

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 Kenora to Cornwall, from Windsor to Kirkland Lake.

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, strategic planning, 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.

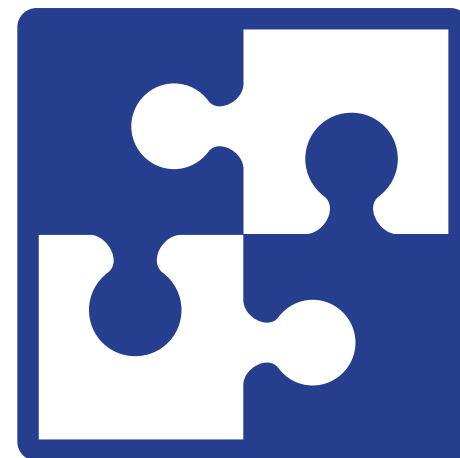


For more information about any of the Amberley Gavel Academy Programmes please visit www.agavel.com, info@agavel.com or call 519-671-1189.

13th year this value packed programme has been offered!



Book early!
Space is limited.



Four Day Programme for CAOs and Senior Managers

Best Western Peterborough
April 29 - May 2, 2025
705-742-3454

Best Western North Bay
October 21-24, 2025
705-474-5800

Accommodation Block "Amberley Gavel"

Revised and Updated for 2025!

You will benefit by learning how to:

- ✓ Deal with personal attacks from those who don't agree with your advice
- ✓ Enhance your communications skills
- ✓ Navigate the complex ethical framework for local governments
- ✓ Prevent escalation of incivility
- ✓ Understand the critical success factors for senior managers
- ✓ Develop and use your personal network
- ✓ Take advantage of Artificial Intelligence apps
- ✓ Enhance your time management skills
- ✓ Implement effective succession planning
- ✓ Communicate the municipal financial dilemma
- ✓ Become a more effective negotiator
- ✓ Implement effective asset management
- ✓ Manage conflict beneficially
- ✓ Improve meeting efficiency and effectiveness
- ✓ Develop leadership ability
- ✓ Distinguish between activities, outputs, and outcomes
- ✓ And much 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, CEOs since that time. Classes are kept small for your benefit.

Reviews include:

“

“Wow! Excellent value!”

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

“I will be sending my SLT members to your future sessions!”

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2025 Registration Deadlines April 11 and October 3 CAO/Sr Managers Programme

Name _____

Municipality _____

Address _____

Position _____ Email _____

Programme Fee Enclosed \$2395.00 plus HST = \$2706.35*

- Includes three breakfasts, three 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
35 Ambleside Dr.
London, ON N6G 4M3

Payment Due Date: April 11 and October 3

Contact/Questions: Tel or Text: 519-671-1189
Email: bellchamber@sympatico.ca or info@agavel.com