

DR. CHRIS STREET, PH.D.
PROFESSOR
PAUL J. HILL SCHOOL OF BUSINESS
UNIVERSITY OF REGINA
REGINA, SK, CANADA

EDUCATION

current University of Regina Regina, Canada
Ph.D. Candidate (Computer Science)
Dissertation Advisor: Dr. O. Hoerber

2006 Queen's University (AACSB accredited) Kingston, Canada
Ph.D. (MIS)
Dissertation Advisor: Dr. R. Brent Gallupe

1996 Brandon University Brandon, Canada
Bachelor of Science (Computer Science)
Major in Computer Science, minor in Mathematics

PROFESSIONAL

2009 – Present Hill School of Business, University of Regina, SK
Professor, Tenure (2011), Promotion to Professor (2021)

2016 - 2018 iQmetrix Software Development Corp. (Regina, SK)
Professor-in-Residence – Data Scientist

2016 Victoria University of Wellington
Visiting Professor, fall trimester, Victoria University, Wellington, New Zealand

2015 iQmetrix Software Development Corp. (9 month sabbatical)
Professor-in-Residence – Sabbatical Posting

2005 – 2009 I.H. Asper School of Business
Assistant Professor

2001 – 2005 Monieson Centre, Queen's School of Business
Senior Research Associate

TEACHING:

2009-2021 (Regular Sessions)	University of Regina	Regina, Canada
<i>BUS201 Creativity Product Development</i>		
<i>BUS100 Introduction to Business</i>		
<i>CS 215 Web-based database programming (Computer Science program)</i>		
2016 (Fall Trimester)	Victoria University	Wellington, New Zealand
<i>INFO226 Application Development (C# development)</i>		
<i>INFO409 IT Innovation and Value</i>		
2005-2008 (Regular and Spring Sessions)	University of Manitoba	Winnipeg, Canada
<i>MIS 2000 Introduction Management Information Systems (Course Coordinator, 2008)</i>		
<i>MKT3454 Technology Entrepreneurship</i>		
<i>MBA Seminar in Leadership - Technology Strategy</i>		

SCHOLARSHIP:

PEER-REVIEWED PUBLICATIONS:

Street, C.T.; Feeney, J. (2022) Turnover and Recommendation Intentions in the Post-Implementation Period of Radical Decentralization Journal of Behavioral and Applied Management 22(1) pp.3-27
***Best Paper Special Issue, Modern Issues in Applied Management and Leadership**

Street, C.T., Ward, K. (2019) Battling Unconscious Bias in the Peer Review Process: Understanding a Source of Friction Between Reviewers and Researchers DATA BASE for Advances in Information Systems 50.4 pp.52-70

Street, C.T., Gallupe, B.G. and Baker, J.M. (2018) The influence of entrepreneurial action on strategic alignment in new ventures: Searching for the genesis of alignment Journal of Strategic Information Systems JSIS 27 (1), pp. 59-81

Street, C., Gallupe, B., & Baker, J. (2017). Strategic Alignment in SMEs: Strengthening Theoretical Foundations. Communications of the Association for Information Systems, 40, 20.

Street, C. T. (2017) "Commentary: Reflections on Being a Professor-in-Residence." Communications of the Association for Information Systems 40.1 (2017): 24.

Street, C.T., Jones, R.J., Archer, G., Dibrell, C, (2017) "Online Venture Challenge: Developing and Executing a Go-To-Market Strategy with a Real Product within a Semester" Experiential Entrepreneurship Exercises Journal, 3(2) pp 12-18

Denford, J.S. and Street, C.T. (2013) "Dynamic Knowledge Capabilities In Strategic Alliances" in *Managing Knowledge in Strategic Alliances*, Information Age Publishing

Street, C.T.; Ward, K. (2012) "Improving Validity and Reliability in Longitudinal Case Study Timelines" European Journal of Information Systems 21, pp 160–175

Smith, H.A.; McKeen, J.D. & Street, C.T. (2011) "Linking IT to Business Metrics" Reprinted in *IT Strategy, Issues and Practices*, Pearson, pp 288-297

Street, C.T. and Denford, J.S. (2011) "Punctuated Equilibrium Theory in IS Research" in *Information Systems Theory: Explaining and Predicting Our Digital Society*, Vol 1, Springer

Street, C.T.; Ward, K. (2010) "Retrospective Case Studies" in *Encyclopedia of Case Study Research*, Sage Publications, pp 824-827

Ward, K.; Street, C.T. (2010) "Reliability in Case Study Research" in *Encyclopedia of Case Study Research*, Sage Publications, pp 800-802

Street, C.T.; Gallupe, R.B. (2009) "A Proposal For Operationalizing the Pace and Scope of Organizational Change in Management Studies" *Organizational Research Methods*. 12(4) pp720-737

Street, C.T.; Wade, M. (2008) "Reversing The Downward Trend: Innovative Approaches To IS/IT Course Development And Delivery" *Communications of the AIS*, 22(28), pp.

Street, C.T. & Cameron. A.F. (2007) "Strategic Alliances in Small and Medium-Sized Enterprises" *Journal of Small Business Management*, 45(2) pp 239-266

Chan, Y.E.; Bhargava, N.; Street, C.T. (2006) "Having Arrived: The Homogeneity of High-Growth Small Firms" *Journal of Small Business Management*, 44(3) pp 426-440

Street, C.T. & Meister, D.B. (2004) "Small Business Growth and Internal Transparency: The Role of Information Systems" *MIS Quarterly*, 28(3) pp 473-506

Street, C.T. & Goldsmith, D. (2004) "Interorganizational Systems and Embedded Relationships: A Resource Dependency Perspective of IOS Management" *Journal of Information Sciences and Technology*, 1(2) pp 7-56

Smith, H.A.; McKeen, J.D. & Street, C.T. (2004) "Linking IT to Business Metrics" *Journal of Information Sciences and Technology* 1(1) pp 13-26

Kleysen, R.F., Street, C.T. (2001) "Toward a Multi-Dimensional Measure of Innovative Behavior", *Journal of Intellectual Capital* 2(3) pp 284-296.

PUBLISHED TEACHING CASES

Feeney, J., Frost, A., and Street, C.T. (2020) Banishing Performance Ratings at iQmetrix *Ivey Publishing (Product Number 9B20C006)*

Feeney, J., Frost, A., and Street, C.T. (2019) How was holacracy going at iQmetrix? *Ivey Publishing (Product Number 9B19C030)*

Street, C.T., Frost, A., and Thibodeau, M. (2019) iQmetrix – STRAKER translations: Evaluating First contact *Ivey Publishing (Product Number 9B18A069)*

Street, C., Frost, A., Caswell, C., (2018) Evaluating Holacracy at iQmetrix *Ivey Publishing (Product Number: 9B18C022)*

Street, C., Frost, A., Caswell, C., (2017) Organizational Design at iQmetrix: The Holacracy Decision *Ivey Publishing (Product Number: 9B18C022)*

Street, C.T., Mitchell, J.R. (2017) “Challenges and Opportunities at the Protospace Makerspace” *Ivey Publishing (Product Number: 9B17M087)*

Street, C.T., Mitchell, J.R. (2017) “Business Models and the Online Venture Challenge (A): The Decision Over Version 2.0” *Ivey Publishing (Product Number: 9B17M050)*

Street, C.T., Mitchell, J.R. (2017) “Business Models and the Online Venture Challenge (B): Moving to Launchboard” *Ivey Publishing (Product Number: 9B17M051)*

Heinrichs, D., Taylor, M., Street, C., (2017) Racing into the Future: Strategic Marketing for the Regina Auto Racing Club *Ivey Publishing (Product Number: 9B17A050)*

Street, C.T, Frost, A., and Thibodeau, M. (2016) “Negotiating a Partnership Contract at iQmetrix” *Ivey Publishing (Product Number 9B16C024)*

Street, C.T., Meister, D, and Thibodeau, T. (2016) “Product Development at iQmetrix” *Ivey Publishing (Product Number: 9B16M028)*

Street, C.T., Mitchell, J.R. (2015) “Sales Management at Service Box” *Ivey Publishing (Product Number: 9B16M015)*

Frost, A., Street, C.T, and Stevens, A (2015) “Collective Bargaining And Negotiation At The University Of Regina” *Ivey Publishing (Product Number: 9B15C005A)*

Street, C.T., and Campbell, S. (2014) “Red Bead Experiment: (un)Ethical Management in Action” *video case (<https://www.youtube.com/watch?v=BrfEj5bHqxc>)*

Street, C.T., and Mitchell, J.R. (2014) “Acting Entrepreneurially: From Farming To Funding To Founding At Renterra.ca” *Ivey Publishing (Product Number: 9B14M140)*

CONFERENCES & PROCEEDINGS:

Street, C.T., Hoeber, O., 2022 A Visual Decision-Support System using Fingerprint Matrices applied to Cyclical Spatio-Temporal Data from Motorsports HICSS conference, Maui, Hawaii, USA

Street, C.T., Feeney, J., 2019 Turnover and Recommendation Intentions in the Post-Implementation Period of Holacracy SIOP Society for Industrial and Organizational Psychology conference, Washington DC USA

August, 2014 “The Mindset after Tenure” Workshop Panelist, AMCIS conference, Savannah, Georgia,

Street, C.T., Gallupe, R.B. & Baker, J. 2012 “Towards a Theory of Strategic Alignment in Entrepreneurial Organizations” Presented at the JAIS Theory Development Workshop, International Conference on Information Systems, Orlando, USA, December 2012.

Denford, J.S. and Street, C.T. 2012 “Dynamic Knowledge Capabilities In Strategic Alliances” Presented at Queen's – HEC Research Workshop, Montreal, PQ

Funk, J and Street, C.T. 2011 “Cognitive Isolation: Clearing The Path To Entrepreneurial Risk Assessment” Presented at USASBE 2011 conference, Hilton Head S.C.

Street, C.T., Gallupe, R.B., & Reich, B. 2010 "Predicting Patterns of Information Systems Alignment in Entrepreneurial Organizations" Presented at the 16th Americas Conference on Information Systems, Lima, August 2010. ***Best Paper Award Finalist**

Street, C.T. & Gallupe, R.B. 2010 "On the Process of IS Alignment: Niche Construction Theory" Presented at the Academy of Management Annual Conference, Montreal, August 2010.

Street, C.T. & Gallupe, R.B. 2008 "Strategic IT Experiments and Organizational Renewal: Getting There Faster By Taking Smaller Steps" Presented at the International Conference on Information Systems, Paris, December 2008.

Street, C.T.; Wade, M. 2007 "Reversing The Downward Trend: Innovative Approaches To IS/IT Course Development And Delivery" Presented at the International Conference on Information Systems, Montreal, December 2007.

Street, C.T.; Ward, K. 2007 "Validity and Reliability in Longitudinal Case Study Timelines" Presented at the Academy of Management Annual Conference, Philadelphia, August 2007. ***Best Paper Award Finalist, Research Methods Track**

Zack, M.H.; Street, C.T. 2007 "A Framework for Assessing the Impact of Knowledge on Firm Performance" Presented at the International Conference on Organizational Learning, Knowledge and Capabilities, Richard Ivey School of Business, London, Ontario, June 2007

Street, C.T. & Gallupe, R.B. 2006 "A Foundation For The Study Of The IS Alignment Process: A 'Competing Theories' Framework" Presented and published in conference proceedings of Administrative Sciences Association of Canada conference, Banff, AB. June 2006.

Street, C.T. & McMaster, G.E. 2004 "End-Point Visualization as a Software Development Approach: Coaching vs. Managing Software and Analysis Teams" Presented and published in conference Proceedings of the 2004 Western Decision Sciences Annual Conference, Manzanillo, Mexico, April 2004.

Street, C.T. & McMaster, G.E. 2004 "The Language Of Images: A Visual Rhetorical Model of Human-Computer Interface Design" Presented and published in conference Proceedings of the 2004 Western Decision Sciences Annual Conference, Manzanillo, Mexico, April 2004.

Street, C.T. & McMaster, G.E. 2004 "Partners until the end? An examination of the JAD methodology in practice over the life of an Information System" Presented at the 2004 Western Decision Sciences Annual Conference, Manzanillo, Mexico, April 2004.

Street, C.T., Goldsmith, D., Dacin, M.T. 2003. "Living On The Edge: Alliance Management Practices And New Business Development Across Organizational Boundaries" Presented at the 2003 Strategic Management Society Annual International Conference, Baltimore MD, November 2003.

Street, C.T. 2003. "Interorganizational Systems and Embedded Relationships: A Resource Dependency Perspective of IOS Management." Presented and published in conference Proceedings, Administrative Sciences Association of Canada conference, Halifax, NS. June 2003. ***2003 Best Student Paper, MIS Division**

Street, C.T. & Gallupe, R.B. 2003. "Contextual Crossings: A Conceptual Framework For Knowledge Brokering Research In Strategic Alliances" Presented at the Minnesota Symposium on Knowledge Management, University of Minnesota, Minneapolis MN, March, 2003

Street, C.T. 2003 "The Role of Information Technology in Strategic Alliances". Presented and published in conference Proceedings, Administrative Sciences Association of Canada conference, Winnipeg, Manitoba, May 2002.

McMaster, G.E., Street, C.T., Tao, E.Y.. 2001 "A Methodology For Creating A User-Friendly Interface Design". Presented and published in conference Proceedings, South East Decision Sciences Institute conference, Charlotte, North Carolina, February 2001.

****Best Paper in Track. IS, MIS, DSS, AI, EIS & Managing Information Technology***

Kleysen, R.F., Street, C.T. 2001. "Toward a Multi-Dimensional Measure of Individual Innovative Behavior". Presented at 4th World Congress on Intellectual Capital, Hamilton, ON. January 2001

INVITED RESEARCH PRESENTATIONS

February 2019, "Quantifying the Magnitude of the Asshole Tax in Negotiation", College of Business, University of Wyoming, Laramie, Wyoming

February 2018, "Behavioural Ethics as a Foundation for Teaching in Business Schools", College of Business, University of Wyoming, Laramie, Wyoming

July 2016, "Quantifying the Magnitude of the Asshole Tax in Negotiation" Ivey School of Business, Western University, London, ON.

May 2016, "Embedding Professors in Private Enterprise", Department of Information Systems and Operations Management, University of Auckland Business School, Auckland, New Zealand.

May 2016, "The influence of entrepreneurial action on strategic alignment in new ventures: Searching for the genesis of alignment", Department of Information Systems and Operations Management, University of Auckland Business School, Auckland, New Zealand.

April 2016, "Theoretical Foundations of Strategic Alignment in SMEs", School of Information Management, Victoria University of Wellington, Wellington, New Zealand.

December 2012, "The Influence of Entrepreneurial Action on Strategic Alignment in New Ventures" Department of Information Systems and Quantitative Analysis, University of Nebraska-Omaha.

October, 2012 "Everything You've Heard About Innovation Is True (*but it doesn't always apply*)" Innovation Saskatchewan Speaker Series, (2 presentations, Regina, SK & Saskatoon, SK)

March, 2011 "Differences Between Authors and Reviewers During Peer Review" Hill School of Business, University of Regina, Regina SK

November, 2007, "Technology R&D at Manitoba Hydro" Corporate Administration Business Unit, Manitoba Hydro, Winnipeg, MB.

November 2006, “Evolution and Change in IS Alignment Over Time: Two Competing Theories on the Aligning Process” Department of Information Systems and Quantitative Analysis, University of Nebraska-Omaha.

May 2006, “Small Business Growth And Internal Transparency: The Role Of Information Systems” Grande Ecole HEC, Paris, France.

RESEARCH GRANTS AND AWARDS

EXTERNAL

2014; Global Entrepreneurship Monitor. Street, C.T. “Entrepreneurship in Saskatchewan” (\$6,000)

2012; Saskatchewan Infrastructure Innovation Strategy Grant, (with Yasser Morgan [Principal Investigator] and Sherif Antil) “Wireless Snow Plow Safety Alert” (\$110,000)

2012; Development Grant (Innovation Saskatchewan), Street, C.T. “Innovation Audit within the Balanced Scorecard Measurement Framework” (\$10,000)

2006; SSHRC Seed Grant (University of Manitoba). Street, C.T., Zack, M. (Co-Investigator) “Effects of Heterogeneous Knowledge Types on Business Performance: Impact of Knowledge in the Commodity Agricultural Sector” (\$5,500)

INTERNAL

2022; Research Grant (University of Regina). Street, C.T., “The effect of information modes on driver effectiveness in semi-autonomous vehicles” (\$9,400)

2018; Dean’s Research Grant (University of Regina). Street, C.T., “Gender Effects of the Asshole Tax in Negotiations” (\$5,000)

2016; Dean’s Research Grant (University of Regina). Street, C.T., “Quantifying the Magnitude of the Asshole Tax in Negotiations” (\$5,000)

2014; Dean’s Research Grant (University of Regina). Street, C.T., “Effects of Project-Level Innovation and Learning factors on Firm Performance” (\$5,000)

2009; Dean’s Research Grant (University of Regina). Street, C.T., “Public Sector Entrepreneurship: A Taxonomy of R&D Projects in Crown Corporations” (\$5,000)

2005; University of Manitoba, Dean’s Research Grant (\$20,000)

2002; KBE Research Grant (Queen’s School of Business). Street, C.T.; Goldsmith, D.; & Dacin, M.T. “Alliance Management Practices And New Business Development Across Organizational Boundaries” (\$5,000)

2002; KBE Research Grant (Queen’s School of Business). Street, C.T. & Cameron. A.F. “Strategic Alliances in Small and Medium-Sized Enterprises” (\$5,000)

AWARDS AND FELLOWSHIPS (AS PhD STUDENT):

2004; D.D. Monieson Award (\$5,000)

2004; Ontario Graduate Scholarship (recurring in 2005) (\$30,000)

2003; R.S. McLaughlin PhD Fellowship (Granted through Queen's University, \$10,000)

2002 & 2003 D.I McLeod Fellowship (Granted through Queen's University, \$3,400)

2001; Shell Oil Entrance Scholarship (\$1,000)

2001; Queen's School of Business Entrance Scholarship (\$1,000)

ADMINISTRATIVE AND PROFESSIONAL SERVICE:

ACADEMIC EXAMINER - INTERNATIONAL

2019, PhD Examiner, Ross Leembruggen (DBA Candidate, University of Newcastle, Australia) Thesis Title: "Innovation in the Australian Defence Industry: An Exploratory Study of the DST Group Product Innovation Process"

2019, Murat Erogul, External Examiner, Adelphi University, USA, Application for Tenure and Promotion to Associate Professor

2014, PhD Examiner, John Rowe (Ph.D. Candidate, Southern Cross University, Australia) Thesis Title: "Learning to drive an SME in New Zealand: lessons from a study of liquidators' reports"

2010-2011, PhD Examiner, Anthony Thistoll (Ph.D. Candidate, Victoria University of Wellington, New Zealand) Thesis Title: "A Grounded Theory of Preneurial Agency in Information Technology Creation"

2007 - 2008, PhD Examiner, Chansit Siritanachot (Ph.D. Candidate, University of Waikato, New Zealand) Thesis Title: "The Impact of Interventional Change Techniques on an Internet Banking Cross-Functional Team"

ACADEMIC EXAMINER - CANADA

2019, PhD Examiner, Jane Akpan (MSc Candidate, University of Regina, Canada) Thesis Title: "Assessing The Effectiveness of Results-Based Regulations in Fostering Innovation and Social Learning: A Focus On The Saskatchewan Ministry of Environment"

2015, Academic Examiner, Dr. Geoff Archer, Royal Roads University, Application for Tenure and Promotion to Associate Professor

2015, External Examiner, Cynthia Baum (Ph.D. Candidate, University of Saskatchewan, Canada) Thesis Title: "The Mind Of The Entrepreneur: Exploring Lived Experiences"

2008, PhD Project Advisor, Jeremy Funk (Ph.D. Candidate in Organizational Behaviour, Asper School of Business) Project Title: “Entrepreneurial Risk Assessment – The Place for Cognitive Isolation”

2005 – 2007, Internal Examiner, David Zhang (Ph.D. Candidate in Marketing, Asper School of Business) Thesis Title: “Integration Of Market And Entrepreneurial Orientations”

COMMITTEES - INTERNATIONAL

2012-Present, Regional Committee Member, Global Entrepreneurship Monitor (GEM)
<https://www.gemconsortium.org/>

2015, Track Co-Chair, AMCIS 2015 Conference, Research Methods Track

2014, Track Co-Chair, AMCIS 2014 Conference, Research Methods Track

2014, Associate Editor, ICIS 2014 Conference, Research Methods Track

2012, Track Co-Chair, AMCIS 2013 Conference, Research Methods Track

2012, Associate Editor, ECIS 2013 Conference, Innovation, Adoption And Diffusion Track

2011-2014, Associate Editor, Journal of Small Business and Entrepreneurship

2005 – 2008; Co-Chair, Sponsorship Program, International Conference on Information Systems (ICIS Montreal - 2008) Conference Executive Committee

COMMITTEES - CANADA

2019 – 2021; Research Ethics Board Committee Chair, University of Regina

2016 – 2018; Research Ethics Board Committee Member, University of Regina

2012-2015; ENACTUS Faculty Advisor, Hill School of Business, University of Regina

2014; Chief Negotiator, University of Regina Faculty Association (URFA), Representing Academic Staff in contract negotiations with University of Regina

2014; Chief Negotiator, University of Regina Faculty Association (URFA), Representing Employer in contract negotiations with Canadian Office and Professional Employees Union(COPE)

2011, Member of President’s Advisory Committee for Appointment of Dean, Faculty of Business Administration.

2010-2011; Member of Negotiating Team, University of Regina Faculty Association (URFA), Representing Employer in contract negotiations with Canadian Office and Professional Employees Union(COPE)

2010-2011; Academic Reviewer, Entrepreneurship Track, ASAC 2011 (Montreal)

2006; External Examiner, 5th Annual Knowledge Management Doctoral Consortium, Queen's School of Business

2003 – 2005; Advisory Board, Monieson Institute, Queen's School of Business (2 year appointment)

2003; Past Chair, Queen's Centre for Knowledge-Based Enterprises Doctoral Consortium

2002; Founder & Program Chair, Queen's Centre for Knowledge-Based Enterprises Doctoral Consortium

EMBA Capstone Project Advisor:

Ashely Young (MBA student, University of Regina) Project Title: Does access to data/information impact employee engagement?

Todd Andries (EMBA student, University of Regina) Project Title: Understanding how Financial Literacy and Financial Acumen impact Business Success

Ray Obi (EMBA student, University of Regina) Project Title: Innovation-Based Approach to Selection, Application, and Degradation Control of Potash Industry Construction Materials

Biplob Das (EMBA student, University of Regina) Project Title: Innovation Audit

Dan Broderick (EMBA student, University of Regina) Project Title: "Transactional Negotiation Tactics"

Rachel Werrett (EMBA student, University of Regina) Project Title: "Success Factors Required for Pop-Up Retail"

Chad Walbaum (EMBA student, University of Regina) Project Title: "Creative Approaches To Implementing A Rapid Response Small Business Telecom Service"

RESEARCH ENGAGEMENT IN THE LOCAL COMMUNITY

September, 2018 "Innovation to Implementation", feature session, Saskatchewan Union of Nurses, Regina, SK

August, 2015 "Describing your entrepreneurial idea", opening session, Prince's Operation Entrepreneur, Regina, SK <http://www.princesoperationentrepreneur.ca/>

June, 2015 "Can you teach Business Ethics?" TEDx Regina, Regina, SK.

September, 2015 –Sept. 2014 Futurepreneur Mentor (<http://www.futurepreneur.ca/en/mentoring/>) for Jon Clifford, Service|Box, (<http://jobboxsoftware.com/>), Regina, SK

Street, C.T. (2014) "Driving Wealth Creation and Social Development in Saskatchewan" Prepared for the Global Entrepreneurship Monitor

August, 2014 "Describing your entrepreneurial idea", opening session, Prince's Operation Entrepreneur, Regina, SK <http://www.princesoperationentrepreneur.ca/>

March, 2014 “Effective Negotiating for Middle Management” Professional Development Seminar for Cooperators Insurance, Regina, SK

April-June, 2014, Development Coach, Saskatchewan Business Challenge business start-up competition sponsored by Regina Regional Opportunities Corporation.

August, 2013 “Describing your entrepreneurial idea”, opening session, Prince’s Operation Entrepreneur, Regina, SK <http://www.princesoperationentrepreneur.ca/>

December, 2013 “Effective Negotiating for Case Managers” Professional Development Seminar for Cooperators Insurance, Regina, SK

October, 2013 “Communicating Innovative Ideas Successfully” Seminar Presenter for Saskatchewan Science Week held by the Saskatchewan Science Centre, Regina, SK

April-June, 2013, Development Coach, Progress2Capital business start-up competition sponsored by Regina Regional Opportunities Corporation.

April, 2013 “Building, Promoting, and Hiding: The three critical steps in overcoming resistance to innovative projects, products, and processes” Keynote Speaker for Solvera Consulting Annual Meeting, Regina, SK

June, 2012 “Decoding and Adapting to Different Negotiating Styles” Professional Development Seminar for McNair Business Development, Regina, SK

April-June, 2012, Development Coach, Progress2Capital business start-up competition sponsored by Regina Regional Opportunities Corporation.

March, 2012, Faculty Advisor, PNWER Business Idea Competition, Royal Roads University, Victoria, BC. (*Hill School of Business student placed in top 4*)

June, 2011 “Effective Negotiating To Create Long-term Relationships” Professional Development Seminar for Sask Power, Regina, SK

August, 2010, “Creativity in Everyday Work”, Professional Development Seminar for McNair Business Development, Regina, SK