

Institute of Certified Management Consultants of Alberta
7, 11330 143 Street NW Edmonton, Alberta T5M 1V5 | P: 587-487-2722

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Edmonton –

The Institute of Certified Management Consultants of Alberta (ICMCA) announced at its Saturday May 29th AGM the recognition of 3 Lifetime Achievement Awards, 5 Distinguished Service Awards, 3 Fellow of Certified Management Consultants (FCMC) distinctions, plus 5 new Certified Management Consultant (CMC) designations.

ICMCA is the professional body for management consultants and specialized consultants in such fields as Board Governance, Technology and Software systems, Environmental management, Strategic Planning, Marketing & Branding management, Operational Quality & Business Process Re-engineering, Risk & Crisis management, Human Resources/Labour management, Data Measurement & Analytics, and more. All members attest to following a stringent Code of Professional Conduct & Ethics and have proven competence in a wide-ranging common body of knowledge and expertise. CMC's represent a higher level of management consulting.

Lifetime Achievement Award 2021 – 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



Upon earning the CMC 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. He has been a mentor and sponsor to numerous CMC candidates over many years, served in Vice and Chair roles in Alberta and Canada. CMC Alberta awarded Mark Brown the FCMC in 2012, and he was presented a Golden Jubilee Award in recognition of extraordinary leadership and service to the Association at the 50th Anniversary celebration of CMC.

Lifetime Achievement Award 2021– 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 and becoming a partner.



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.

Lifetime Achievement Award 2021 – Kate Thrasher, FCMC

Since 1986, Kate Thrasher has consulted internationally and across Canada in Ontario, Sask, 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.



She earned her CMC in 2009, received the President’s Award for Community Service in 2016, and was awarded the FCMC in 2016. Kate served on ICMCA’s Board from 2013 – 2019. She is a CMC Assessor, coach, and mentor. 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.

Distinguished Service Award 2021 – Coralie Banks, FCMC

For over 25 years, Coralie Banks 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 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.



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.

Distinguished Service Award 2021 – 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.

Distinguished Service Award 2021 – 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. 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. 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 Award 2021 – 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 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.

Distinguished Service Award 2021 – 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 over saw Canada's contributions to the creation of ISO 20700 and its introduction into Canada.

Fellow, Certified Management Consultant – 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 to 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.

Fellow, Certified Management Consultant – Patrick Binns, FCMC

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-Alberta Education and Events Committee.

Fellow, Certified Management Consultant – 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.

Recent Certified Management Consultant (CMC) Recipients

ICMCA also recognized 5 consulting professionals that had recently completed their course work, consulting project summaries and examinations to achieve their CMC designation.

- **Joshua Ikubor, CMC– Calgary**

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.



- **Timothy Kozmyk, CMC** – Calgary
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.
- **Jeff Nelson, CMC** – Calgary
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.
- **Wesley Paterson, CMC** – Medicine Hat
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.
- **Mike Riou, CMC** – Edmonton
Mike started his career as a Mechanical Engineer in Edmonton. Shortly after graduation from the UofA, 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.



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