



## *Douglas B. Irwin*

*Over 35 years of effective leadership, management, staff and organizational development in an urban/rural municipality ...*

**D**oug experience includes corporate governance reviews, strategic operations and management reviews, as well as serving as an Acting CAO. Doug has a proven ability to develop effective working relationships with Councils, staff, regional municipalities and private sector providers.

Doug's formal training includes graduating from the Banff Centre Management Program, the University of Alberta Public Administration Program and the University of Calgary Executive Development Program. He has won awards for professional excellence and received numerous recognitions.

Doug has held numerous management positions that include City of Grande Prairie Parks & Recreation Department, Strathcona County Recreation, Parks & Culture, Strathcona County Human Resources, as well as Executive Officer leading the Operations Division.

Doug is a Certified Local Government Manager and honorary life member of the Alberta Recreation & Parks Association. Doug served seven years on the Executive of the University of Alberta Alumni Association, as a member of the University of Alberta Senate and the Board of Governors. As a leadership and organizational development consultant, he teaches an Applied Leadership Development Program to municipal staff and RCMP detachment commanders and delivers Leadership presentations at Conferences, Workshops and Seminars.

### ROLES HELD:

- Associate Commissioner
- HR Manager
- Recreation & Parks Manager
- U of A Board of Governors
- U of A Senate

### KEY STRENGTHS:

- Leadership Trainer
- Action Oriented
- Municipal Expertise
- Political Acumen
- Business Acumen
- Diverse Experience

**You can expect to experience each of the following when you involve Beacon for Change:**

- **Advice you can count on**  
We only engage highly qualified consultants for the job. Our approach is honesty first, even when it's a hard message to deliver.
- **Results you can bank on**  
By ensuring that the right people, processes, and tools are in place, you are assured of a higher return on your investment.
- **A friend you can lean on**  
We are committed to your success, regardless of the challenges you may face in defining and achieving your goals.



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