

## Greater London International Airport Authority

Name: **Kenneth Deane**

Address:

- **2-665 Commissioners Road West**
- **London, Ontario**
- **N6K 4Y2**

Occupation: **Health care executive**

Work experience description:

Health Care Advisor, Amico (Development and Construction Company), Windsor, Ontario, 2014 to Present

- Responsibilities include coordinating and developing strategy to grow the medical office platform; investigating new and emerging opportunities as provincial ministries of health seek to deliver health care services beyond the traditional hospital setting; directing and leading the Amico team as necessary to respond to strategic business opportunities, including RFP's; and integrating with the Amico senior executive team to develop and enhance overall corporate strategy.

My background includes executive positions in a number of Canadian hospitals including academic health centres and community hospitals. During my career, I have led hospital reorganizations and turnarounds that required strong, effective, and results oriented leadership.

- Through strong leadership and a style that is diplomatic, tactful, and respectful, I have a proven track record of achieving results. My approach is to build strong teams, forge strong relationships and partnerships, and focus on culture. I have fostered trust and confidence through collaboration, collegiality, and communications, and successfully managed significant organizational changes.
- My core competencies include culture driven leadership, strategic planning and execution, team building and communication.
- Over the course of my career I have completed a number of special assignments for the Ministry of Health and Long Term Care including peer reviewer, facilitator, and supervisor.
- I have been actively involved in professional and educational activities, presenting at numerous national and provincial conferences, writing several management articles, and serving on boards and committees in social services and health care.

Previous positions include:

- President and Chief Executive Officer of Hotel-Dieu Grace Healthcare in Windsor, Ontario. This position followed my appointment by the Minister of Health and Long Term Care through an Order-In-Council as Hospital Supervisor at Hotel-Dieu Grace. Upon completion of this appointment, the Board of Directors asked me to stay on as President and CEO.
- Assistant Deputy Minister, Health System Performance and Accountability - Ministry of Health and Long Term Care, Toronto, Ontario
- Shared Chief Operating Officer - St. Joseph's Health Care and London Health Sciences
- President and Chief Executive Officer - St. Joseph's Health Centre, Toronto, Ontario
- President and Chief Executive Officer - Hotel-Dieu Grace Hospital, Windsor, Ontario
- Vice President Finance and Chief Financial Officer - Hamilton Health Sciences, Hamilton, Ontario

A detailed resume is available upon request.

Educational background description:

- Graduate degree in business administration (MBA) and an undergraduate degree in business administration (BBA)
- Certified General Accountant

- Completed the Director's Education Program sponsored by the Institute of Corporate Directors and the Rotman School of Management

Skills, abilities and specialized knowledge description:

- Extensive governance and leadership experience. Currently serve on the Audit and Finance Committee of the Board of Public Health Ontario (Toronto). Past Board experience includes: Public Health Ontario (Order-in-Council appointment); St. Peter's Seminary Foundation (London); Ontario Workplace Safety and Insurance Board (Order-in-Council appointment), Institute of Health and Work (Toronto), Hospital Business Services (Toronto), Ontario Cardiac Care Network (Toronto), Niagara Family and Children's Services (St. Catharines), etc.
- Solid understanding of the difference between governance and operations.
- Experience includes financial management, human resources management, government and stakeholder relations, change management, strategy development and execution, risk management, safety, etc.
- Proven leadership experience in complex organizations operating in highly regulated and unionized environments.

Reason for application interest:

- My interest in the Board of the Greater London International Airport reflects my belief that the airport plays a vitally important role in the economy of London and region.
- I am interested in contributing to the attainment of the Board's long term goals and strategies relating to service, performance, viability, and growth.

Contribution description:

- With my background in governance and management I can effectively contribute to board oversight of organizational and financial performance, board oversight of management regarding the achievement of strategy and long term goals, and board stewardship of the enterprise.
- My approach to serving on a board is to (a) be well prepared for meetings, (b) listen effectively and identify key points, (c) express my thoughts, opinions, and perspectives clearly, concisely, and logically, and (d) interact with board members and staff in a respectful and collaborative manner.
- I have a strong background in management, strategy, performance management, finance, and risk management.

Past contributions description:

- Leadership role in the realignment of hospital services in Windsor. The process to realign services started in January 2013 and on October 1, 2013 all acute care services were transferred to Windsor Regional and all post-acute services transferred to Hotel-Dieu Grace. This involved transferring sites and staff between the organizations. This meant that Hotel-Dieu Grace would establish a new free standing corporate entity on a site formerly operated as part of Windsor Regional. We implemented the necessary administrative, financial and operational processes, and management controls; assumed responsibility for day-to-day operations; and implemented a change management strategy to facilitate the transition.
- In my role as Hospital Supervisor in Windsor I assumed the powers of the board and the corporate members. I led a restructuring process that included (a) renewing the board by recruiting and appointing new board members, improving governance policies and processes, updating by-laws, etc., (b) rebuilding senior management and strengthening medical leadership while the hospital was under significant public and media scrutiny, (c) managing complex stakeholder relations, (d) stabilizing the hospital, (e) instituting an organizational renewal process including a new management direction, (f) strengthening management and staff relationships, (g) improving transparency and communications, (h) obtaining base funding to invest in core service and operations, (i) instituting a cultural renewal process, and (j) rebuilding public confidence.

- During my term on the Board of Directors of the Workplace Safety and Insurance Board we developed and released in 2006 a five year strategic plan (The Road Ahead) based on four fundamentals. The board was heavily involved in the planning process. I also chaired the Human Resources and Compensation Committee of the Board.

Interpersonal experience description:

- Throughout my career and my participation on boards and committees I have worked with others in a respectful manner. I believe it is fundamentally important to encourage and facilitate the participation of others by creating a safe environment in which each person can express their views.

Interested in interview: Yes