



DOUG MARTEINSON, M.S.O.D., M.E.Des., B.Sc.

Doug's passion is teamwork. He works with leaders who value collaboration to develop a high-performance work culture characterized by engagement and commitment. He enables integration and alignment among multiple stakeholder groups. Doug's forte is facilitating strategic cross-functional, cross-enterprise, and cross-agency collaboration. He works well with people at all levels in organizations.

Doug brings authenticity, curiosity, empathy, big-picture vision and a bottom-line results focus to his work. His twenty-plus years of business leadership and partnership experience provides a deep appreciation of the challenges in creating a collaborative team environment and market success. Doug's approach builds both individual and team capacity, yielding lasting organizational value.

TESTIMONIALS

- "Our strategic retreat was super successful. Doug's follow up was excellent. He used a concept called open space. We were all senior educators with an agenda in our pocket (even though none of us would admit it). We're all used to being in control. We worked through some tough stuff. It worked so well!" [Superintendent of Schools, **Alberta Northern Lights School Division**, about Doug's facilitation of a 60-person cross-enterprise retreat.]
- "Doug was very effective. The first time we hired him, we had 20 people for a 3-day strategy session. Everyone was able to surface their priorities. Doug facilitated an open structure with plenty of dialogue. We ended with consensus on a solid action plan and have continued to use his process for dialogue." [Vice-President Gas Development, **Enbridge Pipelines Ltd.** on Doug's facilitation of a cross-functional team strategy.]
- "Doug's approach was different and was well received. He spent a lot of time before the sessions asking questions and preparing. A cross-section of frontline, middle management and Board members attended -- more than 20 agencies in all. I was a bit nervous at first, and I was amazed that the process worked so well. We achieved an action plan at the end. We will be using him again. He has a positive approach and was excellent at the details." [Chair, **Governors for Children**, on Doug's facilitation of a cross-agency think tank focused on ending Child Homelessness in Calgary]
- "Doug is thorough; he is interested in everybody having input. He will tailor his forum depending on the group. We used him a couple of times -- he worked with our City Council and our Chamber of Commerce." [Former Mayor, **City of Fernie**, on Doug's small and large group facilitation.]

RECENT CLIENTS

- Burlington Resources Canada Ltd.
- Canadian Natural Resources Ltd.
- College of the Rockies
- Enbridge Pipelines Inc.
- University of Calgary
- Naico Canada
- Tucker Wireline Services Canada Ltd.
- Alsa Road Construction Ltd.
- Northern Lights School Division

RECENT AWARDS

- For Coaching Excellence with Tucker Wireline Services Canada Ltd., Winner of the 2005 Prism Award
- For Coaching Excellence with the Calgary Health Region, Runner-Up for the 2004 Prism Award

FORMAL EDUCATION

- 1992 Master of Science in Organization Development, Pepperdine University Graziadio School of Business and Management, California. Thesis on "Union-Management Collaboration for Competitive Advantage" led to expertise in strategic large group processes.
- 1980 Master of Environmental Design, University of Calgary. Thesis on gas-fired cogeneration and district heating. Awards: CMHC Graduate Scholarship, Province of Alberta Graduate Scholarship, Faculty of Environmental Design Fellowship
- 1975 Bachelor of Science (Honours in Economics and Mathematics), University of Calgary. Awards: University of Calgary Honour Prize, Province of Alberta Scholarship

PROFESSIONAL TRAINING

- In Coaching: The Coaches Training Institute (2004), Corporate Coach U International (2003)
- In Facilitation: Open Space Technology (2001), Participative Design Search Conference Management (1998), Principle Centered Leadership (1994), Seven Habits of Highly Effective People (1993), Managing Future Search Conferences (1992)

WORK AND VOLUNTEER EXPERIENCE

- 15 years – Project-based Consulting in Organizational Effectiveness, Leadership Development and Strategic Planning; Facilitating Community Public Meetings; Teaching Leadership and Management at University MBA Level
- 6 years – Managing Partner; High Technology Industry, US and International Markets (Taiwan, Singapore), 1995-2000
- 7 years – Board Member and Chair; Community Economic Development, Sunshine Coast British Columbia, 1991-1997
- 10 years – General Manager and Partner; Housing Industry (contracting, manufacturing, exporting); B.C., Japan, Taiwan Markets; 1983-1992
- 11 years – Laborer, Equipment Operator, Foreman, Manager; Construction Industry (road and pipeline), Alberta Market, 1972-1982