



VisionarEase Inc. is a Canadian, federally incorporated business founded in 2007¹. Based in Sudbury Ontario, VisionarEase delivers positive change leadership services across Canada.

Trademarks: CLIENT CENTERED GOVERNANCE ® / MINOR CHANGES MAJOR RESULTS Coaching that works ™

VisionarEase Principal, Gisèle Guénard, is known for her effective, upbeat leadership within the public and private sector. With a nursing, teaching and executive leadership background, she has extensive experience in organizational development, governance, strategic planning and coaching. VisionarEase has an expert network of professional associates who provide services within their field in tandem with VisionarEase as required.

Our Mission - We support Positive Change.

Core Services :

- **CLIENT CENTERED GOVERNANCE ® - Gouvernance Centrée sur le Client**
 - Online course: CLIENT CENTERED GOVERNANCE ® Essentials Certificate
 - Online Board Performance Evaluation
 - Strategic Planning
- **MINOR CHANGES MAJOR RESULTS ™ - Coaching that works**

Clients include (References available from across Canada):

1. Aide Aux Seniors
2. Bayshore Home Health
3. Bestech
4. Better Beginnings Better Futures
5. Blind River District Health Center/Nursing Home
6. Canadian Diabetes Association
7. HealthCAN (formerly Canadian Healthcare Association)
8. Canadian College of Health Care Leaders
9. Canadian Mental Health Association (Multiple Branches)
10. Canadian Patient Safety Institute / Quality & Governance Facilitation team [Incl.: Ontario Primary Care Sector & Pourvoyeurs de services de santé mixte Nouveau Brunswick Francophones (RHAs)]
11. Centre Alpha Huronie
12. Centre de Counselling de Sudbury
13. Collège Boréal
14. Community and Hospital Infection Control Association NEO
15. DeSimone Foot and Ankle Clinic
16. Eastlink
17. Finlandia Village
18. Health Sciences North – Horizon Santé Nord
19. Health Sciences North Foundation
20. Independence Centre and Network – ICAN
21. Laurentian University Child & Family Centre
22. London Health Sciences Centre
23. Mid North Network
24. Ministry of Northern Development & Mines
25. Ministry of the Environment
26. Meals On Wheels Sudbury
27. North East LHIN
28. North East CCAC
29. Northern Youth Services
30. Nurse Practitioner-Led Clinics (*Multiple/Ontario)
31. Ontario Nurses Association
32. Pavilion Women's Centre – Centre pour femmes Pavilion
33. Remax
34. Réseau ACCESS Network
35. Réseau francophone de Santé du Nord de l'Ontario
36. Spark Employment services
37. Sudbury & District Health Unit
38. Sudbury Real Estate Board
39. The City of Greater Sudbury
40. Total Nursing Care
41. YWCA Sudbury/Genevra house & YWCA Canada
42. Executive and Life Coaching clients

visionarease.com

clientcenteredgovernance.com



¹ VisionarEase Inc. is an Ontario Government Registered Supplier

Gisèle Guénard is an award-winning leader who provides bilingual positive change leadership through VisionarEase & associates Inc., founded in 2007.

Career Path - Having served in business, governance, leadership, planning, coaching & consulting, as well as the health sector for over 35 years, she has held a variety of positions from the front lines to the corner office. Her CV includes direct patient care, community health, college professor, Long-Term Care Administrator, Hospital CEO, various Board positions, as well as governance, leadership and evaluation support across Canada, through VisionarEase & associates.

Gisèle has extensive skills in Organizational Development and Strategic Planning, including Board and Staff/Team retreats, Corporate Facilitation & Executive Coaching. She drove the launch of one of Ontario's first Family Health Teams, advocated for the launch of the Nurse Practitioner Clinic initiative, led the construction of a new Long-Term Care facility and more. She has strong skills in evaluation via over 10 years of experience within a college faculty, as well as through her work in public health research, PhD evaluation support and evaluation of governance programs at the national level.

Governance, Leadership & Coaching – Gisèle's has served on Boards including Hospital, LHIN, Nurse Practitioner Clinic, and Community agencies. She is currently a member of the Sudbury Women's Centre Board of Directors. She has provided governance education and support for leadership teams in English et *en français*, as well as service in various capacities for national organizations in Ontario, New Brunswick and Alberta. She has provided workshops, management training and executive coaching for business owners and companies such as Remax and Eastlink.

Gisèle is a past member of the Ontario Hospital Association's Small Rural & Northern Leadership Council, and has presented at/for, OHA and OACCAC conferences, AGMs and other events. She has facilitated strategic planning and provided other organizational development services for Nonprofits across Ontario and has been recognized by the Ministry of Health and Long Term Care as Vice-Chair of the NELHIN. She has served as a mentor with the Northern Leadership Program.

She is certified in NFP Governance Essentials from the Rotman's School of Management (U of T) / Institute of Corporate Directors. As founder of Client Centered Governance® Essentials Certificate education for Boards, CEOs & EAs, she has led the sector in ensuring inclusivity and diversity are embedded in the course curriculum, now available globally, online.

As a Certified Professional Life Coach, Gisèle helps individuals, executives & staff teams self-evaluate and achieve positive change through the company's trademarked MINOR CHANGES – MAJOR RESULTS™ approach. She is the recipient of the YWCA Women of Distinction Award, and nominee for the Influential Women of Northern Ontario Awards.



Gisele Guenard
CEO VisionarEase & associates Inc



Nonprofit Board Education
& Evaluation Online
ClientCenteredGovernance.com

Fluent in French and in English, Gisele authored a francophone textbook for the nursing sector as well as inspirational publications such as her new book, "MINOR CHANGES – MAJOR RESULTS™ - Strategy One: Beyond Positive Thinking". She has also hosted a season of Visionary Radio for Voice America Radio.


Educated in Ontario, she holds a Bachelor of Science (Nursing) degree from Laurentian University, as well as a Master in Education (Sociology) degree from the University of Toronto.

Gisèle is the Mother of two daughters and grandmother of four little ones – well not so little now. From a musical family, Gisèle sings and also paints. Her favourite place? Camp. Her philosophy is learned from her Mum... "There is always something to look forward to."

VisionarEase.com

We look forward to serving your needs.

- All events are currently held online.

POSITIVE CHANGE SUPPORT SERVICES	FEES: ¹
<p>1. CLIENT CENTERED GOVERNANCE® ESSENTIALS CERTIFICATE ONLINE COURSE</p> 	<p>< Click image for details & short video</p> <ul style="list-style-type: none"> • Online All-in Launch pricing: \$449² per person • CLIENT CENTERED GOVERNANCE® ESSENTIALS CERTIFICATE - This popular course has been greatly enhanced from what was deliverable in a day seminar. Learners benefit from more content, process tips & strategies, from the comfort of home or office. Lessons: video / Gisele coaching. Ex. of new content: Diversity-building, FAQs, Accreditation & Meeting tips, Questions to ask from the perspective of Board, CEO, EA, Execs., Issue Scenarios. Content PDF downloadable • Designed for non-profit sector > high value for governance & operations leaders & support staff
<p>2. BOARD PERFORMANCE EVALUATION ONLINE</p>	<ul style="list-style-type: none"> • Simplify your annual Board Evaluation & save. \$699 <i>per agency</i> • Learn how here.
<p>3. TEAM EVENTS: BOARD RETREATS / STAFF DAYS</p>	<ul style="list-style-type: none"> • Individualized agency & client results-focused agendas, built collaboratively, with agency leaders • From \$4900 per weekday / \$5400 per Saturday • One-topic governance coaching presentations with PDF(s): from \$300/hr
<p>4. BY-LAW REVISION / NON-PROFIT SECTOR³ / <u>BOARD DEVELOPMENT APPROACH</u></p>	<ul style="list-style-type: none"> • CCG Board Development Approach: includes in-depth OCA-ONCA research + working sessions with Board rep(s) & CEO • Minor Article amendment/short consult by email or phone: \$300 • Minor Article amendment consult with Briefing Note: \$450 • Articles requiring more discussion, i.e.: emails, calls, mtgs., Briefing note(s): from \$600 • First full revision: \$4900 - Subsequent full review & revisions: \$2500
<p>5. GOVERNANCE POLICIES / <u>BOARD DEVELOPMENT APPROACH</u></p>	<ul style="list-style-type: none"> • Policies: \$250-500 ea. • Minor revision, existing CCG policies: \$150
<p>6. STRATEGIC PLANNING*: A. Leadership Support Approach B. Comprehensive Approach</p>	<p>A. <u>Leadership Support Approach*</u>: Includes one-day intensive workshop to (a) revisit Vision Mission Values + (b) develop Strategic Priorities, Goals & Strategies. Result: 1-page ea. VMV + Strategic Plan + Decision-Support Document Template + Strategic Operational Plan & Results Tracker</p> <ul style="list-style-type: none"> • With weekday workshop: \$4900 • With Saturday workshop: \$5400 <p>B. <u>Comprehensive Approach**</u>: from \$15,000, over 4+ months.</p> <p>* Value-added: CCG Essentials Certificate Course for one learner @ No Charge **Value-added: CCG Essentials Certificate Course for 2 learners @ No charge</p>
<p>7. MINOR CHANGES MAJOR RESULTS™ Executive Coaching</p>	<ul style="list-style-type: none"> • For individuals: \$300/hr • Options: Life Coaching / Governance & Leadership coaching / Team events

VISIONAREASE.COM GOVERNANCE & PLANNING / COACHING

¹ When one or more travel days are required, a Travel PerDiem of \$500/day + Vehicle rental/fuel + Accommodations for 2 are added.

² ALL-IN price of \$449 at checkout includes \$397.35 + \$51.65 HST

³ Our By-law clients all express satisfaction with our "Board Development" approach. The team works together with VisionareEase to renew this core governance document, significantly increasing their knowledge and skills in the process.