



## **Kolbuc and Associates (K & A)**

Summary of Services  
*July 2006 to June 2007*

Customized Training Programs For:



**WEST FRASER**

In consultation with Senior Management and Staff, K & A designed a Supervisory / Management Program.

- This 5-day program is delivered in two -two and a half day sessions separated by 3 - 5 weeks.
- To date K & A have delivered six programs to over 150 WEST FRASER Supervisors and Managers.
- As a result of this programs success, Kolbuc and Associates has been commissioned to train all 750 - 800 WEST FRASER Supervisory and Management Staff.



**CANFOR**

Woods Products Division

- In consultation with CANFOR HR Manager, designed a 6-day program delivered in two-three day sessions.
- To date K & A have delivered 5 of these sessions to over 100 CANFOR 1<sup>st</sup> Line Supervisors.
- K & A continues to provide this training on an as need basis.



**CITY OF PRINCE GEORGE**

- In consultation with CITY OF PRINCE GEORGE human resources department, designed a "Performance Review and Management" Program for Staff who have to conduct such reviews.
- This two day training program was delivered to 20 Management Staff.
- K & A also custom designed a 'Customer Relations' Program for all CITY staff. Several of these sessions were delivered to 50 + CITY Employees.
- In addition, K & A also designed and delivered a half day Stress /Change Management Workshop.



**SCHOOL DISTRICT #57**

- Custom designed one-day Professional Development Workshop for SCHOOL DISTRICT #57 Support Personnel entitled, "Managing Anger and Hostility. Several programs were delivered to over 75 SCHOOL DISTRICT Personnel.

# Northern Health and B.C. Nurses Union

- Designed and delivered two custom programs dealing with "Respect in the Workplace" and "Dealing With Difficult People" The success of these sessions K & A will be providing further customized training to BCNU



## **BARRICK GOLD - ESKAY CREEK MINE (SMITHERS)**

- Conducted a one-day TEAM Building / strategic planning session with ESKEY CREEK MINE human resources and Aviation Department.
- Continue to provide professional services to Eskay Creek Mine during shut-down to May 2008.



## **SCHOOL DISTRICT #57**

- Facilitated one-day TEAM Building session for members and staff and developed a strategic plan for improvement.

## **CHINOOK SCAFFOLDING SYSTEMS**

- Conducted individual interviews and strategic report.



## **A & E CHARTERS**

- Conducted individual interviews and strategic report which led to the development of an Employee Policy and Procedure Manual which K & A is currently working on.



## **PRINCE GEORGE AIRPORT AUTHORITY**

- Facilitated a Board of Directors, Strategy Meeting.



## **KOLBUC AND ASSOCIATES**

### **' THE' LEADERSHIP TRAINING AND DEVELOPMENT PROGRAM**

- Delivered three of these programs to over 50 participants in THE CITY OF PRINCE GEORGE.