

Making the Right Moves

Francois Guay | Prysmian Group



Francois is the Director of Human Resources for the Prysmian Group in Canada. Prysmian is the largest cable manufacturer in the world and is based out of Milan, Italy.

A human resources executive with over 25 years of experience in the public and private sectors. He started his career with the government after studying at Carleton University in Ottawa.

In 1996 he was recruited to go work at Nortel during the technology boom. At Nortel he worked as the Vice President of Global Recruiting and then Vice President of Human Resources. He has significant experience in doing due diligence during mergers and acquisitions, doing cultural integration and corporate re-organizations.

After leaving Nortel in 2001, Francois launched two companies. TalentShift Inc. a management consulting company that provided human resource, project management, shared services, IT and sales consultation services to public and private sector companies.

He is a published author, an active blogger and social media enthusiast. He is also proud to be on the board of Big Brothers and Big Sisters of Leeds Grenville as well as on the board of the Thousand Islands Workforce Development organization.

Dave Kouri | Kouri's Kopters Inc. / Thousand Islands Helicopter Tours



Dave has been a Small Business owner for the last 25 years. His entrepreneurial spirit started at an early age. He started at his Fathers' Insurance company and grew it from the ground up to the successful business that it is today. After dedicating many years to the family business and learning the key components and foundation of how to build a thriving business, he decided to venture out and fulfill his own personal dreams.

He followed his passion for flying and recently created a year round helicopter operation offering Tours and Charter Services of the 1000 Islands and surrounding areas. Dave has been flying for 13 years and is a seasoned, passionate pilot. He also has an extensive knowledge of the 1000 Islands and the beautiful scenery surrounding it. He prides himself on providing his customers with a tour they will never forget.

Francois Bruneau | DFC Woodworks Inc. / The Best Adirondack Chairs



Company President, Francois Bruneau has been designing and building high quality Adirondack garden patio furniture since the late 1970s. He followed in his father's footsteps in keeping quality craftsmanship and great customer service as a top priority.

With his unique skills in design and innovation new products have been introduced by Francois over the years. In 1999 he introduced his unique products online through his new website www.TheBestAdirondackChair.com. This bold step changed his business model from a wholesale manufacturer servicing local businesses to a world renowned manufacturer with retail and wholesale clients from all over North America, Canada, Europe and as far away as New Zealand and Japan.

In 2008 the company was renamed DFC Woodworks Inc. In 2012 the company expanded and settled in Kemptville. His continued innovations in product design introduced in 2012, the Forever Adirondack chair, the only solid wood Adirondack chair with a lifetime guarantee and new in 2014, the very unique 4 position reclining and "folding" Adirondack chair. With his company's continued growth there are plans for new expansion of the current facility in Kemptville.

Supporting Innovation Through Mentorship

Stephen Beamish | Launch Lab



Stephen is the President and Founder of BlackTusk Business Solutions, delivering strategic marketing and partnership advisory services to a wide range of clientele.

Prior to BlackTusk, Stephen was the Vice President of Global Marketing and Strategic Partnerships for Mitel. Stephen was instrumental in the creation of a number of Software as a Service (SaaS) initiatives for Mitel. This included the creation of a strategic software channel partner ecosystems which ultimately drove over 50% of Mitel's revenues. As part of this re-invention of Mitel, Stephen also introduced Mitel's first lead generation and digital marketing strategy that was a leading factor in achieving Mitel's software applications revenue growth of over 30% CAGR. In addition, Stephen lead Mitel's strategic partnerships and spearheaded efforts that led to partnerships with VMware®, Sun Microsystems®, Oracle®, Microsoft® Google® and Blackberry® to deliver best-of-breed communications solutions. With his experience in building corporate partnerships, Stephen then lead the Mergers & Acquisitions division of Mitel responsible for the divestiture of a Mitel non-strategic division which resulted in a market sale of greater than \$10M.

Before joining Mitel, Stephen was Director of Marketing at Tropic Networks®, a supplier of metro-area optical networking equipment. Prior to Tropic Networks, Stephen was Director of Global Product Marketing for the Alcatel® Broadband Access Product Line. He has an International MBA from the Norwegian School of Economics and holds a patent in ROI Business Modeling.

Scott Runté | Launch Lab



Scott brings more than 20 years of entrepreneurial experience to his role with Launch Lab.

He has international experience in regions that include India, Chile, Germany and Finland. Scott spent 10 years with an export-driven flexible packaging company in the role of General Manager and Chief Financial Officer. While there, he led the research and development of an innovative biodegradable packaging product for organic food waste that continues to be a market leader in its segment today.

In 1995, Scott founded Warren Capital Corp. Through Scott's leadership, the company provides strategic management and entrepreneurial support to clients across several sectors. Scott's volunteer experience includes 6 years with the United Way Board of Directors in Kingston, Ontario, where he held the position of Board Chair in 2006 and 2007. Scott earned a Master of Business Administration degree from McMaster University in 1991 and an Honours Bachelor of Science degree from Queen's University in 1988.

Opportunities to Work Within a World-Class Canvas

Joe Pal | Pal Insurance / Ivy Lea Club / Riva Restaurant



Joe is the Founder and President of Pal Insurance Services Limited, specializing in life insurance and employee benefits. His expertise also includes estate planning, family wealth strategies and intergenerational wealth transfers. He is a founding member of the Conference for Advanced Life Underwriting, an industry lobbying group. He is a life member of MDRT; a life and qualifying member of MDRT's Top of the Table (past 29 years); and a past member of the TOT Advisory Board.

He is a past director of the St Michael's Hospital Foundation, and in 2014 Co-Chair of the Golf to Conquer Cancer tournament in support of the Princess Margaret Hospital Foundation.

Joe graduated from Queen's University with a Bachelor of Commerce (Honors). He is active with; School of Business; Queen's Football Club; Field & Stadium Advisory Committee; Cabinet, and Queen's Capital Campaign.

Approximately 9 years ago Joe purchased the Ivy Lea Resort & Marina in an undertaking now known as the Ivy Restaurant, and Ivy Lea Club. In 2012, Joe purchased the Golden Apple Restaurant in Gananoque. After extensive renovations it reopened in 2013 as Riva. He has been encouraged by his love of the 1000 Islands to rehabilitate Lower Town Gananoque by bringing in a known developer, who has launched the Riverstone project.

He is presently a Trustee and Board Member for the Antique Boat Museum in Clayton, New York, and is the driving force behind the establishment of the Canadian Thousand Island Boat Museum.

Joe believes very strongly in giving back to the community both in Toronto and the Thousand Islands.

Being Ahead of the Curve

Bruce Linton | Tweed Marijuana Inc.



Bruce started his career at Newbridge Networks Corporation, a major telecommunications player in the 1990s. He has since been responsible for the acquisition and disposition of over \$100 million in business assets, and works regularly with the World Bank and Asia Development Bank.

Bruce is currently the Co-Founder and Chairman of Tweed Marijuana Inc., Canada's first publicly traded marijuana producer. He is also the CEO of the communications company Martello Technologies.

Bruce is a passionate business person who applies his extensive experience into the development of everyone he works with. His philosophy is to surround himself with smart people who value problem solving over experience. He encourages his team to "hurry up and make their mistakes, learn and apply the benefit of the outcome.