

# CEOs of the Roundtable

*Peer-to-peer group supports CEOs in fast-growth technology companies.*

BY T.L. DUDAR

A new pilot program offered at Calgary Technologies Inc. is providing technology entrepreneurs the opportunity to engage in a peer network sharing experiential advice with its members. Local entrepreneurs experiencing fast growth in their business recognized that CEOs have limited resources to support the intermediary stage in their leadership development. Calgary Technologies Inc. was the “go-to” resource to collaborate with entrepreneurs to develop and implement a pilot program, the CEO Roundtable, providing support for CEOs facing transitional challenges within their company.

The program is catered to CEOs/Presidents of fast-growth technology companies with \$500K to \$4M in sales preparing for fast expansion. It connects CEOs with a peer-to-peer network that understands the unique challenges that arise when building a company within the technology sector.

“We feel that technology has enough of its own unique challenges that we can accelerate our learning and our companies by having an industry-specific peer group,” says David Cooper, President/CEO, ITSportsNet. This network accelerates learning, shares resources and develops collaborative solutions for its members. The CEO Roundtable program engages its members through one-on-one mentoring and monthly roundtable meetings. At the helm of the table is the facilitator to champion the program.

“We collaborated with our clients to develop a comprehensive program to meet their needs,” says Laura Sullivan, Program Manager, Calgary Technologies Inc. “We recognized that a key component for the program is the engagement of a facilitator whose function is to ensure that each member’s challenges are addressed both individually and collectively, while retaining focus on the groups’ leadership development.”

Often, CEOs of fast-growth technology companies are faced with the need to transition from the operational role, recognizing that the company is at a pivotal point of potential exponential growth and as a result, new challenges are on the horizon. It is imperative to develop a solid management and operations team, while executing on strategic business and operations plans to map the course for success of the company, its colleagues and stakeholders. Effectively managing all these tasks while learning to implement and rely on an executive team can be daunting, leaving one to navigate uncharted waters while keeping an eye on the horizon.

“We combine a group meeting where confidential,

candid discussion about real challenges and opportunities can take place in addition to one on one meetings with members where any topic can be reviewed,” says Henry Kutarna, Alberta Deal Generator, CTI. “With our large international networks and the extensive professional services teams at our disposal you have a powerful resource for ideas. We watch each other’s back.”

The key to driving a technology company in the rapid-growth stage is to develop a strong results driven team, have

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strong market infiltration, effective leadership and sufficient support resources. How one crosses the transitional bridge may determine whether one hits the moat or makes it to the other side. The CEO Roundtable enables its members to recognize, address and resolve their challenges when transitioning their leadership role.

“I am a true believer in mentors and advisers, but this group takes it to a whole new level by members becoming engrained in my business. Having direct access to integrity-based individuals is a benefit to me, my staff and my stakeholders,” states Scott Pickard, CEO and President, Business Infusions.

Strength is found in numbers and so it can be said for success. The success of any company is based on the strength of its leaders, partnerships, colleagues, advisers and financiers as a collective whole. Participating in the CEO Roundtable program may just be the resource your company needs, through a peer-to-peer network, in order to cross the bridge, avoid the moat and enter a whole new developmental stage for your company. For more information on the CEO Roundtable program, contact Laura Sullivan, program manager, Calgary Technologies Inc., [lsullivan@calgarytechnologies.com](mailto:lsullivan@calgarytechnologies.com), 403.284.6419.