


PETER POLITIS




PROFESSIONAL EXECUTIVE


CONTACTS

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 www.peterpolitis.com
www.forevergreen.ca

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 138 Third Street West,
Cochrane, Ontario P0L1C0

EXPERTISE

Advanced Strategic Negotiator

Mediator / Facilitator

Strategist

Writing Strategic & Business Plans

Political Strategy & Messaging

Public Speaking & Communication

Political Lobbying & Advocacy

Municipal Operations & Governance

Board Governance

Corporate Executive

Corporate Modeling & Restructuring

Instructor & Trainer

Management Consulting

Project Management

Forest Planner & Manager

Private Entrepreneur

PROFESSIONAL PROFILE

Articulate, energetic and engaging executive with extensive, exceptionally diverse experience transcending private, public and political disciplines, as well as complex Indigenous affairs, with an outstanding track record and flare for finding success where least expected. Inspirational leader with exceptionally strong communication skills. Seasoned business and financial acumen honed in complex environments. Proven, dynamic, resilient leadership with consistently demonstrative success growing and strengthening organizations, exceeding expected results and effectively navigating the most challenging of environments.

Recognized as a skillful and persuasive negotiator orchestrating winning outcomes, inspiring transformational change, as well as cultivating, inspired, bigger thinking, enabling cultures that embrace setting their organization on a path to reaching full potential. Motivated by new experiences and continuing to add new chapters to his book of life.

WORK EXPERIENCE

FOUNDER / PRINCIPAL | For Evergreen Innovative Strategies
1995-Present
Cochrane, Ontario

I established this practice in 1995 after an accomplished run in Natural Resource Management. The Indigenous affairs movement in resource development was on the horizon and there was a need to expedite this evolution. There was also an opportunity to write an exciting chapter in my book of life around one of my greatest passions, transformational leadership.

The practice started out transcending barriers, providing negotiations, facilitation and business development services to the Indigenous community and has since evolved into a complete management consulting practice offering modern, progressive, out of the box thinking to its clients. Today, the practice serves all layers of government, commercial enterprise and not for profit organizations, while specializing in Indigenous affairs, as well as in helping municipalities reinvent themselves through fresh, modern, transformational thinking. We have developed a reputation for being non-conventional, innovative, critical thinkers that challenge conventional thinking, while helping change how our clients see and think to find success through some of the most challenging and complicated circumstances.

COMPLETE DETAILS AT www.forevergreen.ca

PETER POLITIS

PROFESSIONAL EXECUTIVE

SKILLS

Problem Solving

Complex Contract Writing & Negotiation

Operations Management

Strategic & Tactical Planning

Employee Training & Development

Change Navigation & Management

Performance & Profitability Optimization

Indigenous Affairs Navigation

Cultivating Stakeholder Engagement & Relationships

Financial Management & Relationships

Financial Management & Strategic Design

High Level Communication & Public Speaking

Transformational Growth & Continuous Improvement

Organizational Review, Growth & Development

Complex Conflict Mediation, Facilitation & Resolution

Project Development & Management

Political Lobbying & Navigation

Website Design

Advanced Microsoft Office

Videography Software

Active Listening

WORK EXPERIENCE

(Continued)

- Orchestrating, organizing and leading the development of winning strategies, plans, and opportunity negotiations, navigating the most challenging of environments including multi-lateral jurisdictions, leading to unprecedented, landmark outcomes. Led, facilitated and negotiated:
 - Adoption of an unprecedented Indigenous specific natural resource permit process, establishing development jurisdiction.
 - Unprecedented Indigenous consultation protocol requiring a consultation endorsement & operations permit, leading to development opportunities exceeding \$1,000,000.
 - An unprecedented comprehensive native values protection plan, including an alternate dispute resolution process in the Nipissing Forest, Forest Management Plan.
 - A comprehensive long term exploration agreement and framework for an Impact Benefits Agreement between the Beaverhouse First Nation and three successive owners of the Upper Beaver Mining Claims.
 - \$450 million, twenty (20) year forestry agreement for a client providing unprecedented access to forest tenure, improving upon their \$60,000, non-tenured annual arrangement.
 - Landmark consultation process between Long Point First Nation and Tembec Inc.
 - A civil standoff and tri-Partite, multilateral negotiations process agreement between Quebec, the Long Point and the Lac Simon First Nations.
 - Long Term Forestry Agreement between Tembec Inc. & the Wahgoshig First Nation – valued at \$120 million.
 - Long Term Partnership Agreement between the Wahgoshig First Nation & Abitibi Consolidated – valued at \$100 million.
 - Interim Agreement between Quebec & the Long Point First Nation bridging a long dispute with committed protocols & opportunities.
 - Protocol of Cooperation Agreement between Domtar Inc. & The Missanabie Cree First Nation.
 - Qua-Partite Working Partnership Agreement between The Wahgoshig First Nation, The New Post First Nation, Ontario, & Abitibi Consolidated – Valued At \$180 Million.
 - Long Term Relationship Agreement between Tembec Inc and the Nipissing First Nation.
 - Tri-Partite Working Relationship Agreement between Ontario, the New Post First Nation, & Tembec Inc.
 - Bi-Partite Interim Agreement between Quebec & The Long Point First Nation – Valued At \$1 Million.
- Four mining agreements between The Wahgoshig First Nation & four individual mining exploration companies, detailing protocols & framework to potential Impact Benefit Agreements. Created the profiling, problem solved, formulated the strategies, facilitated and mediated successful outcomes in some of the most fragile and challenging environments. Facilitated & mediated:

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PROFESSIONAL EXECUTIVE

TRAINING & ACCREDITATION

HARVARD BUSINESS SCHOOL

Strategic Diplomatic Negotiation

UNIVERSITY OF WINDSOR, FACULTY OF LAW

Advanced Alternate Dispute Resolution & Mediation

YORK UNIVERSITY

Successfully Managing People

ROGER DAWSON'S

Power Negotiating

DR. C. KARASS INSTITUTE FOR EXECUTIVE NEGOTIATIONS

Effective Negotiating

DR. ROSS RECK, DR. BRIAN LONG

Common Sense Negotiating

JC SAVARD GROUP

Managing Problems of the Technical Person in a Leadership Role, Strategic Planning, Effective Time Management

THE DECISION GROUP

EDUCATION

SAULT COLLEGE APPLIED ARTS & TECHNOLOGY | 1985-1987

Forestry Technician Diploma

SAULT COLLEGE APPLIED ARTS & TECHNOLOGY | 1987-1988

Forestry Technology Diploma

WORK EXPERIENCE

(Continued)

- An arrangement between Quebec & the Long Point First Nation solving a bitter dispute, lifting of blockades, & fostering government To government negotiations and an Interim Agreement.
- The Establishment of a landmark negotiating table between The Missanabie Cree First Nation, Weyerhaeuser Company, & multiple districts Of The Ontario Ministry of Natural Resources, & the implementation of innovative dialogue exercises & multi-interest brainstorming.
- The unprecedented development of an alliance between two competing First Nations, which resulted in a larger collective success associated to their negotiations with the government & forest industry.
- The successful re-routing of logging operation's on Lake Abitibi's Hospital Point (a sacred native burial ground of The Wahgoshig First Nation), and negotiated the removal of this area from the harvest eligible land base.
- A multitude of disputes & impasses associated to working relationships & contractual relations between Indigenous clientele, government & natural resource industry.
- Various relationship & employee / employer arrangements pertaining to forestry & forest management.
- Led organizational review and restructuring consulting assignments from simple to comprehensive, including designing work plans, team development and selection, profiling, stakeholder engagements, benchmarking, marketing strategy, financial strategy, financial ratio / comparator development and implementation:
 - Developed a not for profit corporate structure for New Post.
 - Developed a not for profit corporate structure for JTP Logging.
 - Developed a corporate structure for For Evergreen Forest Managers.
 - Developed a Limited Partnership Corporation for Wahgoshig.
 - Reorganized and developed a corporate structure for For Evergreen Innovative Strategies Inc..
 - Reviewed & completely restructured 1498356 Ontario Corporation to a Limited Partnership.
- Analyze current business status and viability, develop viable financial and business strategies, and author comprehensive business plans that provide a workable roadmap to improved sales, gross margins and profitability. Designing credible financial strategies that are best positioned to get the money.
 - JTP Logging simple owner operator business plan.
 - A comprehensive and complete business plan for Island Falls Forestry's \$15,000,000 operation that included employee profiling, market competition assessment, market strategy, corporate restructuring, five year proforma financials and plan leading to \$5.1 million in new sales, financial ratios, benchmarking analysis and funding strategies.
 - Designed, structured and authored For Evergreen Innovative Strategies Inc.'s business plan and marketing plan.

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AWARDS

NOMINATED FOR PREMIER'S AWARD

For Ontario's most outstanding College Graduate in the Business Category

RECEIVED THE QUEENS DIAMOND JUBILEE MEDAL

For outstanding Volunteerism

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Mr. Politis and his efforts have yielded results for our community, which can easily be considered among the best in the country.

MAURICE KISTABISH,
Wahgoshig First Nation

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Eye opening workshop!

Peter is able to put into perspective the challenges Aboriginal people face in reaching their full potential

BEV CHEECHOO,
Moose Cree Development Corporation

WORK EXPERIENCE

(Continued)

- A comprehensive and complete business plan for the Mathias Colomb Cree Nation to build and operate a 10 Mmfbm Sawmill, including: market competition assessment, market strategy, corporate structuring, 5 year proforma financials, financial ratios, operational financials valued at \$5,000,000 annually, benchmarking analysis, timber supply analysis, and funding strategies.
- Designed, structured and authored comprehensive business plan for the Winneway Forestry Authority that increased sales by \$5.6 million in year three and \$13 million in year five.
- Conduct comprehensive strategic planning assignments that include: 360 degree situational scans, stakeholder engagements, benchmarking, goal setting, party mapping, research and development, tactical development, and comprehensive strategies designed to reach full potential.
 - Comprehensive strategic plan and negotiating plan that saw the New Post First Nation successfully preserve historic territorial assets, while facilitating logging operations and negotiating a landmark working agreement. The agreement paved the way nationally for Indigenous / industrial relations.
 - Comprehensive negotiating strategy and plan that saw the New Post and Wahgoshig First Nations form an unprecedented alliance and negotiate respective agreements valued at over \$450 million each.
 - Comprehensive negotiating strategy and plan that saw the Missanabie Cree negotiate a long term working agreement with Weyerhaeuser, Domtar and the province leading to the development of a comprehensive, long term working relationship.
 - Comprehensive strategic plan and negotiating plan that mitigated a standoff between the Long Point First Nation and Quebec, formulated an alliance with the Lac Simon First Nation, and a series of both bi-partite and tri-partite agreements.
 - Comprehensive strategic plan and negotiating plan that navigated a standoff between the Long Point First Nation and Quebec, formulated an alliance with the Lac Simon First Nation, and a series of both bi-partite and tri-partite working agreements.
 - Comprehensive strategic plan and negotiating plan for the Long Point First Nation successfully negotiating territorial rights with Quebec, leading to several bi-partite agreements.
 - Design and undergo research and development assignments that synthesize data, trends, strengths, weaknesses and opportunity, leading to credibly architected and targeted strategic recommendation.
 - Economic impact assessment for the Caisse Populaire to quantify potential growth opportunities associated to a projected municipal economic boom period. Identify accelerated growth impacts and opportunities, while designing strategic recommendations.
 - Authored a comprehensive strategic adjustment synopsis and report to a municipalities socio-economic profile. An important process that contained over 39 strategic social and economic recommendations by which this Northern Ontario community learned how to make the changes needed to adjust to and survive a new economy.

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BOARD PARTICIPATION

NORTHERN ONTARIO WIRES

COCHRANETEL

COCHRANE DISTRICT SOCIAL SERVICES ADMINISTRATION BOARD

COCHRANE DISTRICT SOCIAL PLANNING COUNCIL

MIC'S GROUP OF REGIONAL HEALTH SERVICES BOARD

COCHRANE POLICE SERVICES BOARD

NORTH EASTERN ONTARIO MUNICIPAL ASSOCIATION

COCHRANE RECREATION & SPECIAL EVENTS BOARD

COCHRANE VOLUNTEER RECOGNITION BOARD

COCHRANE ECONOMIC DEVELOPMENT STEERING BOARD

COCHRANE AND AREA ECONOMIC DEVELOPMENT CORPORATION

WORK EXPERIENCE

(Continued)

- Design and conduct training and development assignments
 - Effective governance training to the Town of Kingsville providing the organization fresh modern understanding and acumen on governance.
 - Design curriculum, build materials and conduct workshops for the Niska Training Institute on a series of real life (straight talk) cross-cultural workshops designed to bridge the worlds of both native and non-native workforces.
 - Instructed computer training at the Toronto School Business
 - Ad-hoc workshops and training: time management, corporate governance, negotiations, planning, brainstorming, municipal Council, organizational functionality, employee development, team building, cross cultural, visioning and communications.

MAYOR | MUNICIPALITY OF COCHRANE

2010 to 2018

Cochrane, Ontario

The challenge started with a municipality coming through an economic downturn and uncertain future. It faced escalating and rapidly mounting unfunded budgetary costs, had no Treasurer, was three years behind in securing its provincial funding resulting from incomplete financial reporting, was borrowing to augment this, and its largest employer just announced permanent shut down.

Elected on a build and create mandate, we redefined the governance and management model by shifting historic administrative thinking to that of bigger entrepreneurial thinking and redefining relationships. We established a new enabling, exploratory culture and mindset, and embraced embarking upon a rethink that started with challenging conventional thinking, in an institution typically entrenched in conventionality. Presided over a transformation that saw the municipality become one of the most actively developing communities per capita in the region, creating over nine jobs for every job lost, while maintaining some of the lowest taxes.

COMPLETE MAYORAL RESUME AT: www.peterpolitits.com/mayoralresume.pdf

- Drove the municipality through two organizational reviews completely rethinking the corporate structure, the culture, and the functionality of the operation, including: Breaking down entrenched historical silos and inherent "small town" cliques; Implementing long term plans that guided new development; redesigning of road infrastructure; The creation of trails between lakes and community assets promoting healthy active living; and the creation of sound, modern, strategic, long term financial planning.
- Founded and chaired a provincial Mayors' Coalition representing over 160 municipalities, leading to a completely new provincial funding model that actually reduced our local costs by \$600,000 / year (30%). Policing costs having tripled over a five-year span, with projections indicating another doubling of costs within the next five-year term, had become the largest and most threatening budgetary item.

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Seasoned, thoughtful and innovative, Peter is a think tank all on his own. His communication skills are phenomenal.

MAYOR, JOHANNE
BARIL,
Municipality Val Rita

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Peter is a passionate and dedicated leader who wakes up each day with the clear intention of changing the world. There are always solutions and opportunities in Peter's agenda.

EXECUTIVE DIRECTOR,
JULIE JONCAS,
Far North East Training
Board

WORK EXPERIENCE

(Continued)

- Presided over establishing a modern employment equity model that standardized equality in gender compensation, despite the \$250,000 cost that had prohibited the policy advancement previously. Resources were sourced from cost efficiencies.
- Modernized and rethought the corporate financial structure by centralizing service, hiring top end expertise and new talent, updating processes, and adopting modern policies fostering strategic cash leveraging, moving from disabling front-end controls to enabling back-end controls, and adopting three year operational and capital plans. A projected unfunded increase of over \$1.5 million on a \$13.5 million budget was replaced by finding almost \$2 million in efficiencies instead. Combined, the financial structure went from being in peril to being referred to by KPMG as the benchmark they use with their other municipal clients.
- Effectively repositioned the municipality from a nonexistent regional role to becoming a widely recognized lead in driving important regional policy, in many cases historically entrenched and sitting idle. Some key examples directly driven through the Cochrane Mayor's Office included: stopping the complete divestment of rail service in the region; rewriting conservation policy that was leading to public safety risks and catastrophic closure of the natural resource industry; and police service costing model reform.
- Led the community through a renaissance of social development around modern, leading edge social and recreational asset development, 90% funded through sourcing new resources outside of the tax levy. These Included:
 - A multi-million dollar advanced Arts & Culture Entertainment Pavilion.
 - Water front development including a scenic boardwalk, illuminated lock-stone trails, beach amenities and public watercraft.
 - The only free bike share program in Ontario seeing bike depots organized around the community where anyone can borrow a bicycle anytime;
 - Other arts and cultural focused drivers such as pop-up pianos and free book share.
 - The development of five times more social and recreational assets than any other asset group including health and education, placing the small community in a strong strategic attraction and retention position.
- Resurrected a failed forestry manufacturing plant representing the community's largest employer through an innovative economic development tool (The Cochrane Distress Index) created through my guidance that exposed the investment value, effectively positioned the opportunity, and directly lead into a secondary boom.
- Governing some of the lowest tax rates and costs per worker comparably in the region, while creating a 24% real estate growth environment (typically in low single digits to negative in similar regional communities), which is comparable to the large five cities in the northern Ontario.
- Acting in a lead Board role, rethought and restructured municipal telecommunications Company ultimately surviving a hostile competitive market takeover attempt by a national corporate telecommunications giant.

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INTERESTS

Hunting | Fishing | Camping

- Avid Outdoorsman

Raising & Riding Horses

- Live on a Hobby Horse Ranch

Carpentry & Cabinet Making

- When time permits

Community Volunteering

- Invested as much as 80 hours per week in community volunteering.
- www.peterpolitis.com/volunteerresume.pdf



... Peter has been the most vocal, action-oriented and astute Mayor in all of the 12 municipalities in Cochrane District

...Peter Politis is a fantastic communicator both verbally and with the written word; he has tremendous charisma

...

MAYOR, MIKE
MILINKOVICH,
Municipality Matheson

WORK EXPERIENCE

(Continued)

WOODLANDS MANAGER; MILL MANAGER | Normick Perron Inc. | Norbord Industries
1990 to 1995
Cochrane, Ontario

Won an internal competition for the role after a corporate restructuring. The Woodlands Manager role involved being directly responsible to the Director General for sourcing and supply of timber to a 100 Mmfbm Saw Mill in an owner operator contract environment. Wood costs represented about half of the product cost and meticulously scheduled uninterrupted supply to the Mill was critical.

Was asked to move laterally into the Mill Manager role at a time when the company was seeking to improve employee relations and costs. This was the lumber production side of the factory and reported directly to the Director General. It required being directly responsible for milling timber into high-grade dimensional lumber. Maximizing grade efficiency and production were critical in generating revenues needed for viability.

- Direct responsibility, accountability and cost control for a 500,000 cubic meter woodlands operation with a contract workforce of 200 plus. Established and maintained wood costs of \$31 / m3 that were consistently some of the lowest in the company, and comparably in the region. The wood basket was in a region where supply and control of the timber was licensed to other competitors.
- Direct responsibility, accountability and cost control for a 100 Mmfbm Saw Mill with a workforce of 120 and a 100 Mmfbm Planer Mill with a workforce of 30. Established what was characterized as the lowest Sawmilling costs in Ontario in 1993 at \$59 per 1000 board feet, while breaking production records with timber purchased from other mills that was being rejected.
- Direct responsibility, accountability and cost control for \$30 - \$65 annual budgets.