

CURRICULUM VITAE OF THOMAS W. M^CKAIG, C.I.T.P.

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Education *Université de Strasbourg III (now Université Robert Schuman)*
October 1976 - June 1978
- Diplôme d'Études Politiques Approfondie (DEA) studies, "Political Science"

Institut des Hautes Études Européennes of the Université de Strasbourg III
October 1976 - June 1977
- **Diplôme**, Thesis, "Canada - EEC Trade Relations".

Institut des Hautes Études Européennes of the Université de Strasbourg III
October 1975 - June 1976
- **Certificat**, Major "International Relations", Minor "European Economics"

University of Ottawa
September 1971- April 1975
- **Honours B.A.**, "Political Science"

Community *Last Lecturer*, University of Guelph-Humber, March 2010

KeyNote speaker at the Rotary Club – Richmond Hill to discuss Strategic Management and Human Risk, March, 2010

Panel Judge at the Nicol Venture Creation Competition for selecting the best business startup (entrepreneur) business plan from short listed University of Guelph business students, March, 2010.

KeyNote speaker at major Toronto "Salon-Voltaire" venue. Addressed issues in "Global Business Today" June, 2007

International Business Ambassador appointment by City of Brampton, Economic Development Division, for contributions to Brampton's growing international profile. (October 2001 - ongoing)

World University Service of Canada (WUSC) - selected by University of Ottawa WUSC committee to attend workshops on developing countries held in Haiti, and the University of the West Indies, Mona Jamaica & Cave Hill, Barbados campuses, July to August, 1974.

Courses Taken	<i>Project Management:</i> Toronto, January to March 2000. <i>Financial Markets:</i> Montreal Exchange Floor Traders Options Exam, 1986; Canadian Securities and Registered Representative Exams 1979.
Professional Designation	<i>C.I.T.P.</i> - <i>Certified International Trade Professional</i> , Forum for International Trade Training, (FITT), Ottawa, member of the IATA (International Association of Trade Associations, Brussels). (October 2000 – ongoing)
Major Publications	<ul style="list-style-type: none"> - <i>Global Business Today</i>, McGraw-Hill Ryerson Publishers, 2006 ISBN 0-07- 094709-0 - <i>Global Business Today</i> 2nd Edition , McGraw-Hill Ryerson, 2009 ISBN: 9780070984110 - <i>Global Business Today</i> 3rd Edition – released in October, 2011 ISBN: 20110070401799
Major International Articles	<p>“<u><i>Human Risk: How Effective Strategic Management Can Identify Rogues</i></u>”, “<u><i>How and When to Use Non-Recourse Financing</i></u>”, and “<u><i>Five Routes to Greater Profitability for Small and Medium Enterprises</i></u>”</p> <p>Recent Articles Published in:</p> <ul style="list-style-type: none"> - Bloomsbury Publishers, London England/Qatar Financial Authority (QFINANCE), 2010. - <u><i>Area Development Magazine</i></u> - January, 2010 issue - <u><i>Money Science</i></u> November/December 2010 issue - American Management Association/<u><i>Executive Matters</i></u> Review, January 2010
Professional Recognition	<p>Thomas was recognized in the widely-read Canadian magazine, MacLeans, in its 2003 and 2004 Guides to Canadian Universities, as one of Ryerson University's best professors (<u>133</u>, <u>139</u>).</p> <p>Recognized and congratulated repeatedly in House of Commons for outstanding contributions in the field of international development. (1994, 2000, and 2003)</p>
Memberships	<i>The Brampton Board of Trade; Forum for International Trade Training; Canadian Netherlands Business Professional Association; Toronto Hispanic Chamber of Commerce; Central Ontario Export Club</i>
Languages	<p>Fluency - <i>English, French, German, Italian</i> (worked/studied/lived in France, UK, Switzerland, Italy, Germany, over period of 15 years).</p> <p>Proficiency - <i>Spanish and Russian</i>. (Project Advisor - Central & South America (5 months, plus regular follow-ups). Project Advisor - Ukraine, Estonia and Lithuania (period of 6 months). [no need for interpreters or translators].</p>
Biography	He was an Institutional Equity Trader in London and in Zurich, and was Sales Manager for the Royal Canadian Mint’s Gold Maple Leaf Coin – Europe and North America. He is fluent in English, French, German and Italian, while proficient in Spanish and in Russian. He is currently learning Arabic.

1992 – present (Employment)

Canadian Author of the popular university textbook *Global Business Today*, Thomas is also Adjunct Professor in the Department of Marketing and Consumer Studies at the University of Guelph. He has taught at Ryerson University, Carleton University, and the University of Saskatchewan.

Courses taught include:

- Ethical Leadership
- Organizational Behaviour
- International Trade (Export Management);
- Asia Pacific Business Studies;
- European Business Studies
- Business Consulting
- Quality Management;
- Operations Management
- Development of European Integration - Establishment of EEC to 1992;
- Global Supply Management;
- Global Entrepreneurship;
- Project Management;
- Le financement du commerce international (International Trade Finance);
- International Trade Logistics;
- International Market Entry & Distribution;
- International Marketing (Canadian Institute of Management).

He is extensively involved in academic audits, internationally (Qatar).

1984 - present (Consulting Projects)

Thomas M^cKaig provides advisory services in diverse industry sectors. [pinpointing and delivering strategic re-alignment solutions in areas of business development, operations and management reviews, international trade research and training]. He is Principal in Thomas M^cKaig International Inc., (TMI), an International Development firm. He recently served as CEO in Residence at the University of Tennessee.

Thomas has turned around companies in developing countries, where structural changes in government policies, including de-regulation, have eroded corporate profit and market share, demoralized staff and undermined quality customer service.

Clients in East & West Europe, North and South America include: the Montreal Exchange; the United States Treasury Department's Bureau of the United States Mint; the Peruvian Ministry of Energy & Mines; etc. Thomas has also advised on stock exchange creation in the Ukraine, Lithuania and Estonia.

Thomas is *currently* involved in several ongoing TMI ventures.

**Current
Projects**

July, 2010 - ongoing

Advisory Board Member

Bullion Management Group – Markham (Toronto) Ontario

Responsible for initiating and high level developing contacts and business, worldwide in precious metals bullion markets, in addition to attending Board meetings within the company. **Tasked with charting strategic development for this company with \$700 million USD under management, internationally.**

January 2008 – August 2014

University of Guelph

Department of Marketing and Consumer Studies

Thomas is an Adjunct Professor in the Department of Marketing and Consumer Studies at the University of Guelph where he teaches undergraduate and MBA courses. In addition, he has been recognized as Special Graduate Faculty by the University's Board of Graduate Studies.

**Completed
Consulting
Projects**

June 2009 – October 2011

Author

Writing 3rd edition of *Global Business Today* – released in October, 2011.

November 2008 – April 2009

Bloomsbury Publishers, London England,

Author, for Qatar Financial Authority publications

Wrote articles on; “Human Risk: How Effective Strategic Risk Management can Identify Rogues”; “Five Routes to Profitability for Small and Medium Enterprises”; "How and When to Use Non-Recourse Financing".

Articles also published in Money Science, Area Development Magazines and American Management Association/ “**Executive Matters**” Review

September 2007 – December 2008

Columbia Metals Corporation Limited, Toronto, Ontario, Canada

Investor Relations

Promoted and represented Columbia Metals Corporation's Mexican gold properties, internationally. Mr. M^cKaig was responsible for formulating marketing and promotional strategies aimed at increasing investor participation within international financial markets; and delivering corporate presentations to fund managers, private investors, retail and institutional stock brokers.

January 2007 – October 2008

M^cGraw-Hill Ryerson Publishers, Whitby, Ontario, Canada

Author

Authored major Canadian textbook – *Global Business Today* – 2nd Edition, ISBN: 9780- 0709-8411-0, 2009

**Completed
Projects
continued**

June 2008

Catholic University of Montevideo, Centre for Canadian Studies, Embassy of Canada and the Uruguayan National Chamber of Commerce & Services, Montevideo, Uruguay

Delivered workshops and seminars on International Business Negotiations geared towards Uruguayan business leaders. Tasked as panel member and conference leader on “The Canadian Market for non-traditional Uruguayan Exports”, by the Uruguayan Canadian Chamber of Commerce , the Catholic University of Montevideo and the Canadian Embassy in Uruguay.

July, 2007

Kumba Cameroon,

Trainer on Canadian International Development Agency funded project

Trained select groups of young adults in Kumba Cameroon in: entrepreneurship; marketing; business plan writing; and business startups.

May, 2007

Universidad de Montevideo, Uruguay

Executive in Residence

Was invited as Key Note Speaker at campus-wide lecture series on international business, management and marketing. Advised and mentored on business startups, international trade and entrepreneurship.

June 2005 and June 2006

University of Tennessee

CEO in Residence

Was invited as Key Note Speaker on “International Business” at campus-wide lecture series, open to the public and, served as CEO in Residence, lecturing in several international business classes. Was retained as Senior Academic Advisor to Faculty on internationalization of curriculum and upgrading of business concentration in areas of NAFTA and the WTO. Advising on Canadian specific curriculum for upcoming Canadian Studies department at the U of Tennessee.

January 2004 - April 2006

M^cGraw-Hill Ryerson Publishers, Whitby, Ontario, Canada

Published Author

Authored major textbook - *Global Business Today* First Canadian Edition. ISBN 0-07-094709-0, 2006

August - September 2005

Montero, Minero & General Saavedra, Department of SantaCruz, Bolivia

Senior Advisor

Advised on enhancing existing administrative regulations and controls in order to optimize property, land and vehicular tax collection efforts. Also advised on improving flows of communication at municipal levels through organizational design.

**Completed
Projects
continued**

May 2003 - July 2003

College of the North Atlantic, Doha Qatar

Senior Academic Audit Advisor – Business Programmes

Contracted by the Canadian Bureau of International Education (CBIE) in Ottawa to work with academic audit team to prepare academic audit report for the Business and Administrations programmes of the College of the North Atlantic (St. John's Newfoundland) Qatar campus.

November, 2002 - January 2003

Gold Way Limited, Bishkek, Kyrgyzstan

Export and International Trade Advisor

Preparing gold export marketing study. Advising and training client in the field of international trade. Formulating business development strategies aimed at facilitating company's retail sales expansion, globally.

August – September 1999

Banco Finadesa, San José, Costa Rica

Management Advisor

Conducted a spanish language management and operations review. Project focused on areas of operations, human resource motivation, total quality customer service issues for front line, mid management and senior executives.

March 1999 – April 1999

Collège Boréal, Sudbury, Ontario

Training and Consultation

Le financement du commerce international (International Trade Finance)

August 1998 – March 1999

Carleton University School of Business, FITT Professional Development Programme, Ottawa - FITT in Toronto

Delivering intensive international trade courses

November 1998 and May 1985 to May 1986

Montreal Exchange (ME),

Business Expansion

Was Moderator for International Financial Derivatives conference (CIFO) November, 98: Led Marketing/PR seminars in Canada. Book based gold ME certificate trades increased from 9,300 ounces (Jan. - July 1985) to 120,000 oz. (May 85/May 86). Helped improve trading and market awareness. (Newspaper article).

March 1998 – August 1998

Canadian Institute of Management, Toronto

International Marketing

**Completed
Projects
continued**

November 1997 – July, 1998

Automotive Industry, University of Waterloo, Durham College

Global Entrepreneurship - Business Leadership programme

Sponsored by various institutions. Teaching and mentoring of automotive industry workers for import/export and international trade issues.

April 1998 - June 1998

Steelcase Canada, Unionville, Ontario

Teaching "International Marketing"

April 1996 - June 1996

Ministry of Energy and Mines, Government of Peru, Lima

Needs Assessment Survey Report

Retained by Peruvian government to identify areas of Canadian government technical cooperation and assistance. (legislative, environmental, logistic).

April 1996 - May 1996

CIDA and CESO, Lima Peru

Research

Recommended operational effectiveness strategies for the Peruvian Ministry of Energy & Mines.

July 1994 - April 1996

Asociación Panameña de Usuarios de Transporte, Panama

Pre-feasibility study (documented in Hansard Transcripts)

Prepared report on the viability of Global Shipping centre infra-structure, in Panama, after reversion of US Military bases to civilian use. ... House of Commons praise for his outstanding work.

August 1995 - September 1995

Delcan Consulting Engineering Group, Toronto and Panama

General Background Paper

Researched scheduling, legal and financing aspects of Panamanian World Cargo Distribution Centre project.

February 1994 - March 1994

Parkland Regional College, Saskatchewan

Curriculum Development

Developed four modules for teaching (How to Start a Small Business; developing a Business; Marketing; Home Based Business); conducted seminars in "Marketing" and "Entrepreneurship".

**Completed
Projects
continued**

January 1994

Parkland Regional College

Entrepreneurship Workshops

Prepared and presented business start up seminars for adult education.

July 1992 - September 1992

Tallinn International Stock Exchange

Stock Exchange Development

Led marketing seminars for future Brokers in young Estonian investment community.

June 1992 - July 1992

Ukrainian Stock Exchange, Kiev

Strategy Development

Trained staff and formulated stock clearing procedures. Provided overall Stock trading, investment infra-structure, training and recommendations. Conducted frequent lectures to Ukrainian banking community members.

May 1992 - June 1992

Kaunas, Lithuania Chamber of Commerce

Met Lithuania's top CEO's and advised on possible joint venture contacts with Canadian and Western European firms.

April 1992 - May 1992

Vilnius Stock Exchange, Lithuania

Policy Recommendations

Served on local securities exchange commission and conducted seminars. Wrote report recommending changes regarding its business operations.

August 1991 - September 1991

Hotel and Tourism Association of St. Lucia

Trouble Shooting

Assessed methods for improving cruise ship customs clearance. Wrote report recommending increasing St. Lucia's regional competitiveness.

May 1991 - June 1991

Matrivedeki Femmuvek (MF), Hungary

Efficiency Review at Consumer Packaging factory

Identified organizational weaknesses within factory operations of 3,000 employees. Wrote report proposing westernising shipping, delivery, and plant operations. Liaised several joint venture meetings with potential western buyers.

**Completed
Projects
continued**

January 1991 - May 1991
Privy Council of Canada, Ottawa
Citizens' Forum on Canada's Future Commission
Moderated citizens' forums throughout central Ontario.

January 1990 - September 1990
Brendan Wood International (BWI), Toronto
Emerging Markets Research
Led interviews with Cabinet-Ministers, Journalists and other East European decision makers, and compiled) socio-economic data for possible sales to international investment banks. (interviews conducted in Bulgaria Czechoslovakia, Poland, Romania, East Germany, Hungary, Yugoslavia)

May 1989 - October 1989
Powell GRC, London England
Stock Trading
Introduced company to active German and Italian Financial Markets clients.

November 1988 - April 1989
World Gold Council, Milan, Munich and Geneva
Gold Investment Strategies
Worked on measures for increased gold investment through European banks.

May 1986 - June 1986
US Treasury Department Bureau of the US Mint, Washington, DC
Advisor for Worldwide Marketing Strategy
US Gold Eagle coin report was adopted by US Mint for marketing logistics/packaging/payment methods/consignment/distributorship/transportation.

**Current
Employment**

September 2003 - ongoing
University of Guelph, Department of Marketing and Consumer Studies,
Guelph, Ontario, Canada
Adjunct Professor – MBA and Undergraduate courses
"Development of European integration from the establishment of the EEC to 1992"
"Management", "Operations Management", and "Organizational Behaviour",
"Emergence of a United Europe", "*Global Business Today*" (MBA course based on
T. W. M^cKaig's book of same title)

September 2005 - ongoing
University of Guelph-Humber, Department of Business,
Toronto, Ontario, Canada
Adjunct Professor – Undergraduate courses
"Asia Pacific Studies", and "European Regional Business Studies", "Applied
Business Projects", "Business Policy" & "Business Consulting".

**Previous
Employment**

January - April 1992 and September 1994 - 2006
Ryerson University, Faculty of Business, School of Management, Toronto
Taught
International Business Studies, Project Management and Ethical Leadership.

September 1994 - August 1995 & January 1996 - April 1996
Sheridan College, Faculty of Business, Brampton,
Taught
"Canadian Political Studies", "Business Policy", "Organizational Behaviour".

September 1993 - April 1994
University of Saskatchewan, Department of Political Studies, Saskatoon,
Taught
Political Thought and Government Typologies.

December 1986 - June 1988
Scotia M^cLeod, London England , Institutional Equity Salesman
Opened up new Italian territory for trading Canadian Securities and conducted frequent investment seminars to Italy's key Investment Bank and Fund Managers.

June 1986 - December 1986
Union Bank of Switzerland, Toronto and Zurich,
Private Banker

October 1981 - October 1984
Royal Canadian Mint Gold Maple Leaf coin, Ottawa,
Sales Manager
Coordinated development and implementation of European Gold Maple Leaf strategies accounting for approximately \$600 mio. in annual sales.

March 1979 - October 1981
Midland Doherty, Ottawa,
Retail Stock Broker
Specialised in retail gold/silver trade to equity sales to foreign private clients.

**Country
Business
Experience**

*(on-site consulting,
and client
visitations)*

Andorra	Ireland
Argentina	Italy
Austria	Jamaica
Baltic States	Japan
Barbados	Kyrgyzstan
Belize	Malta
Benelux	Nicaragua
Bolivia	Norway
Brazil	Panama
Bulgaria	Paraguay
Cameroon	Peru
Canada	Poland
Chile	Qatar
China	Rumania
Colombia	Russia
Costa Rica	St. Lucia
Channel Isles	Spain
Cyprus	Switzerland
Ecuador	Thailand
El Salvador	Turkey
Finland	Ukraine
France	Uruguay
Germany	USA
Greece	UK
Guatemala	Former Yugoslavia
Haiti	
Honduras	
Hong Kong	
Hungary	