

## Scott Ferguson Awarded CMC

In 2004, Progress Consulting Founder and CEO Scott Ferguson was awarded the international designation Certified Management Consultant. This designation reflects knowledge, skills and competence in:

- Professional Consulting
- Enterprise Strategy
- Financial Management
- Management Information
- Marketing and Sales
- Enterprise Operations
- Human Resources

Scott's 15 years of experience as a professional facilitator qualified him to "fast track" through these learnings and sit for the rigorous 8-hour comprehensive examination. "This is good news for clients," Scott says. "CMC membership provides me with additional consulting models and logic paths to apply on their behalf. Furthermore, the seven areas of competence perfectly complement my CA expertise in:

**Public Accounting – Financial Reporting – Audit & Assurance  
Finance – Risk Management – Information Technology – Taxation**

The combination of CA and CMC competencies gives me greater technical breadth when facilitating clients' improvement of individual and organizational performance".



D. Scott Ferguson, B Com, CA, CMC

## What Clients Say About Our Work...

*"They develop trust. They develop teamwork. They raise awareness. They sharpen focus. It's nice to know they are there. We know they can guide us. That gives us the comfort to push ourselves further than we otherwise would. There's no way in the world we would be accomplishing so much in such a short time without their help."*

A. S. Meneguzzi, CA  
– as CEO of Canada's largest school board

## 15 Years Of Contributing To Organizational Performance

We recently completed our 15th year in professional facilitation. Our mission is to help organizations realize human potential as they plan and implement change.

We play three key roles:

- Facilitators...planning change
- Facilitators...implementing change
- Professional coaching and training

Our consulting focuses on three sectors:

- Financial and professionals
- Education/employment/competitiveness
- Health care

## Now We're Expanding!

Our goals are to increase the number of facilitators of Progress Consulting and expand the number of sectors we serve. In 2005, we are marketing and recruiting more than ever. To see how Progress Consulting can help your enterprise realize human potential and optimize organizational performance, or enhance your career as a professional facilitator, call Scott Ferguson at (905) 717-3242.

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## Some Tips On Improving Organizational Performance

### ***"I am in the office today but I am involved in a series of meetings"***

How often does your voice greeting say this? Research suggests you may be spending more time in meetings than in all other activities combined. If this is the case, what percentage of your corporate resources is devoted to designing and executing meetings **"for success"**? How pleased would your enterprise's stockholders

or stakeholders be to hear about the quality of the meetings you attend? What contribution do daily meetings make to your career advancement and job satisfaction?

Meetings have a big impact on the "bottom line". And the "bottom line" on meetings is that each one should be an event that people appreciate

and that demonstrably leads the enterprise toward the fulfillment of its mission and objectives.

Design your next meeting with these standards in mind. For critical or complex situations, or to apply and learn from professional expertise, consider a professional facilitator.

### ***"How can a group of dedicated executives with individual IQs of 120 have a collective IQ of 63?"***

**Peter Senge, author, *The Fifth Discipline***

Senge's observation highlights the "collaboration dilemma" suffered by many organizations. The first step in addressing it is to acknowledge it. Pay as much attention to designing

how people will be involved as you do to the discussion topics themselves. Make sure your process invites participation that is focused, healthy and objective.

To find out how a facilitator from Progress Consulting can help raise **your** enterprise's "collective IQ", give us a call.

### ***"The confusion of ends, and the perfection of means, seem to characterize our age."***

**Albert Einstein**

Einstein's observation, made some 70 years ago, is no less true today. Too often, enterprises pour substantial resources into tactics and ideas without the focus and clarity

required to transform them into optimal performance. In your enterprise, make sure that activities and deliberations start with a clear "big picture" of what contributes to

where the organization should be heading. Adopt the mantra, "Ends before Means". For help in this, call us!



### **Our Clients**

#### **Financial and Professionals**

Reichmanns/O&Y Properties - Northwater Capital Management - Chartered Accountants of Canada - CIBC - Canadian Tire Corporation - John Deere - BMO Nesbitt Burns - Scotia McLeod - BDO Dunwoody - Grant Thornton

#### **Education/Employment/Competitiveness**

The Premier's Council (Ontario) - Management Board Secretariat - Rozanski and Downey Task Forces  
Ministry of Education - Ministry of Training, Colleges & Universities - Public and Catholic School Boards  
Seneca and Centennial Colleges - Ridley and Pickering Colleges - Branksome Hall - Ontario Institute for Studies in Education of the University of Toronto - CPI/Hazell & Associates Outplacement - Metzler & Company Executive Recruiting - Human Resources Development Canada

#### **Health Care**

The Premier's Council on Health - Toronto District Health Council - Heart & Stroke Foundations  
Emergency Cardiac Care Coalition - Regional Diabetes Coalitions - The Wellesley Hospital  
GlaxoSmithKline - Johnson & Johnson - McNeil Consumer Health Care Canada

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**Helping organizations realize human potential as they plan and implement change™**