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With over 24 years of extensive business experience John has enjoyed senior leadership roles and consulting assignments in the areas of business development, business growth, profit and loss management, organizational effectiveness/development, leadership development and coaching. His industry experience spans across Consulting, Energy (including oil sands mining, SAGD, and pipelines), and Construction, Technology, and Entrepreneurial ventures, to not for profit organizations at the National and Provincial levels of amateur sport.

John achieves results working together with organizations, teams and individuals as a Leader, expert Facilitator, Consultant and Coach, to improve their performance and results. His efforts have resulted in over \$350 Million in Revenue and \$30 Million plus in EBITDA growth to date.

John's key strengths are in the areas of strategic thinking, creative problem solving, innovation and individuation (recognizing, leveraging, and engaging people's unique strengths) enabling the organizations he is involved with to develop and execute as individuals, teams, and organizationally.

John began his career in 2001 at K-Town Holdings as a Consultant. He then transitioned to the role of Western Regional Manager where P & L responsibility was for over \$120Million per year in Revenue. In 2011 he joined Gracorp Capital Advisors as Director of Infrastructure and then went on to be VP, Business Development for The Refinery Leadership Projects in 2016. During this time John also formed AJ Pallas Inc and acted as a Consultant to further assist organizations in achieving excellence through Business and Corporate Development, Profit & Loss management, and Entrepreneurial ventures. He specialized in Organization & Team Effectiveness bringing expertise in the areas of leadership, facilitation, consulting, coaching and training.

John acquired his bachelor's degree from the University of Alberta where he majored in Physical Education, Sport and Fitness Administration Development. He then went on to complete his MBA from the University of Calgary with a focus on New Venture Financing and International Marketing. He has since supplemented his education with numerous licenses and certificates including Dare to Lead Training, Meyers-Briggs Type Indicator I & Step II Certification and is a member of the Kierstu Forum.

