

DR. MATT VICKERS, LL.D

Management Consulting



CONTACT

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PROFILE

Matt Vickers is the Owner of Vickers and Associates, a management and financial consulting company. Matt has over 44 years of experience in consulting and Aboriginal business. Throughout his career, Matt has had the opportunity to work in a broad base of industries including First Nations

government, arts and culture, financial institutions, healthcare, Federal government, and information technology. He has worked on a wide range of assignments across Canada's First Nations communities, helping Aboriginal entrepreneurs with their business and banking needs. He is the successful owner and manager of a management consulting firm, and he lectures extensively across the world on issues ranging from Aboriginal economics to team dynamics, self-empowerment, goal setting, and building trusting business relations. Matt has been honored and recognized with several awards for his performance in business and for his passionate support of diversity in the workplace.

Matt specializes in establishing links in cross-cultural business environments and governance training. He has a successful track record of matching Aboriginal with non-Aboriginal potential business partners and helping them to organize and develop thriving business ventures.

Matt's Aboriginal ancestry stems from the Tsimshian/Heiltsuk & Haida on his fathers' side, and English ancestry from his mother's side.

EXPERIENCE

Business

Development

BUSINESS DEVELOPMENT- VARIOUS

1989-2001

- Assisted many entrepreneurs to realize their dreams and visions of owning their own businesses. Matt assisted these entrepreneurs by developing feasibility studies, business plans and training plans, and then secured the required financing for each venture in areas of automotive repair, logging truck purchase, acquiring a newspaper business, restaurant, starting up a new gas station, and beginning a native art gallery to name a few. These businesses are still operating in a very depressed economic area of B.C. today.

Organizational

Reviews

ORGANIZATIONAL REVIEWS - VARIOUS

1990-2005

- Conducted numerous organizational reviews for businesses and organizations with respect to improving the bottom line. Most of the organizational reviews were with Tribal Councils and First Nation communities that covered services such as health, child and family services, economic development, social development, education, engineering, and executive management/governance training.
- Includes designing in-house confidential questionnaires delivered one-on one to the individual team and board members to improve the business operations and to satisfy the respective stakeholders.

EXPERIENCE

Public Speaking

PUBLIC SPEAKING- VARIOUS

1989-Present

- Speaks to audiences worldwide on such diverse topics as business development, professional client relations, powerful team dynamics, self empowerment, goal setting, grassroots marketing in Aboriginal communities, authentic communications, negotiations, and building trusting business relations.
- Most importantly, his career experiences demonstrate the importance of understanding and working with minorities for the benefit of all.

Management Consulting

MANAGEMENT CONSULTING & BUSINESS DEVELOPMENT- HILLCORE GROUP

2018-Present

As the Managing Director of Indigenous Engagement for Hillcore Group carry out the following regarding New Business Opportunities:

- Advance First Nation business opportunities and close new business opportunities within the First Nation communities.
- Manage the pipeline of opportunities in the First Nation communities. • Assess potential First Nation business opportunities and the decision makers and processes within the First Nation communities.
- Develop business plans for review and approval by Hillcore senior management.
- Plan approaches and pitches. Work with a team to develop proposals that deliver First Nation value.
- Sell opportunities/services persuasively, persistently, and confidently to First Nation communities.
- Handle objections by clarifying, emphasizing agreements, and working through differences to a positive conclusion.

Economic Development

MANAGEMENT CONSULTING - GENERATING FOR 7 GENERATIONS

2009-Present

One of the founding partners of Generating for 7 Generations. While CEO of the company has accomplished the following:

- Along with the partners designed an informative and partnership process to build a new purpose-built railroad to Northern Pacific Tidewater
- Acquired support from Tribes in Alaska and First Nations in Canada to conduct the feasibility study, leading to the design-build, of this \$27 billion, 1600-mile, new, purpose-built all-commodity railroad.

Economic Development/ Consulting

MANAGEMENT CONSULTING - MEYERS NORRIS PENNY LLP

2005-2009

While Senior Manager, then Partner with Meyers Norris Penny LLP, accomplished the following:

- Led MNP's efforts in BC & Yukon to develop and implement innovative, competitive, and profitable strategies to serve the needs of First Nation communities.
 - Distinguished MNP by developing and sustaining multi-functional, multi-business teams to focus on understanding and meeting the needs of this market sector.
 - Managed the relationship between Aboriginal customers and MNP by acting as a liaison.
 - Acted as a team leader and facilitator on all presentations in First Nation communities, career fairs, public forums, and conferences that have Aboriginal content.
 - Responsible internally and externally for the Aboriginal Program • Assisted with the National Conference on Aboriginal programming resulting in the development of MNP's Aboriginal Strategy.
 - Responsible for Aboriginal Awareness Training throughout the firm. • Developed, with a team, an economic development corporate structure that separated politics from business in the First Nations communities.
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EXPERIENCE

Banking & Finance

NANKING & FINANCE - ROYAL BANK OF CANADA 1995-2000

While Senior Manager, of Aboriginal Banking, at the Royal Bank of Canada, accomplished the following:

- Led the Bank's efforts in the BC District to develop and implement innovative, competitive, and profitable strategies to serve the needs of aboriginal businesses.
- Distinguished the Bank by developing and sustaining multi-functional, multi-business teams to focus on understanding and meeting the needs of this market sector. Including Aboriginal banking, employment, personal retail services, banking technology, and branch systems.
- Managed the relationship between Aboriginal customers and the Bank by acting as a liaison.
- Acted as a team leader and facilitator on all presentations in First Nation communities, career fairs, public forums, and conferences that have Aboriginal content.
- Responsible internally and externally for the Aboriginal Program
- Facilitated National Conference's on Aboriginal Banking resulting in the development of the Royal Bank National Aboriginal Strategy.
- Conducted Cross-Cultural Awareness Training throughout Royal Bank Group, including Royal Trust and Dominion Securities.
- Delivered economic development workshops in the First Nations communities.
- Redefined Royal Bank policies on Aboriginal Banking and developed a national lending folio for this sector.
- Worked with 25 Senior Account Managers throughout BC and the Yukon to provide services specifically for the Aboriginal market.
- Responsible for Aboriginal Awareness Training nationally for Royal Bank Group.

Marketing & Business Development

MARKETING & BUSINESS DEVELOPMENT - FIRST NATIONS ARTS & CULTURE 1990-1995

While President and CEO of Eagle Dancer Enterprises Ltd., The Art of Roy Henry Vickers, accomplished the following:

- Implemented an organizational review document.
- Conducted a five-year operational plan that included job descriptions and work plans for the entire staff.
- Formulated a wholesale distribution system jointly with the Gallery in Tofino by establishing policy and credit criteria for our retail clients.
- Developed a financial plan and secured funding to expand the corporation by opening a new gallery in Victoria.
- Coordinated an upgrade of sales operations by implementing computerization of the galleries.

Business Seminars

BUSINESS SEMINARS 1989-Present

- Conducted many priorities and planning seminars, goals and objectives sessions for various First Nations throughout BC.
 - Conducted numerous Alternative Funding Arrangements seminars and then helped prepare for implementation.
 - Coordinated a \$77.5 million agreement for the Gitksan Wet'suwet'en.
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EXPERIENCE

GOVERNMENT COMMISSION - GITXSAN GOVERNMENT

1986-1989

Government Commission

Executive Director of the Gitxsan Government Commission. Responsible for:

- Coordinating the takeover of all advisory services from INAC to eight local First Nations Communities.
- Prepared detailed five-year plans for the needs of each of the communities. ■ Facilitated priorities and planning/strategic planning sessions for/with the eight communities.
- Coordinated Bill C-31 intensive and comprehensive impact studies for all communities.
- Chaired general meetings and dispute resolutions as required for all communities.
- Developed training programs for the communities with program managers to enable self-sufficiency.
- Secured funding requirements to finish a significant court case. (Delgamuukw)

INDIAN AFFAIRS CANADA - GOVERNMENT OF CANADA

1978-1986

Indian Affairs Canada

District Manager, Superintendent Technical Services & Superintendent Capital Management.

- Responsible for an annual budget of \$25 million and a staff of 25 people delivering services to 12 First Nation communities.
 - Managed day to day operations of all the infrastructure requirements of all 12 communities by overseeing maintenance staff of 10 people.
 - Managed and allocated an annual budget of \$15 million for the capital and infrastructure requirements of all 12 communities.
 - Prepared monthly status reports to the regional offices for each project.
 - Prepared variance reports as required for funding of the projects to ensure a timely cash flow.
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AWARDS & PUBLICATIONS

- Honorary Doctorates Degree, University Canada West
- 1999 End Racism Award – Province of BC
- Contributing writer for a national publication, Indigenous Business Magazine.
- Executive Producer and Host for “A Point in Time” film documentary on Coast Salish carving
- Commendation from the Deputy Commissioner of the RCMP for the Pacific Region
- Outstanding Tsimshian Achievement Award-Vancouver local-Tsimshian Tribal Council.
- Distinguished Service Award-Human Rights-Vancouver Multicultural Society.

BOARD REPRESENTATIONS

- Provincial Devolution Committee (Assembly of First Nations BC) - 1988/89
- Provincial Liaison Committee (Assembly of First Nations – forming First Nations Summit) -1989
- Commissioner – BC Forest Resources Commission – 1988
- Member –Task Force on the Environment and Economy for BC -1989
- Member of the President’s First Nations Advisory Council at Simon Fraser University. 2002/Present
- Director for Native Fishing Association BC – 2000-02
- Board Member of the Vancouver International Airport Authority (YVR) art foundation. – 1999/01
- Treasurer – Vancouver Multiculturalism Society – 1999/01
- Member of the Vancouver Chief of Police’s Diversity Advisory Committee – 2000/02
- Member of the Provincial Policing & Diversity Committee -2002
- Member of University of British Columbia’s Advisory Council, Chinook Program – 2001/2017
- Member of The Banff Centre’s Aboriginal Program Council – 2003-11
- Appointed to the Provincial Capital Commission for BC – OIC 2004-07
- Appointed to the Board of Governors with Northwest Community College – OIC 2005/06
- Appointed to the Native Economic Development Advisory Board for BC – OIC 2005
- Head of Faculty, Banff Centres’ Aboriginal Board Governance Program 2000-08
- Co-Chair Aboriginal Program Council for the Banff Centre
- External Thought Leader Advisor – Auditor General British Columbia 2021
- Founding Member and Co-Chair, Circle of Advisors – Honouring Nations Canada 2021

EDUCATION

- Honorary Doctorates Degree University Canada West
- Diploma in Civil Engineering, Northern Alberta Institute of Technology
- Certificate in Small Business Management, Camosun College
- Financial Management Course
- Middle Managers Training Course
- Construction Contract Administration Course
- Project Management Course Introduction to General Management – Royal Bank

EMPLOYMENT

- 1976 - 1978 Superintendent Housing, Cowichan Tribes
 - 1978 - 1986 Various positions, including District Manager, Indian and Northern Affairs Canada, Edmonton
 - 1986 - 1990 Gitxsan Government Commission – Coordinated the takeover of all advisory services from Indian Affairs Canada to eight local First Nation communities
 - 1990 - 1992 Vickers and Associates, President and CEO, Hazelton, British Columbia
 - 1992 - 1995 Eagle Dancer Enterprises, Northwest Coast fine art President and CEO
 - 1995 - 2000 Royal Bank of Canada, Senior Manager, Aboriginal Banking
 - 2002 - 2004 Gitxsan Government Commission, CEO
 - 2005 - 2009 Meyers Norris Penny, Partner/Provincial Director
 - Present - Vickers and Associates, President, and CEO
 - Present – G7G, Partner & Chief Executive Officer
 - Present – Hillcore Group - Managing Director Indigenous Engagement
 - Present – IMC Projects – Senior Associate
 - Present – Northern Nations Cooperative – Director and CEO
 - Present – Brookes School – Special Advisor
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