



# THE CEO AND BOARD TRUSTED ALLY®

HARVEY A. MEIER, Ph.D., CMC®

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## ASSIGNMENTS

We serve as confidential advisors to owners, boards, CEOs, and senior management of privately held companies, especially agribusiness, cooperatives, food processing, manufacturing, consumer product goods, and service companies of all types and sizes. Often, we are retained to strengthen the board and CEO partnership, train directors on their duties and responsibilities, resolve conflict through executive coaching, team building, & succession planning, facilitate the creation of strategic initiatives, install our One Page Business Planning and Performance System®; guiding boards through the process of identifying and selecting CEOs and advising 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. They are entrepreneurial, visionary, creative, innovative, and progressive, and they put their ideas into motion. They expect us to provide straight talk, not fluff.

### Chief Executive Officer

Former CEO of a privately held family business packaging/distribution company in Silicon Valley.

### Strategic Planning

He has led over 250 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 facilitating improvement in communication and leadership skills to resolving conflict in the workplace and 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 and CEOs on clarifying the board-CEO relationship (partnership) and delineating their respective duties, responsibilities, and authorities. Dr. Meier is Executive Director of the Institute for Agribusiness Director Education®.

### Executive Selection

We have assisted more than three dozen boards and CEOs in identifying and selecting senior and mid-level managers, 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 – which 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.

**The author Continued . . .**

Author of **The Board Governance Best Practices Guidebook** created to enhance governance expertise and leadership competence of directors of privately-held companies.

***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.

***Institutes for ANC Director Education<sup>®</sup> and Tribal Council Training<sup>Ô</sup>***

**Founder and Executive Director**

Founded the Institute for ANC (**Alaska Native Corporation**) Director Education<sup>®</sup> and the Institute for Tribal Council Training<sup>Ô</sup> to ensure that directors of Alaska Native Corporations and Council Members of Alaska Native Tribes and American Indian Tribes are well prepared to discharge their oversight and governance responsibilities.

***CO-OP Director Institute<sup>™</sup>***

**Founder and Executive Director**

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

***Akmaq Accounting and Consulting, LLC***

**Co-founder and Co-CEO with Ross Waddell, CPA**

Founded Akmaq to provide cost-effective QuickBooks accounting and financial advisory services exclusively for Alaska Village ANCs, Tribes, and Cities. This includes QuickBooks installation, set-up, training, month-end financial reporting, troubleshooting, data file evaluation, accounting, bookkeeping, and ongoing financial support service.

**EDUCATION**

The Ohio State University- Ph.D. – Applied Economics and Finance

University of Arizona - Masters - Agricultural Economics

Washington State University - B.A./B.S. – Agriculture