



Catalyst

***Creating future
Leaders***

Through structured leadership and management development, coaching and mentoring specifically for future next generation business leaders.

thecatalystgroup.ca

“Before you are a leader success is all about growing yourself. After you are a leader success is about growing others” - Jack Welch

Areas of Focus:

I. Self

II. People

III. Strategic Planning

IV. Family

Who Should Attend?

- Emerging business leaders with up to five years of experience in a family and or closely held operation.
- Individuals that would benefit from the development of skills to help effectively lead others.
- Key employees with potential to assume a leadership roles and responsibilities in the business in the near future.
- Individuals looking to exit a leadership role in 5-10 years and want to understand their abilities and strengths to ensure an appropriate transition to the next generation.

Leading Edge Development

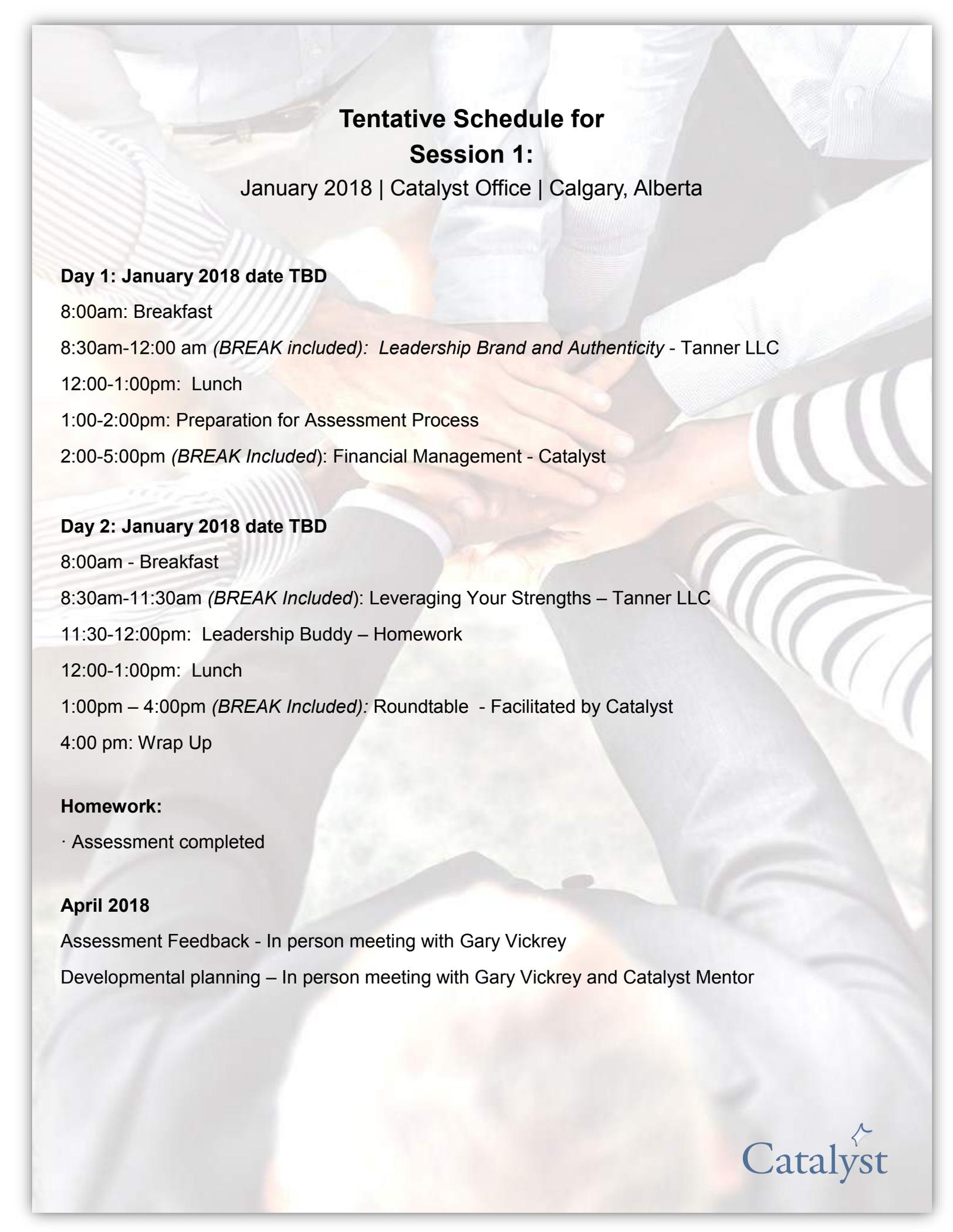
Small group size makes for a comfortable and friendly learning environment for all participants.

Quality program content and instruction from local industry experts with four in-depth sessions all in Calgary. Plus one on one coach and mentor phone calls to check in on your goals and progress in between.

Learning is customized to your needs because we know everyone's situation is different so your own circumstances will be applied to assessments, goal setting and individual learning.

Learn from each other as you work through the program. Receive instant input and feedback from your peer group, coach and mentors and learn from the expert advice and experiences that will be shared during facilitated roundtables.

Ongoing networking and professional development with a peer networking group that will provide you with an ongoing network and resource upon completion of the program.



Tentative Schedule for Session 1:

January 2018 | Catalyst Office | Calgary, Alberta

Day 1: January 2018 date TBD

8:00am: Breakfast

8:30am-12:00 am (*BREAK included*): *Leadership Brand and Authenticity* - Tanner LLC

12:00-1:00pm: Lunch

1:00-2:00pm: Preparation for Assessment Process

2:00-5:00pm (*BREAK Included*): Financial Management - Catalyst

Day 2: January 2018 date TBD

8:00am - Breakfast

8:30am-11:30am (*BREAK Included*): *Leveraging Your Strengths* – Tanner LLC

11:30-12:00pm: Leadership Buddy – Homework

12:00-1:00pm: Lunch

1:00pm – 4:00pm (*BREAK Included*): Roundtable - Facilitated by Catalyst

4:00 pm: Wrap Up

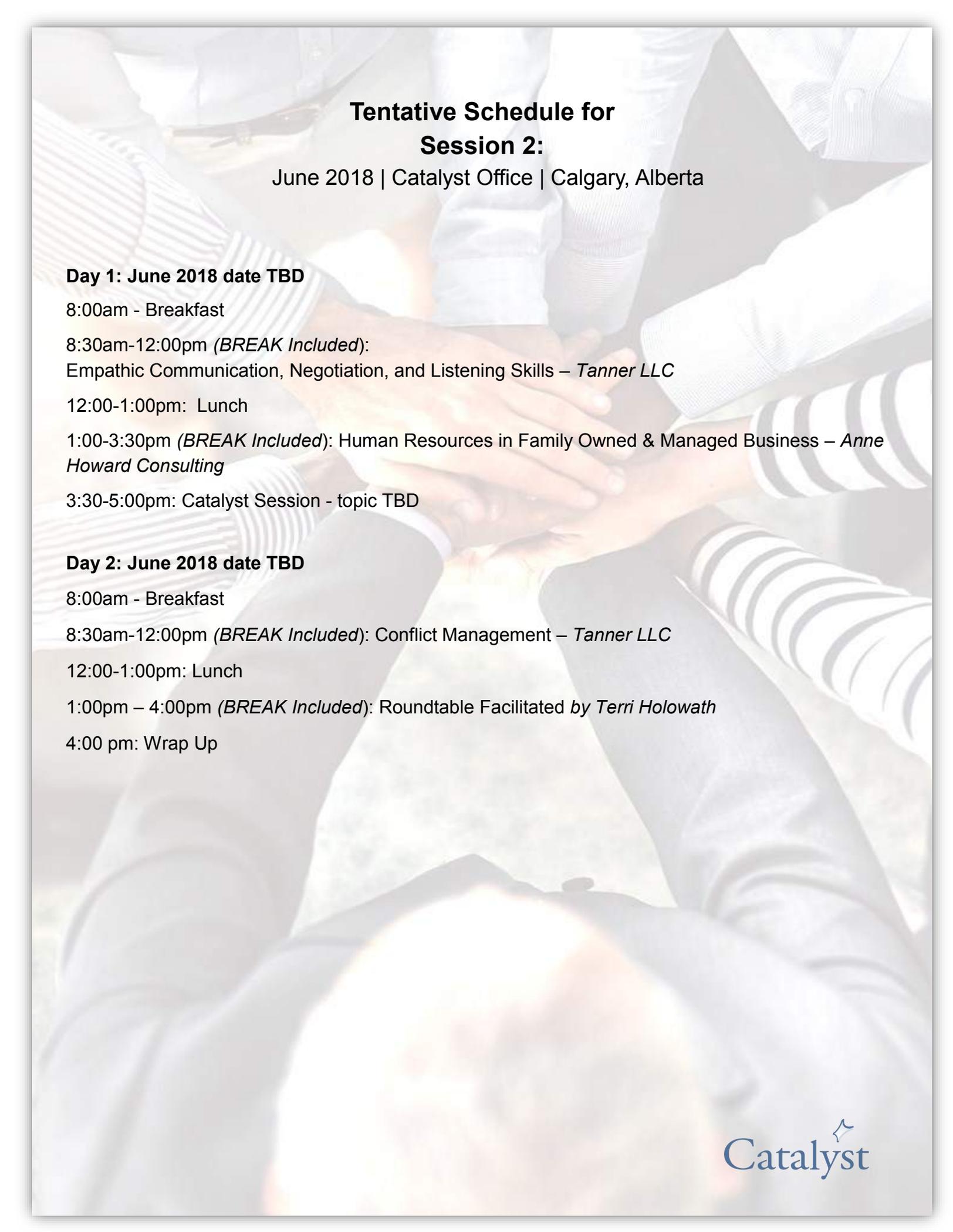
Homework:

- Assessment completed

April 2018

Assessment Feedback - In person meeting with Gary Vickrey

Developmental planning – In person meeting with Gary Vickrey and Catalyst Mentor



Tentative Schedule for Session 2:

June 2018 | Catalyst Office | Calgary, Alberta

Day 1: June 2018 date TBD

8:00am - Breakfast

8:30am-12:00pm (*BREAK Included*):

Empathic Communication, Negotiation, and Listening Skills – *Tanner LLC*

12:00-1:00pm: Lunch

1:00-3:30pm (*BREAK Included*): Human Resources in Family Owned & Managed Business – *Anne Howard Consulting*

3:30-5:00pm: Catalyst Session - topic TBD

Day 2: June 2018 date TBD

8:00am - Breakfast

8:30am-12:00pm (*BREAK Included*): Conflict Management – *Tanner LLC*

12:00-1:00pm: Lunch

1:00pm – 4:00pm (*BREAK Included*): Roundtable Facilitated by *Terri Holowath*

4:00 pm: Wrap Up

Tentative Schedule for Session 3:

January 2019 | Catalyst Office | Calgary Alberta

Day 1: January 2019 date TBD

8:00am - Breakfast

8:30am-12:00pm (*BREAK Included*): Strategic Thinking Part I - *Tanner LLC*

12:00-1:00pm: LUNCH

1:00-5:00pm (*BREAK Included*): Strategic Thinking Part II - *Tanner LLC*

Day 2: January 2018 date TBD

8:00am - Breakfast

8:30am -12:00pm (*BREAK Included*): Strategic Planning: Risk Management, Financial Management, Data Analysis, SWOT – *Catalyst*

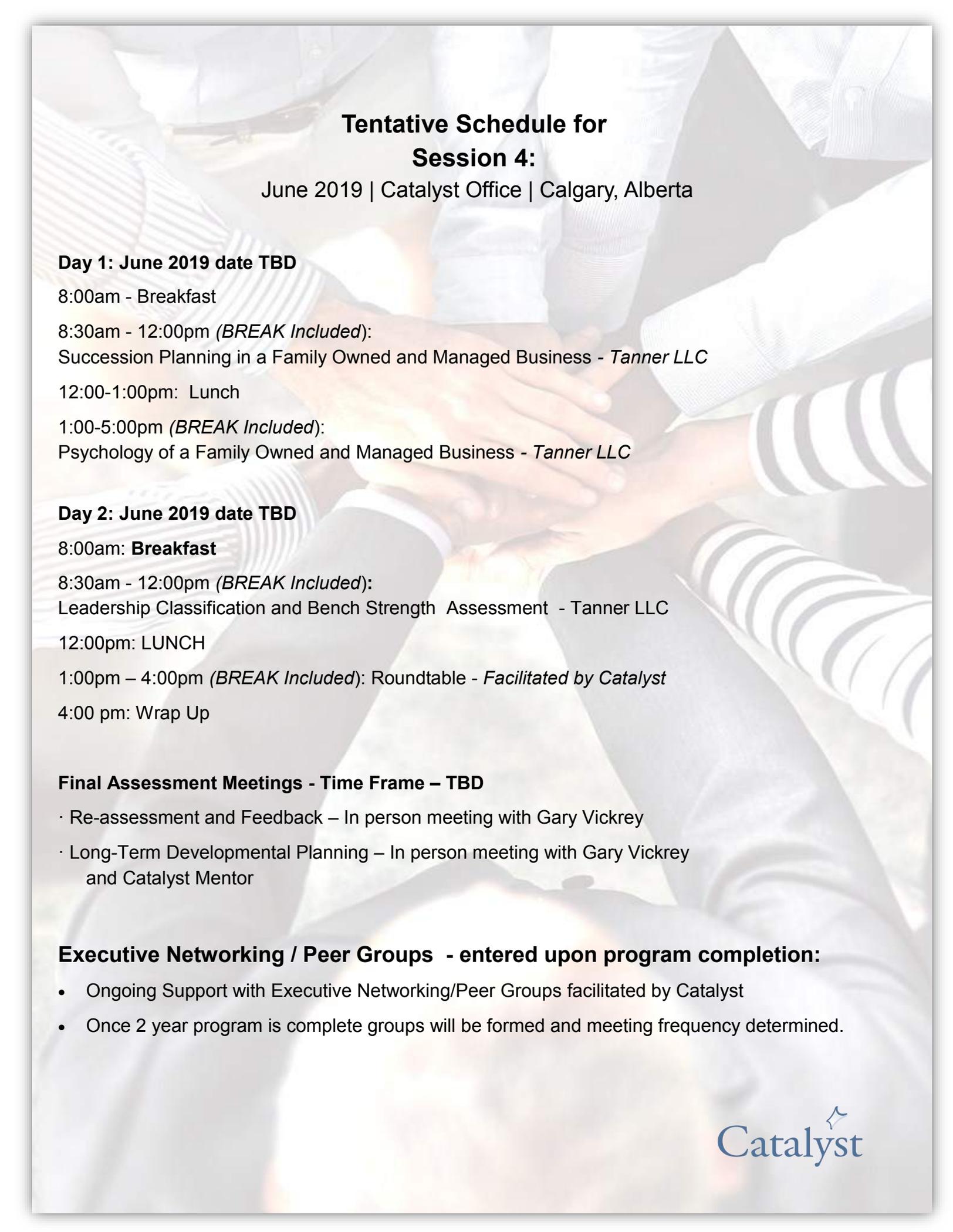
12:00-1:00pm: LUNCH

1:00pm – 4:00pm (*BREAK Included*): Roundtable - Facilitated by Catalyst

4:00 pm: Wrap Up

Progress Check in: October 2019

- Coach Check - Conference Call with Gary Vickrey
- Mentor Check - Conference Call with Catalyst Mentor



Tentative Schedule for Session 4:

June 2019 | Catalyst Office | Calgary, Alberta

Day 1: June 2019 date TBD

8:00am - Breakfast

8:30am - 12:00pm (*BREAK Included*):

Succession Planning in a Family Owned and Managed Business - *Tanner LLC*

12:00-1:00pm: Lunch

1:00-5:00pm (*BREAK Included*):

Psychology of a Family Owned and Managed Business - *Tanner LLC*

Day 2: June 2019 date TBD

8:00am: **Breakfast**

8:30am - 12:00pm (*BREAK Included*):

Leadership Classification and Bench Strength Assessment - *Tanner LLC*

12:00pm: LUNCH

1:00pm – 4:00pm (*BREAK Included*): Roundtable - *Facilitated by Catalyst*

4:00 pm: Wrap Up

Final Assessment Meetings - Time Frame – TBD

- Re-assessment and Feedback – In person meeting with Gary Vickrey
- Long-Term Developmental Planning – In person meeting with Gary Vickrey and Catalyst Mentor

Executive Networking / Peer Groups - entered upon program completion:

- Ongoing Support with Executive Networking/Peer Groups facilitated by Catalyst
- Once 2 year program is complete groups will be formed and meeting frequency determined.

An instructional team of industry experts

Our coaches and mentors are well known experts in owner managed, private and in business. Their combined theoretical and practical knowledge will create a unique learning environment for all Participants.



Terri Holowath, CPA, CA
CEO and Managing Partner
Catalyst—Assurance & Accounting

As CEO and Managing Partner Terri leads Catalyst in their “Smart Growth” strategy, which has included firm acquisitions, business development initiatives, expansion of client services and mentoring young professionals. Terri also works within our Assurance & Accounting services group assisting clients with their own planning, growth and succession issues. With over 26 years’ experience in agriculture she is a well-known industry expert. Her specialized experience has resulted in various speaking and consulting engagements to industry groups. This teaching and mentoring role in the Catalyst leadership program will be is her latest involvement sharing her expertise and influencing positive change for private businesses. For more information visit:

www.thecatalystgroup.ca



Cam Crawford, FCPA, FCA, CMC, CBV,
Chairman and Partner
Catalyst—Corporate Advisory

Cam is the Catalyst Chairman and Partner with their Corporate Advisory services group. He has 36 years’ experience working in the private businesses in mergers and acquisitions, business valuations, leading business growth strategies and designing and implementing family business succession plans for business owners and their teams. He has extensive experience dealing with the sensitivities of family situations and the complexities of closely held private businesses. His teaching and mentoring role in the Catalyst leadership program will be another great way to provide his guidance and expertise to program participants. For more information visit:

www.thecatalystgroup.ca



Gary Vickrey
Leadership Solutions Partner
Tanner LLC

Gary specializes in the selection and development of senior leaders throughout the world. His most recent area of specialty is in constructing and implementing Leadership Development Academies for many leading organizations, family owned or closely held and other private business operations. His specialties include executive coaching and development, conflict management, rewards and recognition and leadership classification. He received his B.Sc. in Psychology and his M.S. in Industrial/Organizational Psychology from the University of Idaho. For more information visit:

www.tannerco.com



Anne Howard, B.A., MBA, CHRP, CMC
Anne Howard Consulting Inc.

Anne Howard is an independent Human Resources consultant that has been working with clients in a variety of industries, including Agriculture, for over 20 years. She brings a combination of knowledge, experience and common sense to her client’s HR needs and believes that business success is dependent on continuous development of people and organizations. She knows that every family or closely held business operation is different and she creates customized solutions respectful and supportive of this.

For more information visit: www.annehoward.com

Registration:

Interested in holding a spot for our next session?

Please e-mail the following information to:

carmens@thecatalystgroup.ca

Name: _____

Role: _____

Company Name: _____

Industry: _____

Location: _____

Phone/Cell: _____

E-mail: _____

There is no obligation at this time, we will send you more information and ask you to confirm your spot in November 2017.

Program Fee:

Session 1: \$2,500

Session 2: \$2,500

Session 3: \$2,500

Session 4: \$2,500

Total : \$10,000 (tax included)

Payment arrangements are made directly with Catalyst following prior to sessions starting.

Breakfast, lunch, beverages are included in the program fee.

Location:

Catalyst Office

#250 200 Quarry Park Blvd SE Calgary AB T2C 5E3

Travel and Accommodation:

For participants wishing to stay nearby, accommodations reservations can be made directly with a hotel. There are lots in the area—here are a few of the closest:

Deerfoot Inn & Casino

Phone: (403) 236-7529

Website: www.deerfootinn.com

Courtyard Calgary South

Phone: (587)-349-7599

Website: www.marriott.com/YYCCS

Sandman Hotel & Suites Calgary South

Phone: (403) 252-7263

Website: www.sandmanhotels.com

For further inquiries or information please contact:

Carmen Sewell

carmens@thecatalystgroup.ca

403.767.1515

Catalyst