



Certified Management Consultant®
CEO & Board Advisor

HAM

HARVEY A. MEIER CO.

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Business Adviser & Strategist with 44 Years Experience

ASSIGNMENTS

We serve as confidential advisors to boards, CEOs, and top management of cooperatives, agribusinesses, and privately held companies ranging from startups to billion dollar enterprises. Often we are retained to strengthen the board and CEO partnership; train directors on their duties and responsibilities; for resolving conflict in and outside the boardroom; for executive coaching, team building, succession planning; to facilitate creation of strategic initiatives and to install our One Page Business Planning and Performance System®; to search for and facilitate selection of senior executives; and to advise on compensating and retaining top management and directors.

SPECIALTIES

- Strategic Planning
- Market Positioning
- Financial Management
- Mergers and Acquisitions
- Organization Structure
- Incentive Compensation
- Executive Retention Bonus Plans
- Corporate Governance
- Management Succession
- Family Business Transition
- Leadership Style Assessments
- Team Building
- Leadership Training
- Conflict Resolution
- Management Recruitment
- Executive & Personal Coaching

CLIENTS

Our clients have impeccable ethics and integrity; are entrepreneurial, visionary, creative, innovative, progressive, and put their ideas into motion. **THEY EXPECT US TO PROVIDE STRAIGHT TALK – NOT FLUFF**

Chief Executive Officer

Former CEO of a privately held \$12 million packaging/distribution company in Silicon Valley.

Strategic Planning

Facilitated over 150 strategic planning retreats and programs.

Mergers & Acquisitions

Facilitated 16 merger and acquisition transactions. Assembled merger teams of bankers, attorneys, and accountants. Served as primary negotiator and dealmaker.

Team Building & Executive Coaching

Engaged as a personal/ executive coach/ advisor/confidant to numerous senior executives and mid-level managers. Assignments ranged from improving communication and leadership skills to resolving conflict in the workplace to strengthening management decision-making abilities.

Financial Management

Prepared numerous successful loan proposals, start-up financing packages, and troubled loan workout plans.

Corporate Governance

Provided counsel and coaching to numerous boards of directors and CEOs on clarifying the board-CEO relationship (i.e. partnership) and delineating their respective duties, responsibilities and authorities. Dr. Meier is Executive Director of the Institute for Agribusiness Director Education®.

Executive Selection

Assisted more than three dozen boards and CEOs in identifying and selecting senior and mid-level managers ranging from CEOs to plant managers.

Human Resource Management

Performed human resource services for numerous clients including the development of incentive compensation and retention programs, personality profiling, job description development, and team building workshops.

Family Business Advising

Advisor to closely held and farm business families on management succession, family business retreats, and how to resolve conflict among family members.

Author

Co-author of the *D'Artagnan Way*, A Tale of Purpose, Passion, and Team Commitment. It espouses seven principles to inspire leadership and shows business leaders how to create and inspire individuals and teams to put aside self-interests and commit to achieving a greater mission based on their commitment to team goals.

Adept Engineering

Start-Up Venture

Co-founded a high-tech start-up sold to a public company.

CoBank/ formerly Spokane Bank for Cooperatives

Vice President

Managed Strategic Planning, Corporate Information Systems, Administration, Borrower Consulting Programs, and Training & Development.

Oregon State University

Professor

Conducted Extension Service management education and consulting programs for companies of all sizes in the state of Oregon. Taught graduate level finance courses and supervised masters and Ph.D. students.

Gonzaga University

Adjunct Professor

Taught Gonzaga University's Business School capstone MBA Strategic Management course.

Southern Oregon University

Adjunct Professor

Taught MBA Management Consulting and New Venture Entrepreneurship Courses.

United California Bank/ First Interstate Bank of Los Angeles

Bank Executive Development

Completed Bank Executive Development Program including complex credit/ loan analyses, loan committee presentations, and sales & marketing training.

Institute for ANC Director Education®

Founder and Executive Director

Founded the Institute for ANC (Alaska Native Corporation) Director Education to ensure that directors of Alaska Native Corporations are well prepared to discharge their oversight and governance responsibilities.

CO-OP Director Institute™

Founder and Executive Director

Founded the CO-OP Director Institute to enhance CO-OP director effectiveness and to ensure they are well prepared to discharge their oversight and governance responsibilities.

EDUCATION

01/72	The Ohio State University	Columbus, Ohio USA
	PhD – Applied Economics and Finance	
01/68	University of Arizona	Tucson, Arizona USA
	Masters - Agricultural Economics	
06/66	Washington State University	Pullman, Washington USA
	B.A. / B.S. – Agriculture	

MEMBERSHIPS

National Association of Corporate Directors	Member
Inland Northwest Society of Consulting Professionals	Past President & Founding Director
Institute of Management Consultants	Past Director
Rotary Spokane 21	Former Member & Paul Harris Fellow