

## OUR SERVICES

Small and medium businesses are the backbone of Canada's economy. Often family owned and/or founder-led, today's smaller private companies face an unrelenting barrage of complex business challenges and opportunities. Based on decades of building and running successful businesses, the Small and Medium Business Team at Beacon for Change offers practical advice and assistance with today's real-world challenges. Our extensive hands-on experience tempers our academic and professional credentials. As business generalists, we are ideally suited to working directly with owners and senior leaders, on a program, project, or mandate basis.

### Our areas of expertise include:

- ⇒ Strategic Planning
- ⇒ Facilitation
- ⇒ Organization Development
- ⇒ Strategic Human Resource Management
- ⇒ Executive Coaching
- ⇒ Interim Management

### Typical areas of application include:

- ⇒ Mergers and Acquisitions
- ⇒ Joint Ventures
- ⇒ Part-Time and Interim Management
- ⇒ Special Initiatives/Projects
- ⇒ Divestures

### What Clients say about our services:

*"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

*"Don's business experience and style of coaching has put confidence in the strategic decisions I make for Quercus."*

**Andrew Bryson, Founder**  
Quercus Solutions Inc.

---

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!**

---



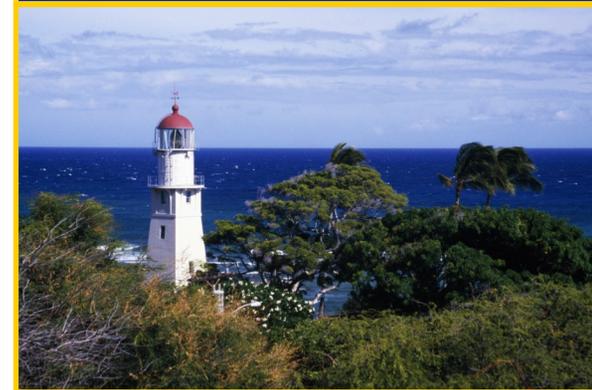
### BEACON FOR CHANGE INC.

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

## BEACON FOR CHANGE

Lighting your path to success

### SMALL & MEDIUM BUSINESS CONSULTING SERVICES



**Experience ... Adaptability ... Results**

**Visit us on the web!**

**[www.beaconforchange.com](http://www.beaconforchange.com)**

## THE SMALL & MEDIUM BUSINESS TEAM

Our Small and Medium Business Team members all have significant experience as owners and leaders of private companies, backed up with superior academic and professional credentials. We know when and how to act directly and when to engage our broad network of specialist partners. We can support or even join your leadership team to deal with tough issues and distractions, allowing you to focus on your core business.

### Doug Walker, MBA



Doug is the small and medium business practice leader and a seasoned business generalist. He is an accomplished senior executive with well-developed governance, strategic leadership, and operations management skills, based on over 30 years of academic, business, and consulting experience. He is an inspirational leader respected for his vision and ability to motivate individuals and teams. Doug is a skilled negotiator and implementer of mergers, acquisitions, joint ventures, and divestures. He assists clients with corporate development strategies to strengthen operational performance, drive profitable growth, and improve resilience to market shocks.

### Bill Stephenson, BSc, MBA



Bill is a seasoned human resource professional and change management specialist with over 30 years of progressive business, leadership and consulting experience in both the private and public sectors. Bill has significant experience with consulting, coaching, mentoring and facilitation in HR management, labour relations and organizational change management. Bill has had direct HR operational responsibility for over 250 staff and has coached executive management on personal and organizational improvement. Bill offers special expertise in the areas of change management, human resources and industrial relations. His management, leadership, and consulting skills help him to provide practical and effective advice that can achieve lasting results for his clients.

### Dune Nguyen, MBA, ISP, PMP, CMC



Dune is Founder and President of Beacon for Change Inc. His more than 20 years of experience with information technology and business leadership, along with his academic and professional credentials, give him a unique combination of experience and insights that helps his clients improve their performance. Working with clients across North America, Dune has consistently demonstrated his leadership and business acumen with a wide range of public and private sector clients. Over 15 years of expertise in

project management, change management, and strategic planning has consistently earned repeat business from his clients. Dune can perform at a senior level in both business and technical arenas, so he is often engaged to help align these elements to gain performance improvements. He has significant expertise in business process management (BPM) and COTS software implementation.