

AON Breakout Room

10:05 AM - 10:55 AM

Succession Planning

Overview of succession planning and the importance of planning and common pitfalls that many successful businesses fall into when it comes time to transition. This session will cover what is succession planning, the succession process, benefits of succession planning and preparing your business for sale.

About Allister Penner

Allister Penner, CPA, CA, is a Partner and Business Advisor at MNP's Assurance and Accounting Services team in Winnipeg. Specializing in technology, construction, and real estate for commercial private enterprises, he brings entrepreneurial insight from his family's construction industry involvement. Allister assists clients in negotiating financing, establishing metrics, benchmarking, and provides guidance on corporate structure, taxation, and business management. He holds a Bachelor of Commerce (Hons) degree from the University of Manitoba and earned his CPA and CA designations in 2004. Recognized on the CICA Honour Roll, he received the ICAM Medal of Excellence in 2004 and the ICAM Early Achievement Award in 2013. Allister is actively involved in volunteering with organizations such as Abundance Canada, the Evangelical Mennonite Conference of Canada, Inner City Youth Alive, and Ducks Unlimited Winnipeg South Committee.



Allister Penner
MNP

11:05 AM - 11:55 AM

The State of Risk Management for Mechanical Contractors

For mechanical contractors in Canada, there seem to be more challenges and more risk exposure than ever before. Understanding what those risks look like can help contractors reduce their exposure to those risks on projects and in their contracts. This session will look at the changing landscape of contractual and project insurance risks for contractors and provide potential solutions on how to mitigate those circumstances.

About Doug Baird

Doug Baird, B.A., A.I.I.C., has over 31 years of experience at Aon Risk Solutions, where he currently serves as Senior Vice President, National Director Sales, Construction Services Group. Specializing in construction insurance and surety, Doug has held key roles including National Director of Sales, Practice Leader for Eastern Canada and Sales and Service Leader SW Ontario. Doug has a Bachelor of Arts degree in Economics from the University of Winnipeg and an A.I.I.C. designation from the Insurance Institute of Canada. He is a Senior Leader responsible for account stewardship of select clients from across the country, client acquisition and retention activities nationally. Doug is actively involved with the Mechanical Contractors Association of Canada and the Provincial MCA's.



Doug Baird
AON

AON Breakout Room

1:35PM - 2:25 PM

Run Your High-Growth Business Profitably

Running a company that is experiencing rapid growth is exciting but also incredibly challenging- more clients, more staff, less time to keep an eye on operations and finances, and the need to evolve the business as it grows. James will share his experiences from running two high growth companies, including one that grew 10X, as well as clients he has helped up the growth curve. Real world advice and tools from someone who has grown headcount, transformed companies' systems and improved profitability. This seminar will touch on the following:

- Key components of a strategy (game plan) and how to use it
- Adapting your org chart
- How to develop efficient operations and standards
- KPIs that matter and using metrics to manage business

About James Blase

James, a performance-driven leader with 25+ years of management experience in Canada and Europe, excels in SMEs and high-growth businesses. He has managed high-growth ventures, served as a PM on multiple builds, and consulted with growing companies through BDC and his firm, Ablaze Consulting. James has grown companies 10X, operated in regulated industries, and expanded businesses internationally. His expertise includes restructuring operations, improving efficiency, and driving growth in general construction, heavy construction, and infrastructure sectors. James employs a hands-on approach, helping clients scale and adapt systems for sustainable growth.



James Blase
Ablaze
Consulting

2:35PM - 3:25 PM

Cybersecurity Leadership - 5 Key Roles Every CEO Must Play

Cybersecurity can be a complex, overwhelming topic filled with jargon and acronyms. For the non-technical CEO it can be difficult to know where to start to ensure their company's information is well-protected against today's threats. In this session, we cut through the jargon to provide actionable take-aways that any CEO regardless of their level of tech-savviness can implement immediately.

About Michael Anderson

Michael Anderson is the founder and CEO of 365 Technologies Inc., a Winnipeg-based Managed IT Services Provider. 365 delivers outsourced IT support to over 2,000 end users across 70 companies, including several MCAM members. Michael holds an MBA from the I.H. Asper School of Business and is a Certified Information Systems Security Professional (CISSP).



Michael Anderson
365 Technologies

AON