

SOME OF OUR CLIENTS

- ⇒ Alberta Advanced Education and Technology
- ⇒ Alberta Culture and Community Spirit
- ⇒ Alberta Municipal Affairs
- ⇒ Alberta Solicitor General and Public Security
- ⇒ Alberta Tourism, Parks and Recreation
- ⇒ Association of Manitoba Municipalities
- ⇒ Beaver County, Alberta
- ⇒ British Columbia Ministry of Environment
- ⇒ City of Fort Saskatchewan, Alberta
- ⇒ County of Grande Prairie, Alberta
- ⇒ County of Vermilion River, Alberta
- ⇒ Elected Officials Education Program, Alberta
- ⇒ Energy Resources Conservation Board
- ⇒ Environment Canada
- ⇒ Flagstaff County, Alberta
- ⇒ Mackenzie County, Alberta
- ⇒ Municipal District of Peace
- ⇒ Northern Sunrise County, Alberta
- ⇒ Royal Canadian Mounted Police
- ⇒ SAIT Polytechnic
- ⇒ Service Alberta
- ⇒ Society of Local Government Managers
- ⇒ Town of Canmore, Alberta
- ⇒ Town of Peace River, Alberta
- ⇒ Town of Sylvan Lake, Alberta
- ⇒ Travel Alberta
- ⇒ University of Alberta
- ⇒ Village of Nampa

Our Municipal Team members have walked in your shoes, both from the administrative and political sides of local government, and together offer decades of proven leadership to help you with innovative and effective solutions to the issues at the core of local government activity today.

What one Client says about our service:

"If any municipality, company or organization has need of someone who can assist them with strategic planning, organizational development, business analysis, project management, executive coaching and/or leadership development, I would highly recommend Beacon for Change Inc."

Jim Sheasgreen

Mayor
City of Fort Saskatchewan

From our Head Office in downtown Edmonton and now with offices in Calgary and Victoria, we're close at hand to meet your needs.

Contact us today!



BEACON FOR CHANGE INC.

Suite 1150 Manulife Place
10180 - 101 Street NW
Edmonton, Alberta T5J 3S4
Tel: 780.643.3000

BEACON FOR CHANGE

Lighting your path to success

MUNICIPAL CONSULTING SERVICES



Experience ... Adaptability ... Results

Visit us on the web!

www.beaconforchange.com

EFFECTIVE LOCAL GOVERNMENT MANAGEMENT

Local governments are among the most complex and significant organizations in today's society. They provide the political and administrative framework for determining what kind of a community its citizens will live in and the community's sustainability in the long term.

We can assist your municipality in maximizing its organizational effectiveness through our team of knowledgeable and highly experienced practitioners. Our areas of expertise include:

- ⇒ Strategic Planning
- ⇒ Facilitation
- ⇒ Council/Administration Relations
- ⇒ Organizational Alignment Reviews
- ⇒ Service Level Reviews
- ⇒ Leadership Training
- ⇒ Strategic Human Resource Management
- ⇒ Employee Relations/Labour Relations
- ⇒ Occupational Health & Safety
- ⇒ Executive Coaching
- ⇒ Interim Management
- ⇒ Executive Recruiting

Bill Sutherland



Bill is a proven executive leader with over 35 years of experience. In addition to serving as the Chief Administrative Officer (CAO) for the Specialized Municipality of Strathcona County, Alberta for 10 years, he has held numerous senior positions in the Canadian Forces at home and abroad including Base Commander and Chief of Staff for Western Canada. Bill led Strathcona County through a decade of change, challenge and growth and has earned the respect of staff and peers in the municipal and provincial government. He was instrumental in creating an empowered and innovative corporate culture, introducing and applying a comprehensive strategic planning regime to municipal governance, establishing a corporate applied leadership development program, establishing a sustainable community development ethic and the policy, planning and organizational framework to accomplish it. He has worked extensively with community and special interest groups to develop integrated community sustainability plans. In 2005, Bill was awarded the Institute of Public Administration of Canada's Lieutenant Governor's gold medal for Excellence in Public Administration.

Phyllis Kobasiuk



Phyllis, a graduate of NAIT and Senior Consultant, is a proven leader with over 20 years of experience on boards, councils and committees for municipal and provincial governments. She served as a Councillor for Parkland County, Alberta for 15 years, Reeve and then, as the first publicly elected Mayor for that County for 3 years. She also served as Trustee and Chair of the Parkland County Board of Education for 9 years and as a Director for over 10 years on the Jubilee Insurance Agency/ Insurance Exchange of the Alberta Association of Municipal Districts & Counties. She also served on the Standing Committee and Task Forces of the Na-

tional Board of Directors of the Federation of Canadian Municipalities, established to address rural sustainability issues and Internet initiatives. She accepted an invitation from the Past Chair of the University of Alberta Senate to serve as a Director on the Community and Government Relations Sub-Committee. Phyllis played a significant role in the Capital Region as Chair of the 23 member municipalities of the Alberta Capital Region Alliance and was also voted as Chair of the Shared Governance Committee of the Alberta Water Council. Phyllis is a recipient of the Premier's Award of Excellence and the Parkland County Community Service Award of Excellence.

Bill Stephenson



Bill is a seasoned human resource professional and change management specialist with over 30 years of business, leadership and consulting experience. He holds an MBA Degree with specialization in human resources and change management. He has served as a lecturer at St. Lawrence College and is also teaching human resource management and labour relations at Grant MacEwan College as well as Government Studies courses at the University of Alberta, Faculty of Extension. Bill's HR expertise includes policy development, recruitment and selection, occupational health & safety, performance assessment, accident prevention planning, industrial relations, and grievance and arbitration oversight. Bill has had direct HR operational responsibility for over 250 staff and has coached executive management on personal and organizational improvement. As a Management Consultant, Bill has served a wide range of public and private sector clients by conducting business process reengineering and operational reviews. He has also served as a leader in facilities management and as a Senior Network Manager for a major telecommunications company. Clients and students have praised Bill for his enthusiastic approach and for sharing his wealth of expertise.