

Delivering Results

The Right Door Consulting & Solutions Inc. specializes in the representation of senior professional consultants. These consultants understand the machinery of government; their knowledge and experience will assist departments today with current challenges, opportunities and delivering results.

The federal government is working towards finding efficiencies in business processes and enabling new technologies to ensure that cost effective and quality programs are delivered to citizens. If you have a critical project or need an interim management solution, why not benefit from the expertise they have to offer?

The Right Door Consulting & Solutions Inc. has various procurement vehicles; including ProServices, Temporary Help Services Supply Arrangement (THS SA), Task-Based Informatics Professional Services (TBIPS) and Task and Solutions Professional Services (TSPS).

Introducing:

Jamie Tibbetts

Jamie has over 34 years of federal public service experience, including 11 years in key positions as Chief Financial Officer at Health Canada and the Canada School of Public Service where he was also Chief Information Officer. His 25 years of expertise in First Nations' matters, both with Health Canada and Indigenous and Northern Affairs Canada, evolved from his many roles throughout his career in both the financial and program areas. He has significant experience in bringing forth innovation and led the first successful large scale implementation of Procure-to-Pay in the Government of Canada (Health Canada). He has extensive experience in leading strategic initiatives and change management in the federal context including: Financial Management, Organizational Leadership, Integrated Planning and Performance, and Program Design and Delivery.

Jamie's 25 years of expertise in First Nations' matters, both with Health Canada and Indigenous and Northern Affairs Canada, evolved from his many roles throughout his career in both the financial and program areas.

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THE RIGHT DOOR

Consulting & Solutions Inc.

Right resources. Reliable results.

Judy Cosby

Judy is a bilingual CPA-CMA and MBA with 35 years of experience in the public service, having held several senior management key positions including Comptroller and Deputy Chief Financial Officer at Public Safety, Director General of Administration and Director General of Strategic Planning and Program Support, both at CRA. She has extensive experience in Finance including expenditure management and budgeting, financial accounting and reporting, grants and contributions, financial systems (SAP), and procurement and contracting. Judy also has experience in managing large-scale operations including national mail delivery, managing national records operations and telephony systems. She has led major re-engineering projects that have saved the government more than \$10 M. Her skill-set includes strategic and organizational planning, leadership, program and project management and performance management, complemented with excellent interpersonal and communications skills.

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Su Dazé

Su is a bilingual CPA-CMA with over 37 years of federal public service experience. She has served as ADM, Corporate Services and CFO as well as worn the DCFO, CIO, DSO and Information Officer hats. She has extensive experience in strategic planning; risk management; performance measurement; resource allocation and expenditure management functions including budgeting, cash management and accounting (appropriated and revenue dependent operations); grant and contribution program integrity; and general administrative services. Su has successfully launched risk management exercises; updated departmental Management Resources and Results Structures; performed a financial management policy suite review; developed strategic action plans to improve Management Accountability Framework results and enhanced reporting (Report on Plans and Priorities and Departmental Performance Report). Su is well versed in investment planning, project management and providing advice to Ministers and Deputy Ministers. Her excellent planning, organizational, interpersonal and communications abilities complement her experience.

Su has served as ADM, Corporate Services and CFO as well as worn the DCFO, CIO, DSO and Information Officer hats.

Pamela d'Eon

Pamela has over 35 years of experience in the federal government, both at the regional and headquarters levels with over half of her career in leadership positions. A background in Finance and Management along with an Masters in Business Administration, she has extensive experience in strategic advisory capacities at the most senior levels, financial / budget planning and management of large national programs including transfer payments, risk and change management, costing and cost recovery initiatives, as well as extensive engagement with Central Agencies.

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Kim Fournier

Kim has over 30 years experience in the federal government and industry. She has held executive positions within key sectors of TBS and brings expertise in developing operational plans and financial forecasts, preparing TB submissions, developing guidance materials, developing service standards and performance management, and managing transfer payment programs. She has extensive experience in managing horizontal initiatives such as: implementing federal expenditure reduction programs, and leading TBS's role to coordinate and enable government-wide reforms of the administration of grants and contributions. In the private sector, Kim has led several business development projects to bring new technology services to market and provided strategic advice to corporate leaders on investment decisions and strategic alliances.

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In addition to her background in Finance and Accounting, Kim has a Masters in Business Administration specializing in Marketing and a Bachelors degree in Education. She is skilled in developing and facilitating information-gathering and/or training workshops designed to meet specific objectives. Recent assignments with TBS and PSPC have drawn upon her combined expertise to design workshops to elaborate current operating models, roles, and business processes and to identify issues/challenges and discuss strategies for operational efficiencies and performance improvements.

Edward J. Lane

A seasoned senior executive, Ed has a proven talent for providing leadership and direction on a wide variety of subjects to diverse groups. With over 45 years of significant experience in all aspects of several executive level positions in government and a variety of industries, Ed brings capability to addressing many C-Level challenges. Key strengths include strategic and corporate business planning, designing and implementing infrastructure and coaching and mentoring. Experience in public and private sector, unionized and non-unionized, regulated and non-regulated, large, medium and fast growing businesses, Ed is known for quickly identifying and developing innovative and cost-effective solutions to business challenges and opportunities. Since 2008, Ed has been providing consulting services to the DG, ADM and VP level for a variety of government departments including DND, CBSA, Justice Canada, Bank of Canada, Environment Canada, Canadian Nuclear Safety Commission and other key departments.

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Karen LeBlanc

With a Masters of Business and Administration (MBA) specializing in International Management, and 30 years' working for federal government crown corporations, agencies and departments, Karen is a strategic and confident project leader and writer, with a strong commitment towards integrity, results and sound management of public funds.

Karen is a critical thinker and strategic writer, having worked on numerous corporate documents, business cases and submissions in order to obtain project and government approvals. She has led numerous initiatives to modernize business functions and implement process improvements in diverse areas including strategic and business planning, enterprise risk management, performance measurement, and governance. She has a proven track record of meeting increasing workloads and responding to constraints through creative solutions, and at delivering effectively and efficiently on projects and objectives, and achieving cost savings and efficiencies.

Karen is a critical thinker and strategic writer, having worked on numerous corporate documents, business cases and submissions in order to obtain project and government approvals.

Bruce Manion

Bruce is a fully bilingual FCPA, FCMA with over 30 years of experience in audit and all aspects of financial management at the federal level, 8 of which were at the ADM level. He has been a CFO in two major federal departments and has also provided policy leadership and managed significant inter-departmental files on key topics like Official Languages. His career has spanned a large number of federal organizations of all sizes and covered regulatory, supervisory, scientific, cultural and operational departments. Over the past 20 years, he was very active in most significant reforms in financial management, accountability, resource management, systems, performance measurement and reporting at the federal level. He has managed significant change initiatives and resource review exercises as well as developing innovative practices in the areas of grants and contribution and administrative systems. He has worked with numerous foreign governments on management reform initiatives. He is an excellent communicator, a highly skilled facilitator and has an excellent track record working with management teams at all levels. His breadth and depth of experience in all aspects of public management allow him to bring big-picture thinking, acute organizational awareness and strong and practical problem solving skills to most organizational issues or contexts.

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Dena Palamedes

Dena is a bilingual CPA, CMA, who also holds CIA, CCSA, CFE and CRMA certifications. She recently retired from the position of Chief Audit Executive and Director General, Internal Audit and Program Evaluation for the Canada Border Services Agency (CBSA), in Ottawa. Dena is a passionate problem solver, with expertise in audit, evaluation, human resources, risk, control and transformation. Her experiences are varied and include: managing the structural transformation in Civil Aviation at Transport Canada; leading a team of auditors who reported to Parliament on federal hiring practices; recruitment and development of the government Internal Audit community; and providing authoritative internal audit professional guidance to federal departments. Other experiences included internal audit, financial, performance management and risk roles in Canada Customs and Revenue Agency, Employment and Immigration, and in National Defence. An acknowledged leader in the profession of internal audit, Dena is an Institute of Internal Auditors (IIA) Canada Board member and an accredited IIA Facilitator who delivers training in Canada and internationally.

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Patrice Prud'homme

Patrice is a retired police officer from the Royal Canadian Mounted Police having served the RCMP for 29 years. His expertise is in criminal investigations and financial crimes. He joined the Federal Public Service in 2014 and spent the last eight years as the Chief Audit and Evaluation Executive at Statistics Canada. During his career with the Federal Public Service he led the implementation of two Departmental Audit Committees. He has vast experience in auditing, evaluations, performance measurement, risk management and administrative investigations.

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Tom Scrimger

Tom served over 33 years in both departments and central agencies. He has held the key corporate positions of Chief Audit Executive and Chief Financial Officer as well as providing senior executive leadership for federal sports, Official Languages, youth, museum and Aboriginal language programs. Tom also has extensive experience in financial and program management, policy development, strategic planning and governance, mentoring, talent and change management.

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Peter Strum

Peter is a professional management consultant with over 45 years' experience of providing advice to senior management. During his career as a Partner in an international management consulting firm and then as an independent advisor, he has assisted executives in all three levels of Canadian governments, and to governments in the Middle East and Asia. Peter specializes in financial management, service delivery and "back office" efficiency improvement. Evidence of his work is recognized in the leadership of many of the government-wide departmental reviews; the privatization of almost every airport in Canada; the start-up of the Canadian Blood Services, of CATSA, and of Shared Services Canada; and the amalgamation plans to form the City of Ottawa in 2000. He has been retained to conduct sensitive reviews for Public Services and Procurement Canada, Treasury Board Secretariat, the Canada Commercial Corporation, and has been retained by Justice Canada as an expert witness.

Peter specializes in financial management, service delivery and "back office" efficiency improvement.

Peter is past Board Chair of the Queensway Carleton Hospital, of The Perley and Rideau Veterans' Health Centre and of a provincial accounting association; he currently is an appointed member of a Departmental Audit Committee.

Omer Boudreau

Omer Boudreau, a seasoned, bilingual leader has built a successful practice that includes management consulting projects, course facilitation and executive mentoring. Recent projects include a review of corporate priorities and budget allocation exercise for a federal department, where he led a collaborative effort to align resources to current priorities. He currently serves as a facilitator for an executive leadership development program for high potential managers, and mentors a group of individual executives in their career progression process.

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Omer served the government of Canada for over 30 years, including ten years at the Assistant Deputy Minister level. He served as VP, Corporate Management at the Public Service Commission of Canada, VP, Human Resources at the Canadian Food Inspection Agency and DG, Therapeutic Products at Health Canada. Omer has developed a passion for integrated corporate management, strategic recruitment, innovation in staffing and talent management in public service organisations. Having led corporate functions and operational programs, in both regional settings and in the National Capital, Omer has a broad understanding of public administration.

John Weerdenburg

John Weerdenburg CPA, CA has 40 years of financial experience including 19 years as the CFO of the Ottawa Airport Authority. He led the financial and administrative aspects of the acquisition of the Ottawa airport from Transport Canada in 1997 and the airport's commercialization. His experience in infrastructure planning and financing is significant. He played a major role in planning and overseeing the construction of a new \$300 million terminal building

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complex for Ottawa airport that opened in 2003 and subsequent additions to that infrastructure. His treasury and capital markets experience includes leading three bond financings totaling \$870M to finance and refinance that infrastructure.

He is well known for financial advocacy and providing leadership in areas of risk management and insurance, accounting and reporting, governance, legislative and regulatory changes, and general financial management. Strategic and on-going tactical financial advice, and providing financial insights into long term infrastructure programs are his key strengths.

Gord White

Gord has over 38 years of experience including key ADM level positions at CFIA, DFAIT and CNSC. He has the ability to assess both financial (SAP) and operational activities in the context of strategic and comprehensive reviews, as well as H.R. and Change Management initiatives, developing resource management and re-allocation strategies for pragmatic implementation.

Gord has over 38 years of experience including key ADM level positions at CFIA, DFAIT and CNSC.

Gord has provided senior level advisory and coaching services to PHAC, Health Canada, CNSC, Shared Services Canada and Transport Canada and has considerable experience negotiating and resolving issues with Central Agencies and has been engaged directly by TBS to provide 3rd party advisory services to departments.

Greg Wright

Greg provides a wide range of senior management consulting services based on a diverse public sector background of over 26 years, six major federal departments, plus ten years of consulting for several organizations. His unusually broad executive career focused on business transformation, public safety, information management, information technology, interoperability, strategic planning, corporate reporting (e.g.; MCs, TB submissions, RPPs, DPRs), corporate management (informatics, finance, human resources, organizational design, administrative services), grants and contributions programs, portfolio coordination and project leadership. Greg is considered a master at crafting senior-level products: policies, plans, analyses, presentations, briefing notes, strategies, and submissions of all forms. He has consistently been applauded for his analytical and communication skills, blended with a well-founded reputation for high quality work, speed in delivery, reliability, and an overall breadth and depth of experience.

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If you are interested in learning more about our services and expertise, contact Heather Buchan at hbuchan@therightdoor.ca.



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Consulting & Solutions Inc.

Right resources. Reliable results.

100 Gloucester Street, Suite 308, Ottawa, ON K2P 0A4 T 613.627.2158
M 613.447.5505 hbuchan@therightdoor.ca www.therightdoor.ca