

## The CAO and Senior Manager Four Day Programme Leaders:

Fred Dean and Nigel Bellchamber have delivered hundreds of highly acclaimed training programmes and workshops in all parts of Ontario since 2002, from Thunder Bay to Cornwall, from Windsor to Timmins.

They have also developed a Two Day Programme for the same audience, which is quite adaptable to local needs and local delivery.

### Fred Dean



Fred practiced municipal law in Ontario for over 40 years, including 23 as Sudbury's City Solicitor. Clients have been from all parts of Ontario, municipalities large and small. Also a professional speaking coach, Fred is well respected for his practical municipal webinar series and presentations.

In addition, a unique One Day Programme has been presented across the Province for municipal Administrative Support Professionals, those people who "have the backs" of Mayors and Senior Staff, and who are often the first point of contact with the public.

### Nigel Bellchamber



After serving as CAO for two Counties and Treasurer of the City of London, Nigel established a consulting practice that includes senior staff recruitment and financial master plans. He has served on the executive of OMAA, AMO, and PSAB and adds a wide ranging perspective as a result.

### Amberley Gavel Orientation and Educational Sessions

Nigel and Fred formed Amberley Gavel Ltd. in 2008 to undertake Closed Meeting Investigations. The firm has also served as Integrity Commissioner and Municipal Ombudsman. Since October 2022 they have conducted

over 30 orientation sessions for newly elected Councils across Ontario. Having delivered educational sessions at every municipal Conference in Ontario, they continue to be invited to do so.



**Amberley Gavel** Ltd.

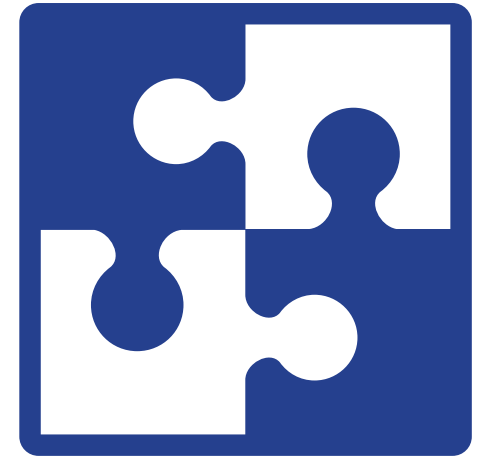


For more information about any of the Amberley Gavel Academy Programmes please visit [www.agavel.com](http://www.agavel.com), [info@agavel.com](mailto:info@agavel.com) or call 519-671-1189.

11<sup>th</sup> year this value packed programme has been offered!



**Book early!**  
Space is limited.



## Four Day Programme for CAOs and Senior Managers

**April 25-28, 2023**

Best Western Mariposa Inn  
and Conference Centre  
400 Memorial Drive  
Orillia

Enhanced and Updated!

## You will benefit by learning how to:

- ✓ Enhance your communication skills, written and oral
- ✓ Navigate the challenging ethical framework for municipal governments
- ✓ Understand the critical success factors for senior managers
- ✓ Maximize the use of your personal network
- ✓ Use simple techniques to make the most of your time
- ✓ Implement effective succession management
- ✓ Understand and communicate the financial dilemma facing municipalities
- ✓ Become a more effective negotiator
- ✓ Implement effective asset management processes
- ✓ Manage conflict beneficially
- ✓ Improve meetings both as a chair and as a staff person
- ✓ Develop your personal leadership strengths
- ✓ Prepare your new Council for the term ahead
- ✓ And more...



## A Value packed Programme!

The Programme begins at 7:00 p.m. on Tuesday evening and continues for the next two days and evenings, wrapping up at noon on Friday, allowing for maximum learning while minimizing your time away from both work and significant others.

Dozens of senior staff have taken this Programme since its original offering in 2008. Participants have become, or enhanced their roles as, CAOs since that time.

### Reviews include:

“

**“Wow! Excellent value!”**

**“I learned something new and practical in each area we covered.”**

**“My staff will be attending as part of their personal development plans.”**

”

### Last day for Registration April 15th CAO/Sr Managers Programme

Name \_\_\_\_\_

Municipality \_\_\_\_\_

Address \_\_\_\_\_

Position \_\_\_\_\_ Email \_\_\_\_\_

Programme Fee Enclosed  \$1995.00 plus HST = \$2254.35\*

- Includes three breakfasts, two lunches, two dinners and snacks

Pricing for in-house and locally delivered programmes available upon request  
Cheques only, payable to Amberley Gavel Ltd.

**Mail to :** Amberley Gavel Academy  
35 Ambleside Dr.  
London, ON N6G 4M3

**Refund Policy:** Payment due date April 15th. After due date, no refunds but credit to future Amberley Gavel Academy programmes

**Contact:** Tel: 519-671-1189 Email: info@agavel.com