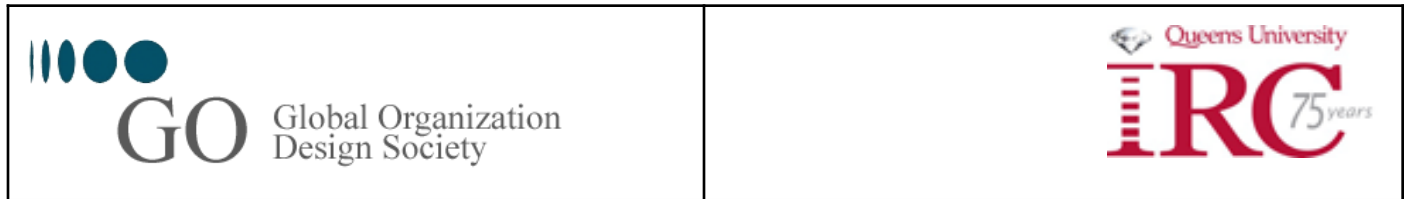


CALGARY - EXECUTIVE WORKSHOP - WEB PAGE



Global Organization Design: Getting it Done! -- Organizing for Results!

An executive briefing including access to on-line resources

Calgary Marriott Downtown Hotel
Kensington Ballroom
Thursday November 15, 2012
8:30 a.m. – 5:00 p.m.

[Click here for associated professional development program](#)

What's special about this program?

Features

Who Should Attend

The Learner's experience

Staff

Accommodation

Price

Registration or how to indicate your interest.

Featuring the hands on experience of four Western Canadian companies, this workshop is intended for general and functional managers at vice-president, president, executive vice-president, and CEO and for the senior staff and consultants who support them in their roles. Presentations by executive teams from each of the companies, and round table discussions, will facilitate exchange of know-how in the implementation of requisite organization principles.

The Executive Workshop is presented by the Global Organization Design Society and Queen's University Industrial Relations Centre.

Cameco: Building Operational Accountability: Supporting its global strategy, this program of organization design and development ensures performance in uranium exploration, mining and refining for this leading company on the forefront of a worldwide rebirth in nuclear energy.

Capital Power Corporation: "Demerger": The creation of a new company.

EPCOR made a strategic decision to create a separate company, Capital Power Corporation, for its power generation business. This included a comprehensive organization design and implementation process. This presentation provides a fascinating look at the creation of a separate company.

Graham Group: Using Levels Strategically. Design of project management structures to handle complexity in P3, infrastructure, industrial, heavy civil, and commercial construction projects. Talent Management also aligns managerial capability with managerial challenge.

Suncor Oil Sands In Situ: Creating a New Business Unit. Context, challenge, design of roles and managerial accountability structure, horizontal linkages with other operating and support groups.

Extra features:

The workshop fee includes individual year-long access to the GO Society's Learning Management System that includes books, articles, videos, e-learning modules, an on-line forum--all supporting learning and application of requisite organization concepts. You may purchase additional subscriptions to the Society's LMS for your company employees.

For a more complete face-to-face learning experience you may choose to attend or send your staff a two-day pre-conference workshop November 13th and 14th for an additional fee. (See below) This in-depth training would be of most interest to general managers with operational accountabilities, their key staff, and senior HR managers. The program would also be useful to senior management consultants and those specializing in HR systems and organization development.

What's special about this offering?

- A year's access to the Society's Learning Management System (LMS) and subscription-only learning resources.
 - Guided reading and viewing
 - E-learning modules on basic organization design concepts
 - On-line learning forum with Senior Fellows

Features:

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Who should attend:

- CEOs who want an effective short course in designing and managing their growing organizations. These methods have been highly valued by VISTAGE, TEC groups and other CEO learning groups.

- General managers with accountability for implementing strategy.
- VPsHR who need to build strategic capability in their HR function and then to build capability throughout the organization. This workshop will help them improve the design and staffing of their own function and to manage the careers of high mode HR professionals.
- Hi - potentials will gain in-depth understanding of complex organization dynamics and how to succeed in special project assignments and to better manage their rapidly developing careers.
- Senior management consultants who want a powerful short course in organization design and management and to align themselves with a global network of senior organization design practitioners to collaborate on major projects.
- Academics in organizational studies who wish to include these concepts in their teaching, research and consulting.

Others who will attend the Executive Workshop because their registration for other conference events includes participation in this workshop as well.

- *Senior managers, consultants and academics from around the world who have registered for the Global Organization Design Professional Development Program...as the Executive Workshop is a required part of the professional development program.*
- *The GO Society Board, Fellows, and Senior Fellows of the Society who registered for the Invitational Best Practices workshop.*
- *Senior associates of Queens IRC who registered for the invitational professional development program.*

The Learner's Experience

Preparation for the event.

- **Register for the Conference** and make your accommodation arrangements if required.
(You may also wish to register yourself or one or more of your staff with accountability for implementing your strategy... on November 13th and 14th at a special bundled price)
- **You may wish to take advantage of the on-line learning resources that are included in your registration.**
 - **Complete the organization design e-learning modules on basic requisite organization concepts.**
 - Structure
 - Accountability
 - Staffing
 - Managerial leadership practices
 - Cross-functional relationships
 - **Study the recommended articles and videos**
 - **Participate in the on-line Forum for sharing questions / insights and discussion.**
 - **Complete an on-line survey about your work context, issues, questions, and personal learning objectives.**

Calgary events - Professional Development Program residential workshop - November 13th and 14th. - Recommended

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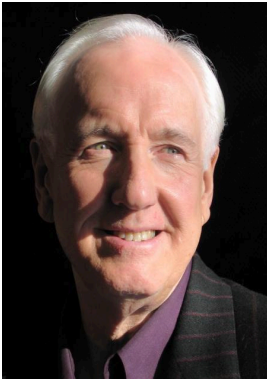
Calgary events - Executive Conference (one day)

- Attend the GO Executive Workshop November 15th with Senior Fellows to hear senior executives describe their use of Global Organization Design concepts and discussion of implementation issues and benefits.

Post-Calgary Events

- Complete five hours of teleconference “distance tutoring” with Senior Fellow practitioners including:
 - guided reading and viewing of GO Society web site materials related the participant’s learning goals.
 - understanding your career and capability in terms of levels of work complexity and human capability.
- Complete additional hours of distance tutoring at Society rates as desired.
- Participate over time in Professional Development Forum on line (recommended)
- Engage a Society shadow consultant on a project that will apply RO concepts in your organization or client organization. (if appropriate to your needs)

Conference Co-chairs and Facilitators



Ken Shepard, Ph.D.

Ken is Conference Co-Chair and Senior Fellow, and Founding President of the Global Organization Design Society, a world-wide professional association of academics, business users, and consultants practicing the application of Requisite Organization concepts. He is also Chair of the Queens IRC Advisory Committee.

He was chief editor and contributing author of the book, *Organization Design, Levels of Work and Human Capability: Executive Guide*.

Ken held management positions in business, government, and not-for-profit sectors.

Dr. Shepard founded the management of change program at the Niagara Institute in 1981 and directed it for a decade during which he benchmarked best practices at major Canadian corporations and designed a wide-range of senior management development programs at the VP level.

As a consultant and Principal of the Canadian Centre for Leadership and Strategy for 24 years, Dr. Shepard worked with CEO's, Deputy Ministers, and seconds-in-command responsible for major change projects in Canada and abroad. Ken's practice was largely based on Requisite Organization concepts developed by Elliott Jaques complemented by state-of-the-art organization development processes.

Ken met Dr. Jaques in 1978, brought him to Toronto in 1992 and produced 3500 participant days of public workshops in Requisite Organization with Dr. Jaques introducing these concepts to senior consultants and line managers.



Paul Juniper, MA, CHRP; SPHR; Honourary Life Member, HRPA

Paul is Director of the Queen's Industrial Relations Centre (IRC) and Member of the Board of the Global Organization Design Society.

Paul is particularly sought for his views on the future of the human resources profession. He speaks regularly at national and international conferences on trends in human resources, and the ways in which individuals and their organizations can continue to raise the bar on HR.

Paul is currently a member of the Advisory Board for the Banff Centre for Leadership. Throughout his career, Paul has served as Vice-President of Human Resources for national and international companies, and also managed a Toronto-based consultancy, focusing on strategic planning and recruitment.

Paul was an interim CEO of the Human Resources Professionals Association of Ontario (now known as HRPA), President of its Board, and was instrumental in the adoption of a degree requirement for certification in human resources.

He is a former member of the Board of Directors of the Canadian Council of HR Associations, and sat on its Independent Board of Examiners for many years. In addition, he has taught in both college and university environments, including the Strategic HR Planning course for York University in Toronto.

Resource Guests



Grant Beck, President and Chief Executive Officer, Graham Group Ltd.

Grant Beck has a demonstrated track record - most recently successfully leading the delivery of P3 projects KVH and ASAP I and II - and impressive management skills to continue the Company's ongoing progression and success. With broad operational experience in civil industrial, multi-unit, institutional and social infrastructure, he has successfully completed projects across Canada. An effective communicator, strategic thinker, and a visionary, Grant's leadership will ensure the company continues to hold a competitive advantage in the industry.

After completing a Bachelor of Science in Civil Engineering from the University of Saskatchewan in 1977, Grant earned his professional engineering status in 1979. With several years in the industry and a successful seven-year tenure as founding partner of a local construction company under his belt, he joined Graham in 1990 and advanced steadily by taking on a number of different roles and increasing responsibilities. Most recently, he served four years as the company's vice-president, major commercial projects division.



Patrick Schmitz, Vice President HR and CHRO, Graham Group Ltd.

Patrick Schmitz is a versatile executive who has managed many of the key supporting functions in Graham's construction and engineering environment. As Vice President Corporate Resources, he led the asset management of the company's extensive equipment fleet, central Engineering capacity, Purchasing, and Quality Assurance functions.

As Chief Human Resources Officer, Patrick is building a Stratum V level human resources function at Graham that supports the firm's growth in Industrial, Commercial, P3, Infrastructure and Earthworks construction and management in an environment of shortage of key skills. His strategy features recruitment senior level project managers and superintendents world-wide at stratum III, IV and V, and ensures a steady source of engineers and construction specialists in early and mid career.

His strategy also features active Talent Management to support the career development of employees, and the long-term availability of construction capacity for the company. A career construction industry man, Patrick holds a Bachelor of Education degree from the University of Alberta.



Brian Vaasjo, President and Chief Executive Officer, Capital Power

Brian Vaasjo was appointed Chief Operating Officer of EPCOR in 2008 and was chiefly responsible for regional power generation and water operations. A primary responsibility was advancing the company's competitive power and water businesses across North America including the clean coal initiatives. Mr. Vaasjo has also been President of EPLP (now CPILP) since its acquisition in 2005.

Mr. Vaasjo joined EPCOR in 1998 as Executive Vice President and Chief Financial Officer. He led EPCOR's initial public offering of debentures and preferred shares. At EPCOR, Mr. Vaasjo was responsible for EPCOR's development and acquisition activity, including the Genesee 3 project and the UE Waterheater Income Fund spin-off prior to taking on the position of President and Chief Executive Officer of Capital Power.

Mr. Vaasjo previously spent 19 years with the Enbridge Group of Companies, where he played substantial roles in the Consumers Gas acquisition, development of the Alliance and Vector Natural Gas Pipelines and the initial public offering of the Lakehead Pipeline Partners LP among other initiatives.

Mr. Vaasjo holds an MBA from the University of Alberta where he also received his undergraduate degree. He attended the University of Western Ontario Executive Program and is a Fellow of the Society of Management Accountants. Mr. Vaasjo is a past Chairman of the Board of the United Way, Alberta Capital Region, a member of the Financial Executives Institute of Canada and a board member for the Alberta Shock Trauma Air Rescue Society.



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Peter Arnold, Senior Vice President, Human Resources and Health, Safety and Environment, Capital Power

Peter Arnold has overall accountability for leadership of Capital Power's Human Resources and Health, Safety and Environment functions. These groups are focused on delivering North American-wide initiatives that support the achievement of Capital Power's strategic plan.

Mr. Arnold joined EPCOR in 2004 and served as its Vice President, Human Resources and Health & Safety, from September 2005. He has extensive domestic, U.S. and international HR experience and has held several senior HR positions with leading energy organizations, including Duke Energy and Nexen. Mr. Arnold has led corporate compensation, organizational effectiveness, staffing, labour relations, corporate services and safety functions. He also has extensive acquisition and divestiture experience in growing organizations.

A leader in his profession, Mr. Arnold is a member of the Conference Board of Canada's Council of HR Executives. He is also a member of the Human Resources Institute of Alberta, and holds a Certified Human Resources Professional designation (CHRP).

Mr. Arnold is a graduate of Trent University and the University of Toronto.



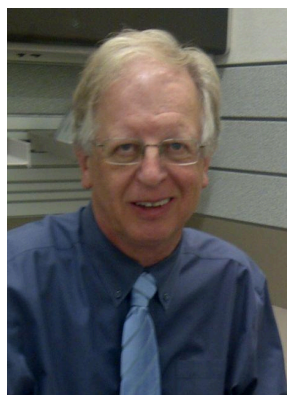
Tim S. Gitzel, President and Chief Executive Officer, Cameco Corporation

Tim Gitzel joined Cameco in January 2007 as senior vice-president and chief operating officer and was appointed president on May 14, 2010 and chief executive officer on July 1, 2011

Tim has extensive experience in Canadian and international uranium mining activities through 20 years of senior management and legal experience. Prior to joining Cameco, he was executive vice-president, mining business unit for AREVA based in Paris, France with responsibility for global uranium, gold, exploration and decommissioning operations in 11 countries. He also served as president and chief executive officer for AREVA's Canadian subsidiary.

Tim was born and raised in Saskatchewan, graduated from the College of Arts & Science and the College of Law at the University of Saskatchewan in 1990. He served as a lawyer with the firm MacPherson, Leslie and Tyerman in Saskatoon.

Tim currently serves as chair of the World Nuclear Association, the co-chair of the 2013 Mastercard Memorial Cup and a governor with Junior Achievement of Saskatchewan. He is a past president of the Saskatchewan Mining Association, and has served on the boards of Mining Association of Canada, the Canadian Nuclear Association, Sask Energy and the Saskatchewan Chamber of. He was named one of the 100 Alumni of Influence from the University of Saskatchewan in 2007 and is a recipient of the Saskatchewan Centennial Medal.



**Gerard Saretsky, Manager, Organization Development
Cameco Corporation**

Twenty plus years of experience in human resources working primarily in the field of employee development, organization development and training.

Extensive work designing and implementing programs to increase human capability from senior management level to front line worker level

Developed and facilitated strategic and operational /tactical planning
Extensive practice in managing organizational change and managing performance

Member of i4cp, global network for change facilitation

Education: M.Ced, B. Ced, B.A., B.Sc.



**Michael MacSween, MBA, Executive Vice President, Major Projects
Suncor Energy Inc.**

Mike MacSween was appointed Suncor's executive vice president, Major Projects in January 2012. In this role, he is responsible for leading the engineering, procurement and construction activities for all Suncor-operated growth projects.

Mike joined Suncor in 1996 and has held a variety of leadership roles including senior vice president, In Situ; vice president, Upgrading; and vice president, Strategy and Development.

Prior to joining Suncor, Mike held positions at Betz Process Chemicals Inc. and Shell Canada Inc.

Mike serves on the Board of Directors of the Canadian Welding Bureau, and previously served on the Board of Directors of GreatPoint Energy and on the Board of Trustees for Leben REIT, a Calgary-based trust focused on commercial real estate investment.

Mike earned a Bachelor of Science degree in Chemical Engineering from the University of New Brunswick, and an MBA from Queen's University.




**Anne Marie Toutant - VP Oil Sands Optimization and Integration,
formerly VP Mining Operations for Suncor Energy Inc.**

Ms. Toutant earned a BSc. in Mining Engineering from the University of Alberta and has worked in the energy industry (metallurgical and thermal coal and oil sands) for 25 years.

Her career traversed numerous assignments in operations, engineering, and senior management roles with increasing responsibility in western Canadian surface mines.

Joining Suncor in 2004, Anne Marie was accountable for the safe and productive mining and reclamation activities involving 2200 employees and up to 1200 contractors. Her teams have been recognized twice for overall performance excellence, receiving the

	<p>Overall President's Operational Excellence Awards in 2007 for Best Business Area and in 2010 for Pond 1 Reclamation. The Millennium Mine was awarded the John T. Ryan western regional award for select mines for 2011 safety performance.</p> <p>As a director of the Mining Association of Canada, Anne Marie serves on the executive committee, Towards Sustainable Mining (TSM) governance team and Community of Interest Panel. She is an industry representative for the University of Alberta Mining Industry Advisory Committee (MIAC). In 2008, Anne Marie was awarded a CIM Fellowship and the Past Presidents' Memorial Medal, bestowed by the Canadian Institute of Mining, Metallurgy and Petroleum for her outstanding example to young men and women contemplating careers in the minerals industry. She volunteers to support the annual CIM Mining for Society Show at which thousands of school children experience first hand aspects of our minerals industry.</p>
	<p>Adrienne Nickerson, P. Eng., Director of Operations for Canadian Oil Sands for Suncor</p> <p>Through over 2 decades at Suncor Energy, Adrienne contributed to success in all aspects of the Oil Sands value chain from the mining face to pipeline logistics and sales.</p> <p>As Director Technical Services, Adrienne developed a technical team to create improvements and innovation in the Mining Operation. As the Director of Sustaining Capital Projects, Adrienne and her teams met the challenge of extreme growth in project activity and created the capital portfolio management processes which guided critical investment decisions.</p> <p>Currently, as Director of Operations for Canadian Oil Sands; Adrienne utilizes her experience to shape the future of COS's investment in Syncrude creating strategies to optimize results in the base business and develop growth opportunities for the future.</p> <p>Adrienne is a graduate of Queens Engineering Mining Program.</p>
Photo	CP Rail?
Photo	CP Rail ?
Photo	AngloGold Shanti?
Photo	AngloGold Shanti?

Conference Facilitators



Don Fowke, P Eng., FCMC

Don is a founding member and Senior Fellow of the Global Organization Design Society and is Chairman of the Society Board.

He is an experienced consultant in strategy, organization and people development using the concepts of Global Organization Design.

He has assisted in defining business strategy and business plans for companies in a variety of industries, designed organization structures ensure implementation and follow through on the strategy, assessed executives and managers against the needs of the new roles, implemented Talent Pool systems to ensure development of talent and succession planning for the future.

He has designed and implemented compensation plans to assure alignment of incentives and "felt fair" rewards throughout the organization.

In his consulting career, Don has been Chairman and CEO of Hickling-Johnston Limited, Managing Director of William M. Mercer and is currently with the New Management Network.

Mr. Fowke holds a B.E. in Mechanical Engineering and a diploma in Business Administration from the University of Saskatchewan and an S.M. from M.I.T.'s Sloan School of Management. He was visiting scholar at the Graduate School of Public Policy at the University of California at Berkeley. He is a Professional Engineer and a Fellow of the Institute of Management Consultants.



Paul Tremlett, MSc. in organization behaviour

Paul is a founding member and Senior Fellow of the Global Organization Design Society participating fully in all aspects of its programming.

He is a co-founder of COREinternational inc, a management consulting business dedicated to helping executives plan, design, and manage their organizations for outstanding performance. He has an extensive background in complex organization change management, strategic planning, organization restructuring and management education and training. Prior to consulting he held various management roles with Imperial Oil Limited and Xerox in sales, marketing, operations, training, and organization development.

Paul focuses particularly on organization design and redesign. He has helped more than two dozen public and private sector organizations align their work system to more effectively achieve strategic and operational goals, and has provided services in management, organization, and human resources development and effectiveness.

Paul has also designed and facilitated numerous management education, team development, consulting skills, and change management programs.



Ron Capelle, Ph.D., CMC, CPsych, CHRP

Dr. Capelle is a founding member and Senior Fellow of the Global Organization Design Society. He is President & CEO of Capelle Associates Inc.

Ron is an international expert in the assessment and implementation of organization design. With more than 30 years of experience, he brings a wealth of knowledge and insight to his executive clients.

Ron has consulted with a wide variety of national and international organizations including advanced technology, financial services, communications, health care, manufacturing, oil and gas, retail, transportation, and all levels of government. His global consulting experience includes work with organizations in the private, nonprofit and public sectors. This extensive experience provides Ron with a comprehensive knowledge base from which to understand the complex issues of organization assessment and change.

As well as consulting, Ron has completed extensive research into organization design

	<p>and uses the data to offer clients a customized, proven approach to strategic organization design.</p> <p>He has written Changing Human Systems. This best seller has been used in over 50 college and university courses. His views on organization design were profiled on "World Business Review", a television series hosted by Alexander Haig, and previously on "The Executive Forum", a television show hosted by (former Apollo 13 Commander) Jim Lovell. He has been a radio phone-in show guest, is a frequent conference presenter, and has written articles for professional journals.</p>
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Accommodation

Our event hotel, the Calgary Marriott Downtown Hotel has given us a special group rate of approximately \$245 per night including taxes.

Call Marriott reservations at +1 (800) 896-6878 to make your own arrangements.

Refer to: **Global Organization Design Society Meeting** event and

Reference number: **M-IS453B**

Price

- It's correct on the GO Web page. -

Registration or how to indicate your level of interest

Registration will be open July 15th.

[Please indicate your interest in the program by clicking here](#)