wood Buffalo Back-to-Business Coaching Program, on behalf ICMCA.

For over 25 years, she has helped businesses achieve their vision, bring new products and services to the marketplace, and make money. Her consulting practice crosses three continents and earned her reputational titles include Founder, CEO, VP, Partner, Adviser and 'serial entrepreneur'. A former partner in The Lennox Partnership and the director of HR for a start-up Hurricane Hydrocarbons, growing it from 7 employees to an international player with 5K employees worldwide. A successful venture capitalist, Coralie has provided the strategic direction to help diverse businesses secure millions of investment dollars.

She is the owner of an award-winning, international production company with television, film, and book credits.

## Distinguished Service



### George B Cuff, FCMC

George B Cuff is a well-known name in management consulting as a forthright, candid, and comprehensive advisor, speaker and writer on all matters pertaining to quality governance, leadership, and management. George has spent the past four decades acting as an advisor to councils and boards across Canada and internationally. He began consulting in 1976, management consulting in 1979 (with Woods Gordon) and established his own firm of George B Cuff & Associates Ltd. in 1984.

His firm has conducted well over 450+ corporate, governance, and special reviews. In addition, George has conducted another 700+ seminars for various organizations principally in Canada and the US. In addition, George has published over 400 articles (mainly for Municipal World) as well as ten books on local government and governance.

George served four terms as Mayor of Spruce Grove, Alberta. He is also a Past President of the Alberta Urban Municipalities Association and the Federation of Canadian Municipalities. He has received the Award of Excellence from both the AUMA and FCM. He is an active volunteer through leading an international children's camp advisory board, a Christian retreat centre, his own local church board, and charitable bodies.

Distinguished  
Service



## Jeff Griffiths, FCMC

Jeff Griffiths, is a co-founder at WorkForce Strategies International, a leading workforce and organizational development consultancy based in Calgary AB. His practice focuses on talent and the critical role that it plays in delivering sustainable organizational performance.

He earned the CMC designation in 2001, and the FCMC designation in 2014. In addition to his professional practice and his work in support of the consulting profession, he is also a senior Fellow at the Canada West Foundation, and a member of the Workforce Forum for the North American Strategy for Competitiveness (NASCO).

He was part of the National Certification Committee for CMC Canada from 2003 to 2005 and was one of the individuals who pressed for changes to the certification process, which eventually led to the replacement of the comprehensive exam with the current oral assessment process.

As VP of ICMCA, he was involved (2004-2005) in efforts to revise the national affiliation agreement to affirm the legislated role of ICMCA under Alberta's POARA, and the CMC Regulation. This unfortunately resulted in ICMCA leaving CAMC for a period; however, the precedence of the Certifying Institutes and "separation of powers/responsibilities" was ultimately recognized, and ICMCA rejoined the national group.

He also Chaired the National Certification Committee for CMC Canada from 2014 to 2016, working on reforms to the certification. Through 2018, he led the national task force that revised the CMC Competency Framework.

Currently, he serves as the Chair of the ICMCA Practice Review and Disciplinary Committee.

## Distinguished Service



### **Greg McIntyre, FCMC**

Greg McIntyre is a seasoned leader and executive with over 30 years of experience. Greg's career has spanned a breadth of roles and projects from information technology services to strategic business advice. Throughout his career Greg has led teams and created practices and programs in the services and consulting space. He has created, built, and sold two of his own consulting companies and helped to triple the size of a large, eastern Canadian Consulting firm. He also launched that firm in Western Canada.

Greg has conducted assignments across Canada working on a balanced mix of public and private sector assignments. He has worked with over 100 different organizations.

Greg has been involved with Institute of Certified Management Consultants for many years. As President of the Institute, he led CMC Alberta to new growth and represented Alberta nationally with the CMC Canada Board of Directors.

- ICMCA Board member - 9 years
- Served as VP, President, & Past-President
- Alberta Representative on CMC National Board - 4 years
- Helped develop a new National Teaming Agreement
- National and Alberta Growth Committee member
- National and Alberta Advocacy Committee member
- Chair - FCMC Committee
- Sessional Instructor for UofA CMC Course

## Distinguished Service



### **Mike Watson, FCMC**

Mike Watson received his CMC certification in 2008 while he was part of the team at Lumina Management Consultants in Calgary.

Mike started serving on the CMC Alberta board in 2009 where he helped plan all the Alberta Conferences from 2010 through until the International Conference in Toronto in 2016. Served on the National Board for 8 years initially as Alberta's representative and then in the Executive roles of Vice Chair, Chair and Past Chair finally stepping off the Board on 27 April 2021.

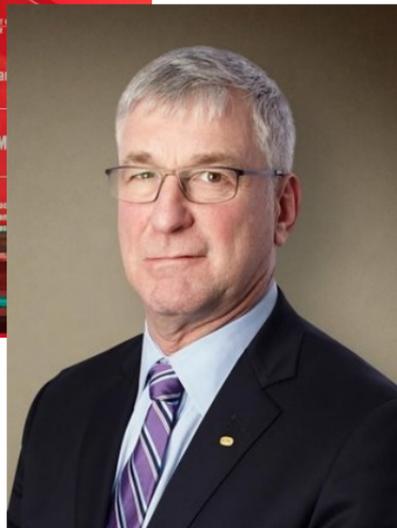
As Vice Chair, Mike led the creation of the Joint Services Committee, the redesign of the National MOU providing a larger share of membership fees to Certifying Institutes and emphasizing the authority at the Certifying Institute level. Mike then went on to restructure the National Office to a virtual distributed model moving resources to marketing, advocacy and introducing Consulting Awards and Canada's participation in the Constantinus Awards. Mike also oversaw Canada's contributions to the creation of ISO 20700 and its introduction into Canada.

Mike's consulting practice has spanned multiple industries with an emphasis delivering Strategy, Coaching, Technology and Human Resource solutions both as an internal and external consultant.



## The ICMCA 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.



## Mark Brown, FCMC

Mark Brown's consulting career started as an MBA student consultant in The University of Western Ontario Business School (Ivey) Small Business Consulting Program, during the summer of 1985. By the early 90's he was the Business Advisor to the Western Canada dealer channel of Apple Canada, during a rapidly evolving period for the personal computer industry. Joining MNP in 1998, he commenced his next consulting career spanning nearly 20 years as a consultant and leader. Ultimately becoming a firm partner and the Director of Business Consulting Services. Mark affirmed, "my consulting and management challenges grew as MNP expanded across Canada. This was my most significant and rewarding consulting experience."

CMC Alberta and the pursuit of the CMC designation became his path to developing as a professional. Upon earning the designation in 2006 he joined the Alberta board and volunteered to convene professional speaker/network activities. Mark co-chaired the CMC Alberta 2008 Kananaskis National conference featuring consulting guru David Maister and his latest book: *Strategy and the Fat Smoker*. Mark stated that "Hosting Dr. Maister was absolutely a career highlight, it was like meeting Gretzky." Immersion in the Canadian consulting community ensued as he took on Vice and Chair roles in Alberta and Canada. CMC Alberta awarded Mark Brown the FCMC in 2012. Presentation of a Golden Jubilee Award in recognition of extraordinary leadership and service to the Association at the 50th Anniversary celebration of CMC Canada was another career highlight. Mark is proud to be part of the CMC community. Throughout his career he enjoyed helping clients and colleagues succeed in their business endeavors.



CERTIFIED MANAGEMENT CONSULTANT  
LIFE MEMBER



## Eric Inthof, FCMC

Eric graduated from the University of Waterloo in 1982, then followed the call of the West to a career as a Management Consultant based in Calgary specializing in Information Technology and the Canadian Oil and Gas industry. After 6 years with Price Waterhouse, he joined Lumina Management Consultants in 1994 where he has had a rewarding career managing and directing IT and Business projects on behalf of clients. Working alongside his partners, Eric has enabled Lumina to continuously improve the processes and systems to benefit the Oil & Gas industry.

Eric's involvement with ICMCA and CMC Canada spans most of his consulting career. He has served as the Alberta representative on the CMC National board, as an ICMCA Director and Registrar, on the National Certification Committee, and on editorial board for Consult Magazine. It was his pleasure to have been a long-time instructor for the legacy CMC certification exam and as Registrar of ICMCA pioneering the first executive stream certifications.

Being part of the community has always been a priority and continues to be a part of his life into retirement. Eric is involved with charities such as Partners In Deed and Opportunity International while encouraging Lumina's community focus through a program called "Beyond Lumina" which enables Lumina's support of its consultants in pursuing community and charitable activities.



CERTIFIED MANAGEMENT CONSULTANT

LIFE MEMBER



## Kate Thrasher, FCMC

Kate is an active member and ICMCA contributor. She earned her CMC in 2009, received the President's Award for Community Service in 2016, and was awarded FCMC in 2016. Kate served on ICMCA's Board from 2013 – 2019. As a director, she led a membership survey and campaign, co-authorized a report on professional organizations, and encouraged millennials to join ICMCA. She is a CMC Assessor, coach, and mentor.

Since 1986, Kate has consulted internationally and across Canada in Ontario, Saskatchewan, Alberta, and B.C. Her mission is to help organizations align vision with strategic priorities. In the process, she creates win-win outcomes, generates ROI, and builds legacy. Career highlights: ● Director, Public Affairs at two leading North American energy companies ● consultant to seven Olympic and Paralympic Organizing Committees ● service provider to the governments of Canada and Alberta, launching 650 small businesses and helping 3,500 professionals find jobs. ● creator of the first entrepreneurial programs in Canada to support single Moms, persons with disabilities and veterans.

Formally recognized as one of Alberta's Top 100 outstanding citizens, Kate believes in the importance of contribution to community and has served as a director on 19 NFP and three FP boards, ranging from the Calgary Stampede, the Military Family Resource Centre, Calgary Parking Authority, Rockyview Hospital, the Petroleum Communications Foundation, and many more. Kate is a founder of the Epcor Centre, the Jubilee Auditoria Foundation, the Olympic Plaza, and the Calgary Winter and First Night Festivals. She has helped raise over \$125M for capital campaigns, \$5M in sponsor dollars and \$3M 'in kind' donations.



CERTIFIED MANAGEMENT CONSULTANTS

ALBERTA



CERTIFIED MANAGEMENT CONSULTANTS

**The Institute of Certified Management Consultants of Alberta (ICMCA)** is the professional body of the Certified Management Consultants in Alberta.

As an Institute we are responsible for upholding the knowledge, competency, and ethical standards of practice for Registrants – both certified and non-certified – plus public and client protection against poor management consulting practices by our registrants.

ICMCA is a non-profit professional corporation under Professional and Occupational Associations Registration Act (POARA) of Alberta. We are regulated by the Province of Alberta under the following legislation:

- [Professional and Occupational Associations Registration Act \(POARA\)](#)
- [Certified Management Consultants Regulation 166/2005](#)
- [Fair Registration Practices Act](#)

[www.cmc-alberta.ca](http://www.cmc-alberta.ca)