

PROFILE

A two-spirited citizen of the Okanese First Nation, personable and trustworthy professional who has found his passion in breaking down barriers, increasing capacity and building positive relationships among Indigenous communities, governments, academia, industries, and other Canadians. Frequently assigned more challenging opportunities, projects, and high-impact work, based on consistently positive results. Collaborating, thinking long-term, big picture and “outside the box, Inside the circle” is of specific interest, as is working within well-developed and supported business processes that have room for strategy and development to satisfy the needs of community, regulatory agencies, and industry rights/stakeholders. An agent of change who is intrinsically motivated to lead by example. Being the first, First Nation Director in his employer’s 145-year history, and being his academic institution’s first Indigenous business PhD student is a testament to his resilience, tenacity, and drive to elevate the voices of Indigenous peoples. His ceremonially gifted spirit/Indigenous name is Okamahawtic which means Tree of Life.

QUALIFICATIONS SUMMARY

- Strong communication, collaboration, and learning skills, demonstrated throughout career by liaising among company disciplines and communities on matters related to programs, technology, and development initiatives
- Tangible negotiation skills, honed through negotiating, working with, and implementing binding agreements
- Decades of experience representing the hydrocarbon industry with Indigenous peoples across Canada
- Excellent problem-solving abilities within complex relational structures; responsibilities have typically entailed attending to a community’s wants while considering the Company’s needs, subsequently working with all involved to establish a balance that minimizes the need for conflict mitigation, ensures progress, adheres to regulatory requirements, and maintains positive relationships among all concerned

EMPLOYMENT

Business PhD Student (2022 – current)

- Bringing my decades of experience to the academic space to elevate Indigenous voices to the ears of fellow academics and students with an end goal of supporting diversity and inclusion within the business sector
- Inaugural Indigenous Business PhD student at the University of Calgary
- Guest lecturer in DBA and MBA courses focused on operations and management experience
- Research interests: How to bridge the Indigenous Socioeconomic Divide – evaluation of the influence of health, socioeconomics, governance, business development, education and entrepreneurship; Reform(ing) Canada’s Relationship with Indigenous Economies; Decolonization and Indigenization; Systemic Racism/Institutional Discrimination; Indigenous and Human Rights; Organizational Behaviours and Change Management; Indigenist Research/Knowledge Journeys; Correlation of Language and Culture on Learning/Teaching

Indigenous Seminar Lecturer and Teaching Assistant (2021 – present)

Simon Fraser University

- Support Beedie School of Business, and School of Sustainable Energy Engineering (SEE) campuses with their Indigenization efforts by presenting Indigenous Awareness sessions to their Engineering and MBA students
- Participated and taught portions of Indigenous Leadership course at Beedie
- Guest lecturer in required courses for MBA students relating to EDIIA, Indigenous rights, awareness and ethics

Director, Indigenous Collaboration | Sr. Advisor, Public and Government Affairs | Sr. Advisor, Policy & Advocacy / Data Transformation (2014 – currently on leave)

Imperial Oil Limited | ExxonMobil | XTO Canada

- Led and developed enterprise-wide Indigenous reconciliation efforts
- Addressed and transitioned many of Imperial's challenging Indigenous relationships
- Developed, deployed, and supported Indigenous strategy for projects (Upstream | Midstream | Downstream, Onshore and Offshore)
- Developed and managed budgets exceeding \$1M
- Engaged and supported executive management as the Indigenous subject matter expert
- Authorized external audience presenter for ExxonMobil's group of companies in Canada
- Established National Indigenous Network (pseudo-family, Indigenous staff support network)
- Implemented Imperial's four pillars of engagements (Community Relations, Consultation, Business Development, and Economic Development)
- Implemented Indigenous Moment practice (akin to a safety moment) to increase awareness and understanding
- Influenced positive organizational reputation by providing support to external audiences, including government ministries and ministers, supporting coordination of reconciliation efforts
- Developed and deployed Indigenous Awareness sessions for staff, including executives, and external audiences
- Coast-to-coast-to-coast oversight and influence on projects including, but not limited to, offshore/onshore activities; reclamation and remediation; public and community collaborations; and incident response
- Representative to the Canadian Association of Petroleum Producers on the Indigenous Affairs committee
- Recommended/coordinated and influenced internal responses to government policies
- Lobbyist for Company in Ontario for pipeline replacement projects and new pipeline installations
- Co-managed the largest on-Nation reclamation and remediation project in Canadian history
- Lead Canadian collaborator with parent company, ExxonMobil, for selection of an enterprise-wide data transformation and utilization tool including the implementation of a stakeholder management system
- Adjudicated Indspire funding applications for Indigenous students

Senior Indigenous Relations Advisor (2012 – 2014)

Devon Energy Canada – Calgary, AB

- Led responsibility for Consultation on conventional assets in AB and BC
- Responsible for transitioning Cold Lake First Nation relationship from one of animosity to positive, trustworthy productivity
- Developed strategic and tactical plans supporting Company initiatives relating to our Indigenous stakeholders/rights holders
- Deployed Devon's Indigenous Awareness sessions (internal and external audiences)
- Mentorship and support of Indigenous youth, Elders, educators, and work colleagues
- As part of a joint industry partnership, spoke alongside Paul Martin to Fort Nelson Secondary School Indigenous students, kicking off the Martin Indigenous Educational Initiative
- Building or implementing First Nation capacity growth through the development of programs that support community healing, economic growth, and participation

Indigenous and Stakeholder Relations Advisor | Communications Analyst (2001 – 2011)

Alberta Energy Company | EnCana Corporation | Cenovus Energy – Calgary, AB

- Singlehandedly led the Canadian Plains Division and consistently engaged in meaningful consultations
- Consulted in Wabasca/Slave Lake area for the polymer flood, enhanced oil recovery project
- Participated in The Company's first consultations after implementation of the Alberta Consultation Guidelines
- Participated in round-table discussions with the GOS regarding their Consultation Framework Policy
- Participated in legal matters including, but not limited to, mitigations, conflict, agreements
- Increased Indigenous awareness and spend figures as part of Company's Corporate Responsibility initiative
- Implementation of a solar/green resource at Blackfoot Crossing Historical Park
- Community Investment and hands-on experience implementing sustainable community-based programs

EDUCATION

PhD Business student– Indigenous Entrepreneurship and Innovation (expected 2026)

Haskayne School of Business, University of Calgary – Calgary, AB

Master of Business Administration – Indigenous Leadership and Management (2021)

Beedie School of Business, Simon Fraser University – Vancouver, BC

Bachelor of Science – Computer Information Systems (2000)

DeVry University – Phoenix, AZ

VOLUNTEER CONTRIBUTIONS

Simon Fraser University, Sustainable Energy Engineering Industry Advisory Board Member (2023 – present)

Advising the institution on key issues / opportunities aligning with objectives of the school – Vancouver, BC

University of Calgary Committee Member, Haskayne School of Business Decanal Search (2022– 2023)

Indigenous and Graduate Student Association's committee participant

Okanese Cree Nation ᐃᑲᑲᑲᑲᑲᑲ Oskâpêwis (2018 – present)

Citizen supporting economic development, governance, and community strategy — Fort Qu'Appelle, SK

Elk Valley Métis ᐃᑲᑲᑲᑲᑲᑲ Oskâpêwis (2018 – present)

Regulatory, governance, economic development, and proponent support – Fernie/Sparwood/Elkford, BC

d.Talks Committee Member (2020 – 2022)

Urban Anti-Marginalization/Racism committee member supporting organizational strategy – Calgary, AB

University of Calgary Committee Member (2020 – 2022)

Developed and supporting the campus-wide "What Does Reconciliation Mean to Me" effort – Calgary, AB

AIDS Calgary Board Chair and Board Member (2005 – 2009)

Re-elected to a second term and appointed Board Char, led the organization – Calgary, AB

EDUCATION/PROJECT PARTNERSHIP

School of Sustainable Energy Engineering, Simon Fraser University and Musqueam First Nation (2022 - 2023)

Reimagining home renovations and construction on First Nation lands by First Nation citizens when not held to antiquated building codes/standards. An Indigenous self-determination activity that is focused on communities powering communities by harnessing, storing, and sharing green energy. Considerable effort applied to circular economies and sustainable product repurposing/use on renovation project.

RELEVANT EXPERIENCE

Teaching, mentoring, supervising and/or coaching:

- A mentor for several Indigenous students and staff through my work and volunteerism
- Established a nation-wide, pseudo-family Indigenous Network supporting employee and contractor base within organization with guidelines on how to mentor/supervise/coach – multiple mentees
- First ever First Nation Director for 144-year-old company with wide-reaching influence and formal/informal supervisory/leadership responsibilities
- Indigenous subject matter expert for the organization, including, but not limited to CEO, Board, and management influence/coaching to support organizational decisions that consider Indigenous values
- Developed and deployed Métis materials for governments, community, and industry proponents

Managing projects

- National project oversight with billion-dollar impacts to company and country
- Managed corporate Indigenous Consultation, Economic Development, Workforce Development and Community Relations/Investment portfolios
- Developed company-wide strategy
- Managed Impact Development Benefit Agreement implementation and supported their development / negotiations
- Managed reconciliation efforts for a 144-year-old hydrocarbon industry
- Key manager for largest reclamation and remediation effort on First Nation's land in Canadian history

Participating in science and/or research promotion:

- Led the creation of communication materials for Indigenous audiences (including translation to Indigenous languages) complex scientific processes like SSAGD (Solvent, Steam Assisted Gravity Drainage)
- Collaborated with research teams and Vice-President of Research facility to infuse Indigenous considerations to be a part of research when developing projects on the land

Community outreach, volunteer work and/or civic engagement:

- Extensive Indigenous community engagement on behalf of multiple multi-national organizations
- Extensive external public relations experience
- Emergency Response participant for emergency responses – public facing position
- CEO-level leadership of self-government/determination efforts (as a volunteer), for Elk Valley Métis
- Supporting Okanese Nation's (my First Nation) self-determination efforts including economic development, workforce development and industrial/government relations efforts
- Guest lecturer to Simon Fraser University speaking to all engineering students and MBA students about Indigenous peoples, rights, relations, reciprocity, and reconciliation

Chairing committees and/or organizing conferences and meetings:

- Facilitate and deliver Indigenous Awareness sessions
- Volunteer committee member with d.Talks supporting urban anti-marginalization/racism efforts
- Frequently lead internal/external facilitation sessions with my organization
- Board member for Imperial Oil's PRIDE Network supporting LGBTQ2S+ employees and contractors
- Chaired IIN (Imperial's Indigenous Network) supporting Indigenous employees and contractors
- Supporting TELUS Digital Division's internal reconciliation efforts

Participating in departmental or institutional organizations, associations, societies and/or clubs:

- Registered Lobbyist for pipeline with Government of Ontario on behalf of organization
- Canadian Association of Petroleum Producers Aboriginal Affairs committee member
- Multiple Indspire and in-community presentations to youth and teachers
- 11th Annual Western Indigenous Consultation and Engagement Conference Panelist
- 2021 South x Southwest Panelist alongside Consul General McCormick and Yukon Grand Chief

AWARDS/SCHOLARSHIPS

- 2023 SSHRC Canada Graduate Scholarship - Doctorate
- 2023 McDonalds Building Brighter Futures
- 2022 Alberta Graduate Excellence Scholarship
- 2022 CIBC Building Brighter Futures

PUBLICATIONS (NON-REFEREED) PRESENTATIONS AND GUEST LECTURES

University/Academic

- UofA Business School: Presentation of Research Program to staff/faculty and Students (Q3 2023)
- UofC Haskayne: Social License and Social Enterprise (Q1 2023)
- UofC Haskayne: Indigenous Rights Awareness and Impacts to Business Opportunities (Q1 2023)
- UofC Cummings: Healthcare Entrepreneurial Innovations with Indigenous Peoples (Q4 2023)
- UofC Haskayne: Measuring Success and Teaching Entrepreneurship from an Indigenous Worldview (Q4, 2023)
- UofC Haskayne: Entrepreneurship and AI: Finding Common Interests to Build Projects with AI (Q3 2023)
- UofC Haskayne: Social Enterprise, Licence and the Interaction with Indigenous Peoples in Canada (Q3 2023)
- UofC Haskayne: Financial Truth and Reconciliation (Q3 2023 – two sections)
- UofC: Funded project – What Does Reconciliation Mean to You? - [What does reconciliation mean to you?](#)
 - UofC website - [Reconciliation video project | University of Calgary \(ucalgary.ca\)](#)
 - Mick Elliott Video – <https://youtu.be/zzKi2EuwHpl>
- UofC Werklund: Funded project – [Discourses on Learning in Education \(learningmetaphors.com\)](#)
 - Indigenous language co-author – [Blackfoot](#)
- SFU Sustainable Energy Engineering (SEE): Annual Engineering Student Deployment (2022-2023, annual)
 - Reconcili-action: Indigenous Project Contemplations for Engineering Students
- SFU Delta: Stakeholder and Rightsholder Considerations and Worldviews (2022-2023, annual)
- SFU Beedie: Indigenous Awareness in Canada – [2022 Presentation.pptx](#)
- SFU Beedie: Indigenous Leadership Presentation – [2021 10 06 - eMBA Business Leadership Lecture](#)
- SFU Beedie: A Case Study in Ethical Engagement on Major Projects – 2020-2023 MBA/eMBA cohorts (annually)
 - Indigenous Collaborations on Turtle Island – Reconcili-action Through Relationships
 - Kinder Morgan Trans Mountain (TMX) Pipeline Indigenous Case Study

Community

- Maskwacis Cultural College (Indigenous classwork/lectures):
 - Mass Media and Communications through Social Networks for Business (Q1 2023)
 - Storytelling through Finance (Q3 2022)
 - Youth empowerment and motivational lecture - [2021 Ignite Your Passions.pptx](#)
 - Corporate Finance Lecture – [2021 Corporate Finance.pptx](#)
 - A Billion Dollar Indigenous business opportunity – [2021 Bioremediation and Reclamation](#)
- Indspire Soaring Youth Conference Workshops – How to Ignite Your Passions to find a Career *You* Love!
- Strathcona Chamber of Commerce – Indigenous Awareness and Reconciliation (contributed to the decision to acknowledge Indigenous territories)
- Elk Valley Métis Nation website – [Elk Valley Métis Nation \(elkvalleymetis.com\)](#)
 - Presentation: Who is the Elk Valley Métis Nation? – [EVM_Presentation.pptx](#)
- Kootenay Métis website - [Kootenay Métis \(kootenaymetis.com\)](#)
- Okanese First Nation Governance Support - [2018 Okanese.pptx](#)

Business

- Alberta Minister Feehan – Imperial’s Indigenous Strategic Performance
- TELUS Digital – Indigenous Relations on Turtle Island – [Indigenous Awareness.pptx](#)
- Imperial Oil Limited / ExxonMobil / XTO – [Indigenous Relations in Canada](#) (many deployments)
- Devon Energy Canada – Aboriginal Relations in Canada