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WINTER 2015
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MISSISSAUGA BOARD OF TRADE

2015 Business Person of the Year: John McKenna 16

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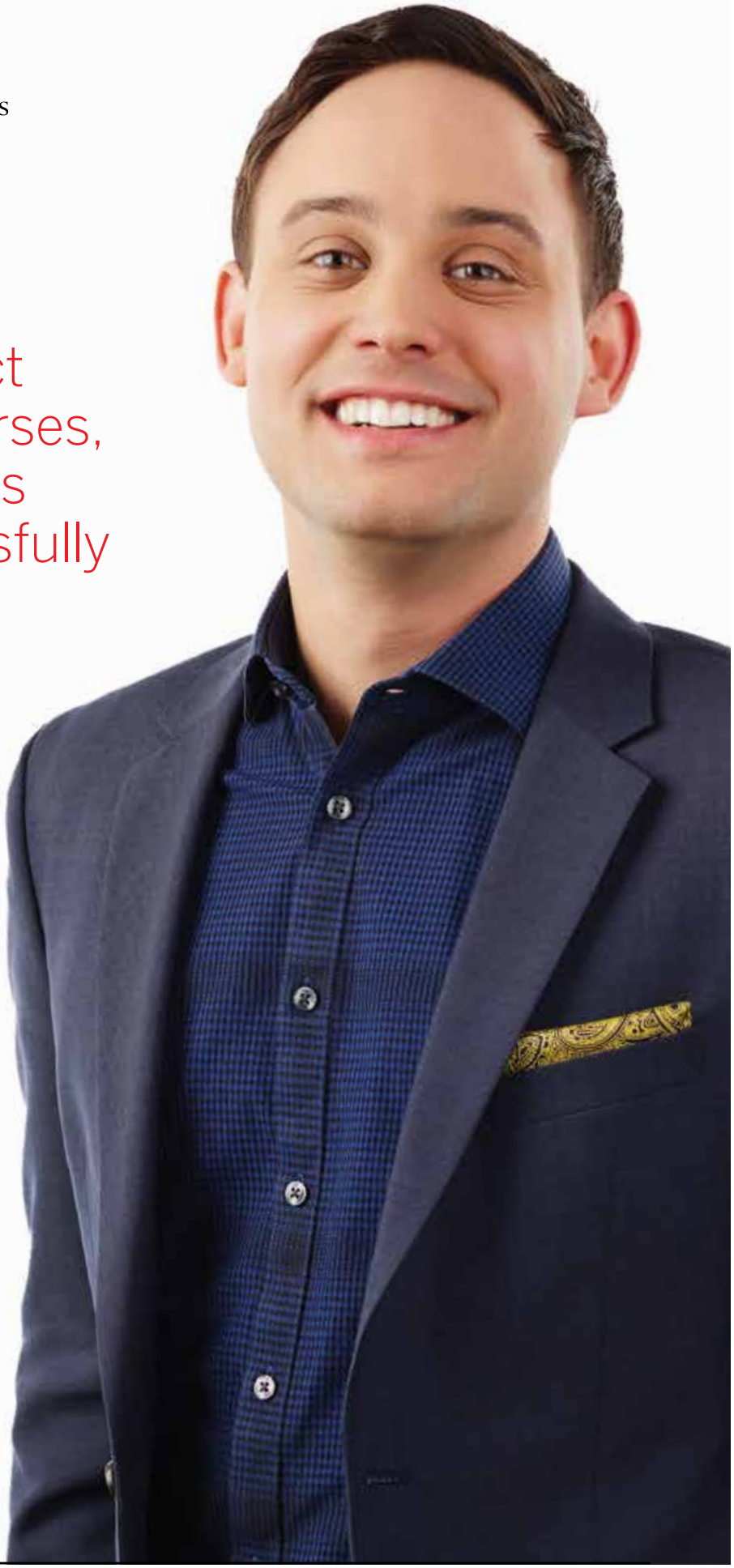

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MISSISSAUGA BOARD OF TRADE

2015 Winter

2015 Board of Directors:

EXECUTIVE COMMITTEE

Jeffrey Percival, Pallett Valo LLP - Chair
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Peter Nogalo, ARI - Vice Chair (Policy)
Husam Jandal, WSI Academy - Vice Chair (Programs & Marketing)
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Diane Drolet, GlaxoSmithKline
Paul Gaspar, UPS Canada
David Wojcik, Mississauga Board of Trade

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CHAIR'S MESSAGE

Always Celebrating our Business Successes in Mississauga

As my term as the Chair of the Board of Directors of the Mississauga Board of Trade nears its end (my, how the time flies…), I am able to report to our members on a very busy and productive Fall season at MBOT.

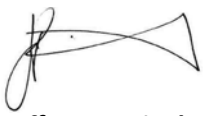
Our new President& CEO David Wojcik has been hard at work getting up to speed on MBOT's priorities. His extensive past involvement with MBOT has significantly decreased the steep learning curve and he was been greatly helped by the omnipresent MBOT staff.

This Fall has seen MBOT members engage in many memorable networking and advocacy events, including the following highlights:

- Our largest annual Good Morning Mississauga event took place on September 9 at the spectacular Living Arts Centre. I had the pleasure of introducing David to our members on his second day in his new role. Members were thrilled to meet him and got to engage in power networking over a great breakfast in the LAC atrium;
- On September 11, David and MBOT directors Peter Nogalo, Sam Sharma and myself participated in posing challenging queries to prospective Mississauga federal electoral candidates as part of taped Candidates' Debates for Rogers TV – helping to inform our future representatives on business issues of importance to the MBOT community;
- Her Worship Bonnie Crombie gave her first address as Mississauga's new mayor on September 22 at the Mississauga Grand Banquet and Convention Centre. At the perennially sold-out event, Mayor Crombie addressed the economic challenges that Mississauga faces as well as the significant opportunities we all share. Attendees left inspired by our City's fine political leadership and their commitment to helping businesses prosper here;
- On October 17 and 18, David and I had the privilege of representing MBOT at the Canadian Chamber of Commerce AGM in Ottawa, where delegates from across the Canadian Chamber network gathered to debate policy and share best practices on the eve of a very eventful federal election;
- On October 20, MBOT hosted an excellent Business Learning Series seminar entitled "Hire Slow, Fire Fast" – great Human Resources advice for our growing employer members;
- We had the privilege of hosting Women's Executive Network founder Pamela Jeffery at our final and sold-out Growth and Power Breakfast on October 21 at the scenic Port Credit Yacht Club – inspiring words from the very entrepreneurial Ms. Jeffery for all of the corporate executives in the audience;
- On November 4, we presented with our good friends at Bell an important breakfast event focusing on the emerging importance of recognizing mental health in the workplace; and
- On November 19, MBOT shone a bright spotlight on great Mississauga businesses, handing out ten awards at our sold-out annual Business Awards of Excellence at the Mississauga Convention Centre. Congratulations to all of the award finalists and the winners in each category, including our 2015 Business Person of the Year, John McKenna of McKenna Logistics Centres.

Coming to the end of my term as the Chair of your Mississauga Board of Trade, I cannot help but beam with pride at the many accomplishments of our diverse member businesses. At each event that I have attended this year, I have met so many dynamic and engaging members of our community who want to share their story and help grow our prosperous City.

In closing, I want to thank David and his exceptional team, as well as my phenomenally talented Board of Directors, for making my Chairmanship such a wonderful personal and professional experience. Most of all, I want to thank all of our members who help make MBOT such an attractive nexus for business every day of the year. Best wishes for your continued business success!



Jeffrey Percival – 2015 MBOT Chair,
Pallett Valo LLP

PRESIDENT'S REPORT

The Future of our Board of Trade

I've now been in the CEO seat for my first 90 days and by the time you read this, it will be closer to 120. In preparation for our 40th anniversary at The Mississauga Board of Trade, I have retrieved from our archives, a file folder with minutes from a meeting of the Clarkson-Lorne Park Chamber of Commerce held on October 7, 1959. On that agenda, one of the top items for discussion was "ways of securing new members". Here we are, some fifty six years later and still asking the same question.

What is the future of Boards of Trade and Chambers of Commerce? To discuss this, we need to examine our past. The first Chamber of Commerce was formed in 1599 in Marsaille, France. It's sole purpose was to advocate on behalf of business with Government. We still do this today at the municipal and regional levels and have partnerships with the Ontario Chamber of Commerce and Canadian Chamber of Commerce who perform this function at the provincial and federal levels respectively.

We have also become a resource, a connector, a discount service agency, an event management company, a magazine publisher, an advertising company, a professional development institute and lately a travel provider. We have morphed into a multi-faceted organization in our effort to be all things to all members. The question we ask ourselves across the Chamber network is how sustainable is this model and is this the model for a business association of the future? Is this the organization with which the next generation of entrepreneur wants to engage?

This is an important question your Board of Trade is addressing. We are engaging with that next generation of entrepreneur at the secondary and post secondary educational institutions. We are addressing business-minded students with a view to help them understand the roots of the Chamber and ask for their feedback in forming their business association for the decades to come.

To kick start this initiative, I participated in a University of Toronto Mississauga competition entitled "Ready, Set, Market". This involved twenty five teams of four members each. Each team presented to a panel of four judges and the judges were tasked with selecting a winning team. The benefactor of the body of work was Erin Park Toyota, Lexus, Scion, the sponsor of the event. I was also afforded the opportunity to be the keynote speaker which allowed me to offer a history lesson about the Chamber world and solicit ideas on how to build the chamber of the future.

I am pleased to report, many of the students volunteered to be part of a group who will help answer this burning question about the future. Will the Chamber retain its historical fibre from 1599 or will it evolve into an all encompassing virtual organization. I may not know the answer today. But I have started the journey of discovery with the next generation of entrepreneur who will form the leadership of tomorrow.

David Wojcik, MBOT President & CEO,
Mississauga Board of Trade

Upcoming Events

JANUARY

Membership Matters
Date: 01/06/2015
Day: Wednesday
Time: 7:30 a.m. - 9:30 a.m.
MBOT Boardroom

Good Morning Mississauga (GMM)
Date: 01/13/2015
Day: Wednesday
Time: 7:30 a.m. - 9:30 a.m.
CHSI

Growth & Power
Date: 01/14/2015
Day: Thursday
Time: 7:30 a.m. - 9:30 a.m.
Credit Valley Golf & Country Club
Details on page 29

FEBRUARY

Membership Matters
Date: 02/03/2015
Day: Wednesday
Time: 7:30 a.m. - 9:30 a.m.
MBOT Boardroom

Good Morning Mississauga (GMM)
Date: 02/10/2015
Day: Wednesday
Time: 7:30 a.m. - 9:30 a.m.
TBD

Business Learning Series
Date: 02/25/2015
Day: Thursday
Time: 8:00 a.m. - 11:00 a.m.
Corporate Event Centre at CHSI
Details on page 15

MARCH

Membership Matters
Date: 03/02/2015
Day: Wednesday
Time: 7:30 a.m. - 9:30 a.m.
MBOT Boardroom

Women's Leadership Event
Date: 03/03/2015
Day: Thursday
Time: 7:00 a.m. - 10:00 a.m.
Lionhead Golf & Country Club

Good Morning Mississauga (GMM)
Date: 03/09/2015
Day: Wednesday
Time: 7:30 a.m. - 9:30 a.m.
Microsoft Headoffice

Growth & Power
Date: 03/10/2015
Day: Thursday
Time: 7:30 a.m. - 9:30 a.m.
Credit Valley Golf & Country Club
Details on page 29

Welcome New Members!

SEPTEMBER

- Beyond The Classroom - South Mississauga
  Trish Petersen
- Cedarlane Corporation
  Eddie Johnson
- CentriLogic
  Matt Callahan
- CISCO Systems Canada Company
  Bonnie Di Adamo
- Colour Tech Marketing Inc.
  Debbie McDonald
- Edward Laba and Associates
  Edward Laba
- Innophos Canada, Inc.
  Carol McDonald
- Innova Impex Inc.
  Deepak Jain
- Jake's Boathouse Restaurant
  Tony Banerjee
- K&K Technologies Inc.
  Rochelle Morrison
- Kick Gas Lawn Care
  Demian Trudeau
- Luminus Learning
  Carolynne Fletcher Wintrip
- Make your Mark Training & Consulting Inc.
  Mike Jamieson
- Minuteman Press
  Riaz Qazi
- Moxie's Bar & Grill - Argentia
  Neal Lewis
- Moxie's Bar & Grill - Square One
  Tyrone Gayle
- Moxie's Bar & Grill - Courtneypark
  Luke Sauve
- Nomadic Uno Inc.
  Wojtek Hoch
- RTG Group Inc.
  Stephen Clarke
- Sangeeta Marathe
- TechWiz Consulting Inc.
  Paul Bulgaru
- TRO Maintenance Solutions
  Richard Beer
- Wellsprings Cancer Support Foundation
  Sharon Howell

OCTOBER

- 4P Signs Inc.
  Manfred von Gradowski
- AdvaPro Consulting
  Jamal Junaid
- AST Accounting & Tax Services
  Amir Tadros
- Breaktime Coffee & Tea Co.
  Ed Furtado
- Brown's Fuels
  Jeff Ettinger
- Canadian Linen and Uniform Service
  Kevin Doucet
- CIMT College
  Shawn McGowan
- Colette Rabba Real Estate
  Colette Rabba
- Cotton Candy Total Rewards
  Marya Shaharyar
- CRM Dynamics
  Robert Triggs
- East Side Mario's
  Lauren Caravaggio
- GQ Hair Studio For Men
  Marina Kolpakova
- HL Blachford Ltd.
  Howard Kennedy
- Interpublic Media and Software Solutions
  George Arunachalam
- Mantralogix Inc.
  Jess Mann
- Mar Blue Photography
  Manny Martins
- Mardec Group Inc.
  Marcus de Castro
- Mortgage Allies
  Sue Sadana
- NetHire
  Russ Littler
- Peel Children's Centre
  Mora Thompson
- Soulfx Technologies Inc.
  Mike Erlindson
- The Foot Company
  Matthew Quattrociocchi
- The Sponsorship Collective
  Chris Baylis
- UFC Gym Mississauga
  Roland Bissoon
- W5RTC Inc.
  Shaad Khan
- Wired2Succeed
  Jacinth Tracey

Thank You Renewing Members!

SEPTEMBER

Advantage Personnel
Alcohol Countermeasure Systems Corp.
Aurora Strategy Group Inc.
Canuck Door Systems Co.
chjmills.acndirect.com
Circulation Solutions
CRH Canada Group Inc.
Family Services of Peel
Farnham + Company Chartered Accountants
Gamble Technologies Limited
GE Canada
Global Prime Office Network
handwriting.ca
ICICI Bank Canada
Karl J. Bos, LegalShield Independent Associate
Kingsway Chocolate Company Ltd.
KUBIK
Kuehne + Nagel Ltd.
Lorene Hatelt
Lyons Auto Body Ltd.
marbleLIVE
Marina Commodities Inc.
Mason Law Office
Miller Mobile Offices
Mississauga Festival Choir
Nine Clouds Beds & Mattresses
Opal Printing
Oxford Properties Group
Quality & Compliance Services Inc.
Sparkitects
Stella Ambler
University of Waterloo Co-operative Education & Career Action
Winmar - Mississauga/Oakville
Worldwide Immigration Consultancy Services
Yoga Seven
Zeifmans LLP Chartered Accountants

OCTOBER

Ainaf International Inc.
Bernardi Human Resource Law
Billah and Associates Inc.
BMD Tool & Machine Co. Ltd.
Business Development Bank of Canada
Canadian Association for Free Expression
CARP
Community Microskills Development Centre
Corporate Event Centre at CHSI
daCunha Voyages
Dee Urban Gear Inc.
Dr. S.G.H. Lalani
Excel Thru Learning
Four Points by Sheraton Mississauga Meadowvale
GlaxoSmithKline
Grant Thornton LLP
Harvest Corporation
Hearth Manor
International Centre
Kappa Solutions
Mississauga Grand Banquet and Convention Centre
Mississauga Steelheads Hockey Club
Oxford Properties Group
Power Saving Systems Inc.
Quality & Compliance Services Inc.
Raptors 905
RBC Royal Bank
Safesea-AMI Shipping Inc.
Sky Zone Sports
St. John Ambulance, Peel
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TD Wealth - Bruton Investment & Wealth Management
The Canadian Payroll Association
The CG&B Group part of Arthur J Gallagher Canada Limited
The Energy Credit Union Limited
UniFirst Canada Ltd.

Advertising Opportunities with MBOT

Contact: Sonia Ojha
Advertising & Promotion Manager
905-273-3531 | sojha@mbot.com

MBOT News

MBOT MEMBER OBAA RECIPIENT

IPEX Management Inc. was honoured by the Ontario Chamber of Commerce when presented with the Ontario Business Achievement Award for Skills and Training. Last year, IPEX was the recipient of the 2014 Mississauga Board of Trade Employer of the Year Award of Excellence. Vice President of Human Resources, Joanne Rivard was at the celebration to accept the award on behalf of the IPEX group of companies. The IPEX group has three manufacturing facilities, distribution centres, sales offices, customer service centres and administration offices in the city of Mississauga.

For more information go to **www.occ.ca**

CITY OF MISSISSAUGA 2016 BUDGET

The City of Mississauga presented its 2016 budget to the MBOT Policy and Government Affairs Committee. Commissioner Gary Kent and team outlined the highlights of revenue and expenditures. The City takes in about $700 million and retains 32% to operate the city. This revenue comes from property taxes, user fees, taxation & pay in lieu, investment, penalties and interest, investment income and provincial gas tax. Sixty eight percent (68%) of the revenue goes to the Region of Peel and the Province of Ontario. The Commissioner reported the largest portion of expenditure is to pay for wages, with a major portion of this 32% going to pay for fire services, transit and infrastructure repair. In addition to this, the city also pays for community centres, parks, animal services, libraries, museums, snow clearing, recreational programs, golf courses, street lighting and public art. The Commissioner also discussed the required funds to update roads, transit, storm sewers, bridges and buildings and the challenges of obtaining the necessary monies to do this.

For more information go to **www.mississauga.ca**

LET'S GET Social

Mississauga Board of Trade

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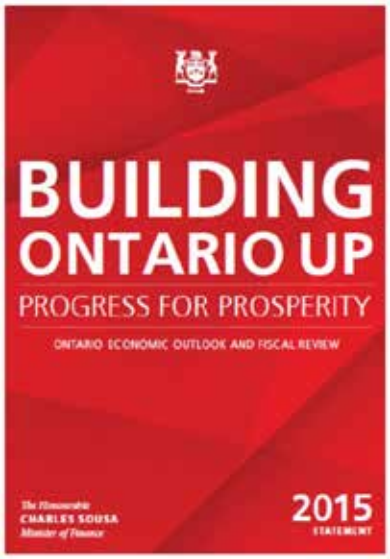
MBOT MISSISSAUGA BOARD OF TRADE

MBOT News

2015 ECONOMIC OUTLOOK

The Hon. Charles Sousa, Minister of Finance for the Province of Ontario released his economic outlook and fiscal review on November 26th. The Minister reported the province had lowered its corporate tax rate so the combined federal-provincial rate is competitive with other jurisdictions, reduced red tape savings of 2.4 million hours for business and continually promotes Ontario business internationally. The Minister reinforced his government's commitment to innovation. The Minister also confirmed the proposal to remove the Debt Retirement Charge for electricity users by April 1, 2018. The Minister confirmed the investment of more than $134 billion over 10 years on priorities such as roads, bridges, public transit, hospitals and schools. One interesting point the Minister made was that for every dollar invested in infrastructure, the short term GDP is raised by $1.43 and $3.83 in the long term.

For a copy of the full document go to **www.mbot.com**



WELCOME MINISTER BAINS

The Hon. Navdeep Bains, Minister of Innovation, Science and Economic Development takes his seat in Parliament on December 2nd as Prime Minister Justin Trudeau delivers his first Throne Speech to the House of Commons. Minister Bains, a well known figure in Mississauga and an available friend to the business community is congratulated by the Mississauga Board of Trade on his appointment. David Wojcik, President and CEO of MBOT said: "We look forward to working with Minister Bains and all the Mississauga Members of Parliament to better the business environment of our community."

For more information on the Hon. Navdeep Bains go to **www.parl.gc.ca**

STARS OF MISSISSAUGA SOUTH AWARDS

Congratulations to member Lynn Still, Sutton Group Quantum Realty Inc. Brokerage as recipient of MBOT - Excellence & Networking Award. This award is for the business person who is highly visible as a networker, links people and creates opportunities and who plays a key role as organizer or member of networking organizations or service clubs.

For more information go to **www. charlessousa.onmpp.ca**

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Microsoft

MBOT in the Business Community

MNP Grand Opening

Trillium Diwali Gala

Mayor of Summerside, PEI visits MBOT

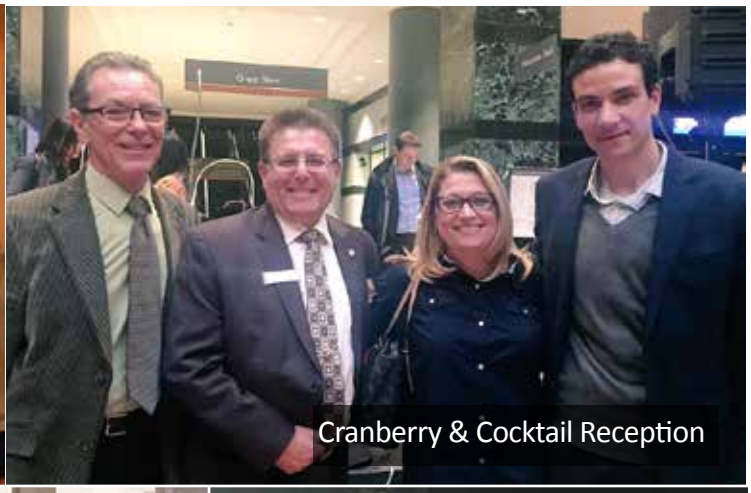
Bernardi 20th Anniversary

AGM Fall opening reception

Mississauga Gives initiative

MBOT in the Business Community

Cheque Presentation - Heart House Hospice

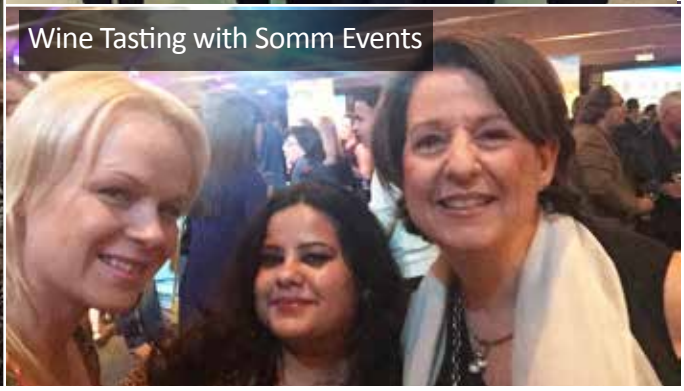

Cranberry & Cocktail Reception

Dancing with the Stars Mississauga

Mississauga Fashion Week

Art of Leadership Conference

Visual Arts Mississauga Artisan Market


Wine Tasting with Somm Events

Make the Right Choice when considering Downsizing

By Lynn Still
Sutton Group Quantum Realty Inc. Brokerage

BE HONEST ABOUT WHY YOU ARE MOVING:
Is it for financial reasons or practical reasons?

ASSESS YOUR NEEDS:
Decide what you really need by looking at how you live your life daily. Then prioritize the activities and items that are already a part of your actual lifestyle. Also consider what activities you are planning to commence if you are nearing retirement.

DECIDE WHERE YOU'D LIKE TO LIVE:
Does an isolated lake community sound wonderful to you? Or would you prefer to be near the amenities of a big city? Or do you really just want to stay in the community you are living in now? Whatever you decide it makes good sense to test drive your choice before buying.

DON'T RULE OUT RENTING:
Renting gives you a good idea of what the new location or space is like year-round and whether it's the right long-term plan for you.
Always look at your lifestyle goals. Often selling your big house, cashing in the equity and renting instead can help you achieve those goals – especially if the equity from your home is what you need to live your dream.

REALIZE THAT SMALLER ISN'T NECESSARILY CHEAPER:
Depending on where you move, don't be surprised if you face monthly expenses that are as high as or even higher than you pay now.

PRICE IT OUT:
Make sure your expectations are realistic. The truth is that most people who downsize walk away with less money than they expected.

DON'T UNDERESTIMATE THE EMOTIONAL ISSUES:
Downsizing is not just about money. You are probably more attached to your current home than you would like to admit.

DRAW UP A PLAN WITH A FINANCIAL ADVISOR:
Once you have done your research you should contact a financial advisor to draw up a simple financial plan. You need to know for sure that you will have enough to meet your financial goals.

2016 BUSINESS LEARNING SERIES

Thursday, February 25
Topic: **Beat the New Taxman**

Thursday, April 21
Topic: **Lessons from Sport Business for Your Business**

Thursday, June 23
Topic: **Growth and Chaos: Your business can only grow if you do**

Thursday, September 29
Topic: **Show me the Money III**

Thursday, November 10
Topic: **Your Marketing Still Sucks**

All workshops are held
8:00 a.m to 11:00 a.m.
at Corporate Event Centre at CHSI

Details & Registration:
www.mbot.com

Series Sponsors:
BDO PALLETT VALO LLP

Honouring Mississauga's Finest Businesses

MBOT
MISSISSAUGA BOARD OF TRADE

2015 BUSINESS AWARDS *of* EXCELLENCE

1. Corp. Social Responsibility: H.L. Blachford Ltd.
2. New Business of the Year: Kamp K-9 Inc.
3. Technology & Innovation: Perspecsys
4. Not for Profit: Safe City Mississauga
5. Sam McCallion Community Award: Century Audio Visual Ltd.
6. Clean & Green: Loyalty One
7. Small Business of the Year: Mantralogix Inc.
8. Large Business of the Year: Closing The Gap
9. Employer of the Year: Speigel Nichols Fox LLP
10. Business Person of the Year: John McKenna, Mckenna Logistics Centres

THANK YOU SPONSORS:

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Closing the Gap HEALTHCARE GROUP
BDC Bell enersource more than energy
FIELDING THE SCIENCE OF SUSTAINABILITY cisco
KPMG KPMG Enterprise RBC RBC Royal Bank TD

Since 1980, Mississauga Board of Trade has been recognizing Mississauga businesses whose achievements and community involvement have made significant contributions to the economic and social well being of the City of Mississauga.

This year's SOLD-OUT event was well attended by business professionals, government and industry leaders.

Many thanks to our amazing emcee, Anwar Knight of CTV News and all the performers for a night of entertainment and celebration.

@mbotontario #mbotawards

golf centrespread-24-25.indd 1 2015-12-08 5:31:04 PM

MBOT Events Coverage

GMM is held on the second Wednesday of the month from 7:30 a.m. to 9:30 a.m.
Meet up to 150 potential business clients, partners and suppliers before the start of your workday!

Book your Speaker Spots!
Contact: info@mbot.com

Sponsor:

SMAL BUSINESS WEEK EXPO

Sponsor:

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Thank you Exhibitiors:

BDO Canada LLP | Bibby Financial Services | Dacord Plumbing | Dan Lawrie Insurance Brokers | EC Advance Ltd. Emergenetics Ontario | Envirotech Office Systems | Instant Imprints Mississauga East | Insuranceland Inc. | ITEX Barter Currency | JD Factors Corp. | Mecredy IT Management Solutions Inc. | Pam Ten | Paramount Document Solutions Inc. | Regus | Spirit Unlimited | SSK Signs | Synerion North America Inc. | The TechKnow Space | World Financial Group of Canada

Thank you to everyone at MBOT for another stellar event! It was my honour to participate in the Small Business Week Expo. As always, all was readied in advance of my arrival. I know how much work goes on behind the scenes and do appreciate those efforts most sincerely. I found the evening a great opportunity to connect both with potential clients and to meet with fellow business owners offering their products plus services at Microsoft's conducive offices. We had some stiff competition via the Blue Jays game, but all of us came out winners!
- Carol-Ann Hamilton, Spirit Unlimited

By MBOT offering opportunities, especially during Small Business Week, for Mississauga businesses to present their products, it encourages budding entrepreneurs to strive in growing their own business. There are sixty three thousand businesses in Mississauga and a large portion of them are one person operations. During Small Business Week , MBOT offered an opportunity to present their product to a large audience and at a high profile venue. As a small business owner, you don't have to think about where to display your product and to who, it was all done by MBOT. **- David Shaw, Nurse Next Door Home Care Services**

GROWTH & POWER SERIES

Keynote Speaker: Pamela Jeffery Founder, Women's Executive Network (WXN)

Pamela Jeffery, Founder & CEO of WXN spoke to a sold-out audience of MBOT members and partners on October 29. Pamela leads an organization with 19,000 female leaders and is the only Canadian resident to be named to Fast Company's League of Extraordinary Women which recognized 60 women from around the globe who have dedicated themselves to changing the lives of women. In a fireside chat interview, Pamela described the challenges facing women today in the corporate world and how organizations who embrace women at the executive level are excelling at every level.

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"Transit an investment in Mississauga's economic future." - Mayor Crombie

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Speaking at the sold-out Mayor's Annual State-of-the-City Address, Mayor Bonnie Crombie said that the recent investment in what she called "a public transit renaissance" would be a game changer, a day that will be remembered as "the day Mississauga changed for the better." The mayor, referring to the April announcement of $1.6 billion for construction of the Hurontario-Main Light Rail Transit line connecting Mississauga to Brampton - the single largest infrastructure investment in the city's history.

She called the investment transformational. "Some of the most pressing priorities we must address have to do with how we move people, goods, services and ideas; and how we develop to meet the needs of the new residential and commercial development."

Crombie also cited Council's recent commitment to deliver all-day, two-way, GO Train service, on the Milton and Kitchener GO Train Lines with the Missing Link Western By-Pass proposal.

Mayor Bonnie Crombie has pledged to make the "right investments" to ensure Mississauga remains in control of its own destiny over the next 40 years.

"Planning, investing, and building a comprehensive transit network gives businesses the confidence they need to choose Mississauga to succeed," said Crombie, who added that "transportation policy is economic development policy."

In her speech, the mayor also touched the global economy. "We must be proactive to attract businesses and industries in our targeted sectors," citing her work in Philadelphia during the 2015 BIO International Convention – the world's largest life science conference. Mississauga is home to Canada's second largest life sciences cluster.

The South America Trade Mission had more than 50 meetings, in three countries, over eight working days, connecting with over one hundred businesses. "Trade missions are about building lasting relationships and making connections and local government is in the business of making connections."

On another front, the mayor said Mississauga is "leading the way with new approaches to delivering smarter, more efficient public services, committed to better value for taxpayer dollars." The City's new open data initiative will empower residents to use City data sets for research, along with software and website development. "This access to information can ignite new business ventures."

Crombie also addressed the issue of Mississauga's place in Peel Region, saying "we are currently undertaking a review of how the Region works. A lot has changed since 1974, and this conversation is long overdue. We need to do what works for Mississauga and ensure our residents get a fair deal."

"Together we work to achieve our common goals to attract foreign-direct investment and helping aspiring entrepreneurs, along with established businesses, to achieve unrivaled success right here in Mississauga."

Mayor Crombie has pledged to make the "Right Investments" to ensure Mississauga remains in control of its own destiny over the next 40 years.

The Art of Catering in the Workplace

By Ashley Gay
Panera Bread

Everyone knows that the way to someone's heart is through their stomach. This is true whether it's your employee, your colleague, or your best clients. There are many things to consider when offering food in the work place.

The current social climate is all about health. When providing food to guests it is crucial to have a variety of options that reflect different food preferences. It is always wise to provide a lean white meat such as turkey or chicken. A vegetarian dish is also a standard in the office for anyone who may have an aversion to meat, or allergies. A wise choice is a garden salad with Dressing on the side. The salad with dressing on the side will be perfect for most vegans, or anyone suffering from Gluten Allergies.

"The current social climate is all about health."

While the taste of the meal is important the presentation is half of the experience. Providing an esthetically pleasing meal for your employees or clients will not only make them feel appreciated, but will heighten the enjoyment of their experience.

Quantity versus quality is something to consider when purchasing your catering product. Some less expensive catering options are often times loaded with fat and extra carbs. If you are looking to cater an event for your employees, a light and healthy meal may be your best choice. After eating a heavy or dense lunch it is difficult to get back into the swing of work. Soups, salads, and sandwiches are a filling yet lighter option for a midday meal.

If you are working with a catering company, it is important to be specific about your required needs. If you know that you have employees or guests who suffer from allergies, or have specific diet requirements, make sure you share that with the Catering provider. They may have a special menu for those with specific allergies (gluten, dairy, or nut) and be able to direct you to choices better suited to that particular guest.

NGen Under 40

MBOT NGen 'Under 40' objectives are to:

- Better engage young professionals from member MBOT organizations and attract new young entrepreneurs to MBOT to ignite new, creative and innovative opportunities to elevate Mississauga's young talent and connect them with established and successful businesses and leaders.
- Develop a connected network of young professionals and entrepreneurs in Mississauga for sharing and exchange of ideas, referrals and connections.
- Create opportunities for young professionals to learn and develop leadership skills and build relationships that will help them advance in their professions and ventures.

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40 AND YOUNGER

www.mbotngen.com

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Creating an Engaged Workforce to Increase Profits

By John Zettler Dale Carnegie

The widely accepted definition of Employee Engagement is "an employee's intellectual and emotional commitment to the company." So what does that mean, why should we care, and how do we achieve Engagement within our businesses?

Let's start with the Why we should care. Statistics show:

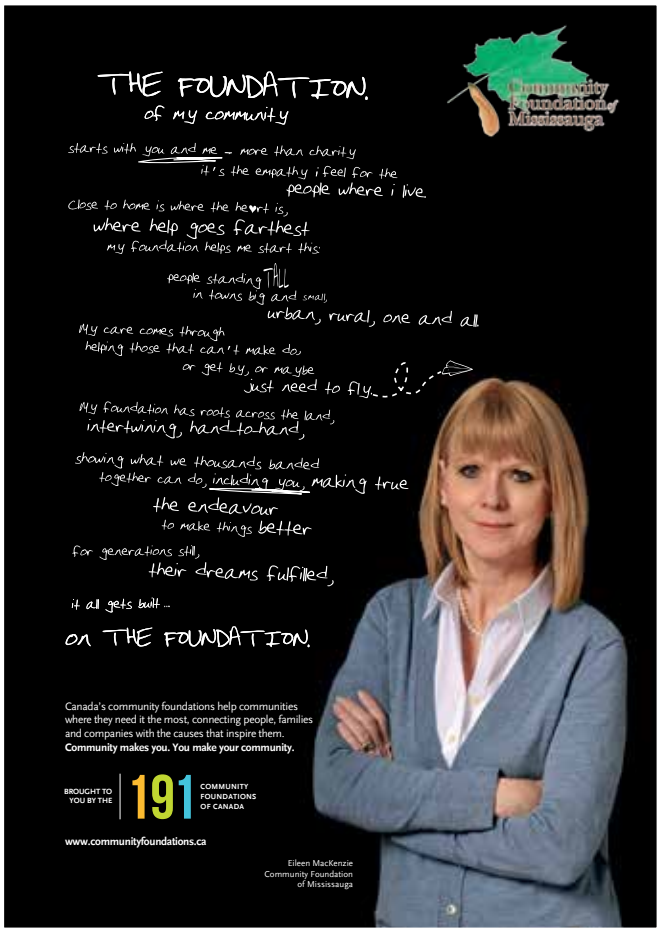
- Outperform the Competition – Organizations with highly engaged workforces outperform others by as much as 200%.
- Gallup estimates the cost of disengaged employees in the US cost $300 billion a year.
- 69% of disengaged employees will leave a company for as little as a 5% increase in pay.
- Increased Productivity and ROI – Actively engaged employees are more productive, make more money for the company, and are more ethical and accountable.
- Higher engagement = lower turnover which saves you money and increases productivity.

Whether you're a Leader within your company or an Owner, what we know is that a Culture of Engagement is significantly impacted by employee's belief and satisfaction with you.

In order to help employees get the connection you desire here's what we recommend you consider:

- Be a Leader Employees Can Believe In
- Cultivate a Workplace of Open and Honest Communication
- Empower Employees by Creating a Collaborative and Supportive Environment
- Provide Recognition and Appreciation
- Become Interested in Your Employees
- Provide Direction and Purpose
- Develop Competence
- Focus on Strengths and Don't Criticize
- Manage Your Emotions

Be the change you want to see in your organization. Commit to treating people with mutual respect, be willing to openly communicate and develop employees, and show genuine interest for them and you will see the results.



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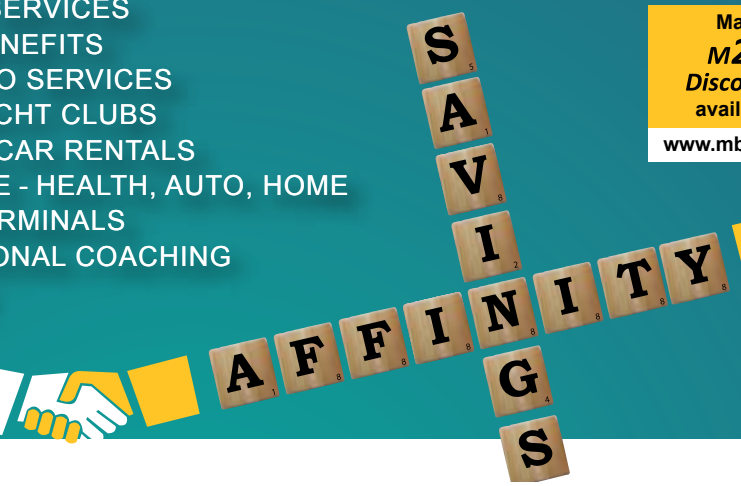

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Develop the Skills for In-Demand Careers

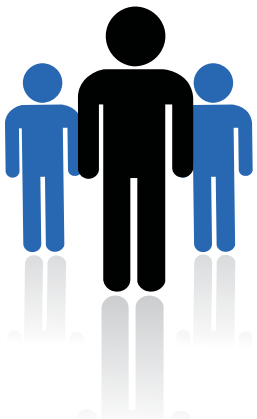
By Phil Schalm
Associate Director,
University of Toronto
School of Continuing Studies

The Canadian job market is constantly evolving. While new jobs are being created, many professionals don't yet have the skill set required for the new and exciting positions available. Statistics Canada reported recently that unemployment rates are at 7 percent*. To gain an advantage in the job market, many Canadians are heading back to school to upgrade their skills.

"People return to school and pursue continuing education for a variety of reasons," says Cindy Bettcher, Director of Academic Programs of the Universityof Toronto School of Continuing Studies.

Three areas that have good growth potential in the Canadian job market are business process management, digital marketing management, and project management.

> The economy has many Canadians dealing with unemployment or underemployment. Some are choosing continuing education to develop in-demand skills in an effort to help them find a meaningful career.



BUSINESS PROCESS MANAGEMENT

Business Process Managers work to gain efficiencies while building momentum for their organizations. Unlike the strategy of downsizing (i.e., cutting staff and losing your corporate mind), business process management is dedicated to clearly identifying and assessing all elements of your organization's processes in order to gain efficiencies, reduce duplication and focus the efforts of employees on making a positive difference. It is all about growing success in smart and efficient ways, rather than simply slashing overhead.

The School of Continuing Studies offers a three-course certificate in Business Process Management that will help professionals facilitate positive change across organizations and improve strategic business performance. Courses are available online and in-class.

DIGITAL MARKETING MANAGEMENT

As marketing becomes more education-based and less sales-based, demand for those who specialize in multimedia, infographics, social media, blogs, branded newsletters, website articles, and video production will also increase. According to a poll by CareerBuilder, interactive media designers will be one of the 20 fastest-growing jobs in Canada between 2015 and 2020.
Students of the School's Digital Marketing Management certificate learn how to achieve measurable online success using the best practices in search engine marketing and social media. With online classes or evening classes in Mississauga, this certificate is a convenient and effective way to boost your credentials.

PROJECT MANAGEMENT

Increasingly, work within organizations is project-based, which means that people with project management skills are in high demand. The number of people who have earned Project Management Professional (PMP) designations has grown 200 percent duringthe last eight years. According to Peter Monkhouse, a Director on the Project Management Institute's Education Foundation, nearly 16 million new project management roles will be added globally by 2020, as companies of all sizes are adopting a 'do-more-with-less' mindset that balances increasingly complex project portfolios with tighter budgets and smaller workforces.
You can earn PDUs (Professional Development Units) and work towards your PMP designation with project management courses offered by the School, including day seminars that allow you to quickly develop the skills and knowledge you need to succeed as a project manager.

The University of Toronto School of Continuing Studies offers professional learning in-class across three campuses in Mississauga, Toronto, and Scarborough, as well as online and in hybrid formats. Learn how you can develop your skills for the changing job market at learn.utoronto.ca.

*From September data: http://www.statcan.gc.ca/daily-quotidien/150904/dq150904a-eng.htm

GROWTH & POWER

KEYNOTE SPEAKER & NETWORKING SERIES

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JAN 14

VICTORIA SOPIK CEO & Co-founder, Kids & Company

As CEO, Victoria oversees the company's strategic direction and provides leadership to the company's management team to deliver industry leading child care services. Victoria lends her time, skill and leadership to benefit the child care industry and community by presenting at a variety of events, workshops and conferences across Canada. Victoria's professional accomplishments have been recognized with several honours and rewards. Some of these include; 2013/14 Canada's 50 Best Managed Companies by Deloitte, 2013 RBC Women Entrepreneur Of The Year Award, 2012 Ernst & Young Entrepreneur Of The Year, WXN Top100 Most Powerful Women, Passion Capitalist Award for Work Culture and Philosophy - 2012, 2008-2014 Profit Magazine's – One of Canada's fastest growing companies, Canadian Top 100 Women Entrepreneurs for the past 7 years, Member of the Young Presidents Organization, and the International Women's Forum.

ROXANNE JOYAL CEO, Me to We

Roxanne is responsible for corporate and family engagement at Me to We. The company provides people with better choices for a better world, including life-changing international volunteer trips, sustainably made clothing and accessories, leadership training programs and materials, an inspirational speakers' bureau, and books that address issues of positive change. Roxanne, a French-Canadian, has been featured as "Faces of the Future: 100 Young Canadians to Watch" in Maclean's magazine, and she is an Action Canada Fellow. In 2005, she was selected by the Women's Executive Network's Top 100: "Canada's Most Powerful Women: Top 100." Her work has been extensively covered by the CBC, the Globe and Mail, the Ottawa Citizen and the Winnipeg Free Press.

MAR 10

MAY 12

DARREN MORGENSTERN Founder, Ashley Madison

Darren is a life-long entrepreneur's entrepreneur. Darren began his entrepreneurial path when he was just 14, delivering newspapers and acquiring new customer subscriptions for the Toronto Star, which eventually lead to a timely opportunity in Alberta as a primary circulation contractor with the newly minted Edmonton Sun newspaper.It was at that time, as a young adult, Darren made the personal commitment to become an entrepreneur, preferring to become a job creator rather than a job seeker. Since, Darren has never looked back, enjoying highly successful financial outcomes in numerous industries including telecommunications, internet services, online dating, real estate services and television production.Darren now makes his mark as an investor, mentor and venture capitalist, currently supporting various companies in the health and wellness sectors.

JONATHAN CARROL President & CEO, Travel Nation Canada

Jonathan Carroll is the most recognized travel authority in Canada, having been the spokesperson for the travel industry for more than a decade and building one of Canada's largest and most successful retail travel agencies. In 2014, Jonathan opened Travel Nation Canada and currently acts as the company's President and CEO. Jonathan is a firm believer in giving back to the community and has sat on various boards including the Jays Care Foundation, OneXOne and Lakefield College School. In 2006, Jonathan was awarded a 'Top 40 Under 40 Award' honouring accomplished young professionals in Canada.

OCT 20

Details & Registration: www.mbot.com

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Location:
Credit Valley Golf & Country Club
Timing:
7:30 a.m - 9:30 a.m

2016 Series Tickets (all 4 events):
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Individual Ticket:
Member: $55 Non-Member: $75

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Helps develop MBOT's policy positions and advocacy strategies.

Chair: Peter Nogalo, ARI Financial Services Inc.
Staff Liaison: David

AWARDS OF EXCELLENCE

Plans and organizes the annual business awards programming, including the nomination and judging in ten categories.

Chair: Philip Fogarty, KPMG Enterprise
Staff Liaison: Candice

GROWTH & POWER

Dedicated to the planning and organization of this C level series of interviews with influential Founders and CEOs.

Chair: Imran Hasan, Transglobal Systems of Canada Inc. (TSOC)
Staff Liaison: Candice

ANNUAL GALA

Plans and organizes this high profile MBOT signature event celebratingthe MBOT past Chair and the recipient of the Lifetime Achievement Award.

Staff Liaison: Candice

GOLF CLASSIC

Plans and organizes this 9 hole signature event. This event is filled with fun skills competitions, great prizes and lot's of time for networking.

Chair: David Barnsdale, RBC Dominion Securities
Staff Liaison: Candice

AMBASSADORS

An extension of MBOT, the ambassadors welcome new members, plan and execute networking events and new member orientation

Chair: Judi Lloyd, Royal Lepage
Staff Liaison: Sonia

BUSINESS LEARNING

Develops and delivers timely and relevant learning opportunities to business leaders and professionals.

Chair: Maria da Silva, BDO
Staff Liaison: Candice

NEXT GENERATION (NGEN)

NGen is MBOT's brand of networking and education series for young professionals aged 40 and younger.

Chair: Saśa Jurovicki, MNP LLP
Staff Liaison: Monika

WOMEN'S LEADERSHIP

Like-minded professionals gather to discuss how to influence women in areas of: Professional & Business Development, Mentorship & Networking

Chair: Teawna Pinard, Women Leading Legendary Lives
Staff Liaison: Sonia

WOULD YOU LIKE TO GET INVOLVED? SHARE IDEAS? LEARN MORE?

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SUSTAINABILITY

Education and support for business community in areas of environmental sustainability and corporate social responsibility.

Staff Liaison: Sonia

INFORMATION COMMUNICATION TECHNOLOGY (ICT)

Collaborative force in support of education/awareness and solutions for members and the business community.

Chair: Stephen Parrott, FOCUS Management
Staff Liaison: Hiliary

INTERNATIONAL TRADE FORUM

Community of shared interest in connecting and networking for organizations involved in trade or trade-related services.

Staff Liaison: David

HEALTH & WELLNESS

Uncovers opportunities to work and inform on best practices in the Health & Wellness industry.

Chair: Rick Menassa, iCare Home Health Services
Staff Liaison: Hiliary

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