

HARVEY A. MEIER CO.

Trusted Ally of CEOs and Boards of Directors

(For over five decades)

Harvey A. Meier, Ph.D., CMC

Harvey A. Meier, Ph.D., CMC® **509-458-3210** **Harvey@harveymeier.com** **www.harveymeier.com**

Introduction

We serve as confidential advisors to Boards, CEOs, senior management, and owners of privately held companies. We provide guidance and show them how to enhance their working relationships, foster better teamwork, and implement effective leadership and governance practices. Boards also receive specific advice and training on their duties and responsibilities. We also show clients how to resolve conflict by delivering leadership and team building training and coaching. Our support extends to developing new business and strategic plans, including our easy-to-use system to monitor performance. And we guide boards and CEOs through the process of identifying and selecting CEOs and senior management. This includes advising them on competitive compensation and employee retention practices.

Scope of Services

- 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 and Personal Coaching

Expertise

Chief Executive Officer
Former CEO of a privately held family packaging/distribution company in Silicon Valley and of a village corporation in Alaska.

Strategic Planning
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 by CEOs, 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 successful loan proposals, start-up financing packages, cash flow analyses and projections, and troubled loan workout plans.

Corporate Governance
Provided counsel and coaching to boards and CEOs on clarifying the board-CEO relationship (**partnership**) and delineating their respective duties, responsibilities, and decision-making authorities.

Executive Selection
Assisted multiple privately held company boards and CEOs in identifying and selecting CEOs and senior and mid-level managers.

Human Resource Management
Performed human resource services for many clients, including the development of incentive compensation and retention programs, personality and leadership style profiling, job description development, and team-building workshops.

Family Business Advising
Advisor to family businesses on management succession, facilitated family business retreats, and facilitated resolution of conflict among family members.

CEO Forum
Launched and facilitated for CEOs of privately held companies. They exchange ideas, explore critical leadership issues, discover creative solutions, and gain insight into coping with their decision-making challenges in a trusting and confidential venue.

Authorship
Co-author of **"The D'Artagnan Way,"** a book that outlines seven principles for fostering leadership and guides business leaders to inspire their teams to prioritize organization goals over personal interests for a larger mission.

Author of **"Board Governance Best Practices,"** a guidebook to help directors of privately held companies improve their knowledge and skills in governing their companies.

EXPERIENCE HISTORY

United California Bank/ First Interstate Bank of Los Angeles
Completed Bank Executive Development Program, including complex credit/loan analyses, loan committee presentations, and sales and marketing financial service training.

CoBank/ formerly Spokane Bank for Cooperatives
Vice President: Managed Strategic Planning, Corporate and Economic Analyses, Information Systems, Operations, Borrower Consulting Programs, and Training & Development programs.

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

Cooperative Director Institute™
Founded the Institute (CDI) to ensure that directors of cooperatives are well prepared to discharge their oversight and governance responsibilities.

Aklaq Accounting and Financial Consulting, LLC
Co-founded a state-wide Alaska QuickBooks accounting and financial advisory services firm for Alaska Village ANCs, Tribes, and Cities. This includes QuickBooks installation, set-up, training, month-end financial reporting, troubleshooting, data file evaluation, accounting, bookkeeping, pre-audit preparations, and ongoing financial advisory support services.

Institutes for ANC Director Education® and Tribal Council Training ™
Founded the Institute for ANC (Alaska Native Corporation) Director Education® and the Institute for Tribal Council Training™ 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.

Oregon State University
Professor: Conducted USDA Extension Service management education and consulting programs for companies of all types and sizes in the state of Oregon and throughout the United States.

Also taught graduate-level finance courses and supervised graduate degree 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.

EDUCATION

The Ohio State University - Ph.D. in Economics and Finance

University of Arizona - Master's in Agricultural Economics

Washington State University - B.S. in Agriculture