

Frank G. Kearney, MBA, CA

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**PROVEN LEADER / TEAM-BUILDER / CATALYST
Adept at revitalizing workplace procedures and re-positioning
business strategies to maximize goals and improve profitability**

Profile

Comprehensive management experience, including planning, finance, operations, human resources, marketing and customer service

Track record of successfully positioning existing companies in new markets and leveraging experience gained in previous assignments

International experience: comfortable working in diverse cultures; able to converse and conduct business in French

Key Strategy: find a simple answer to a complex question

Professional Experience

London Health Sciences Foundation – London, ON

2003 – 2005

Chief Operating Officer

Oversaw the infrastructure (finance, technology, human resources) of this primary fundraising organization (\$19 million/year) supporting London Health Sciences Centre, Canada's third largest teaching hospital:

- Streamlined infrastructure to remove complexities including the practice of conducting joint activities with *St. Joseph's Hospital Foundation*.
- Designed and implemented privacy practices and trained 80 Foundation staff to comply with new Federal and Provincial privacy legislation.
- Devised and put into practice a new human resource program which introduced merit compensation (pay for performance), recognized individual achievements and enhanced employee-manager feedback; all positively impacting employee morale.
- Tightened internal controls, including a comprehensive approval policy; consolidated multiple payroll and general ledger systems; improved cash handling procedures and introduced a more rigorous review of contracts.

Nortel Networks (Asia) Limited – Hong Kong, China

2000 – 2003

Director, Training Asia Pacific

Directed expansion and integration of training, from sales force and employee training (in-house and third party) to customer technical training throughout Asia, including the People's Republic of China (supporting \$3.1 billion in sales, and controlling a \$3 million budget):

- Directed training staff of 80 throughout the pan-Pacific region including 40 individuals in the People's Republic of China, a market *Nortel* was successful in penetrating.
- Re-focused the technical training strategy and integrated activities with teams in North America and Europe to maximize service delivery and high-ticket equipment utilization, reduce costs and improve customer relationships.
- Optimized training to become a revenue generating sales tool in supporting customer relationship development in a culturally sensitive and culturally diverse geographic territory.

Richard Ivey School of Business – London, ON 1997 – 2000

Director, Ivey Publishing

Built Ivey Publishing Division of the *Richard Ivey School of Business*, one of North America's premier business schools, into one of Ivey's most profitable divisions:

- Conceived, developed and executed a marketing strategy to penetrate the United States business school market, capturing 6% of the total business case market.
- Successfully examined and rationalized product pricing, doubling the divisions' contribution to Ivey while expanding its scope and marketing activities. Gross sales exceeded \$3,300,000 in 2000.
- Helped to build Ivey's brand in the US--both as a school of choice for potential students and as an excellent source for teaching materials.
- Developed a customer-friendly website to facilitate case-study sampling and to electronically reach customers easily and inexpensively.

The Blackburn Group Inc. – London, ON 1993 – 1997

Vice President Finance

Directed financial activities in support of mergers and acquisitions and rationalized cost intensive radio activities for the Media Group, (consisting of London Free Press, Blackburn Radio and Netmar):

- Negotiated with *Sun Media Corp.* on operational aspects to ensure the sale of company subsidiaries appeared seamless to customers and staff.
- Conducted due diligence on potential purchases and completed investigative work on new products and potential markets to improve the probability of success in North America.
- Re-structured processes in major operational areas, especially the radio division which had high operating costs and low margins.

Downham Nursery Inc. – Strathroy, ON 1975 – 1992

President/Owner

Directed all aspects of one of Canada's largest growers and packagers of nursery products, with a primary market of Eastern Canada and Michigan, generating over \$5,600,000 annually.

Peat Marwick Mitchell & Co. (now KPMG) – Ontario & Quebec 1968 – 1975

Vice President

Teamed with three others to build Peat Marwick's extremely successful insolvency business, providing a foundation for future successes.

Business/Community/Affiliations

Director, Museum London 1997 – 2000/2003 – Present

Director, Museum London Foundation 2005 - Present

Treasurer and President – London Chapter of Financial Executives Institute 1995 – 2000

Education / Professional Affiliations

Harvard Business School – **Masters of Business Administration**

McGill University – **Bachelor of Commerce**

Ontario Institute of Chartered Accountants – **Chartered Accountant since 1973**