

Dwight Mihalicz helps organizations perform at their best.

He focuses on manager effectiveness... ensuring that all managers, from the CEO to the front line, are focused on their key strategic priorities and have the accountability and authority required for success.



Dwight has founded and is President of Effective Managers™, a management consulting firm based in Canada that provides services globally through a network of consulting firms. In 2013 Effective Managers™ partnered with the Telfer School of Management at the University of Ottawa to conduct groundbreaking research on understanding the dynamics of manager effectiveness in the workplace. This led to the development of a survey to assess manager effectiveness, and *The Effective Point of Accountability*® framework. These have been used successfully by organizations to improve accountability for the delegation of work and collaboration across functions. This breaks down silos and aligns the effort of the work force to focus on strategic goals.

He has over 40 years of organization experience in a broad variety of organizations and situations. Over this period he has been required to focus on and

solve complex problems in local, national, and global settings. Throughout his career, he has developed extensive expertise in supporting improvement processes with large organizations.

Using his experience as a manager, executive, and management consultant, Dwight helps CEOs and Executives achieve the balancing act that must be maintained to maximize organization performance. Using every-day language, he translates complex concepts into meaningful action that can be applied immediately.

Dwight earned an MBA from the University of Ottawa, where he also served as the Director of the Dean's Advisory Board at the Telfer School of Management. In 2013, Dwight was inducted as an Honorary Member of Beta Gamma Sigma by the Telfer School of Management, the highest honour a business student can receive through an AACSB accredited university. Dwight is a Director of the Board of the International Council of Management Consulting Institutes (ICMCI), and holds the CMC professional designation. In 2018, Dwight was elected a Fellow of the Canadian Institute of Management Consultants (CMC-Canada) in recognition of his outstanding contributions to his profession, his clients and to the community.

An author of many papers and publications, Dwight has published *The Effective CEO: The Balancing Act that Drives Sustainable Performance*, a book that explores the key functions that must be carried out by a successful CEO.

The Certified Management Consultant (CMC) designation is the profession's only international certification mark, recognized in nearly 50 countries. It represents a commitment to the highest standards of consulting and adherence to the ethical canons of the profession. CMC-Canada (the Canadian Association of Management Consultants) administers, and its provincial Institutes confer, the CMC designation in Canada. For more information, please visit www.cmc-canada.ca.

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