

Committee: **London Hydro Board of Directors**

Organization/Sector represented: **Higher Education**

Name: **Trevor Hunter**

Address:

**244 Chambers Court  
London, N5X 4H5**

Occupation: **Associate Professor of Management**

Work experience: **I am an associate professor of management at King's University College and a recognized governance expert. For nearly 15 years I have provided governance training and consulting to many for and not-for-profit organizations in and around London and taught governance courses through organizations like Western's Faculty of Continuing Studies, London Community Foundation, London and Middlesex United Way Emerging Leaders program and Pillar Non-profit Network.**

Education: **BA (Honours Sociology) - King's University College MBA - Ivey School of Business PhD - Ivey School of Business**

Skills: **I am a recognized expert governance teacher, practitioner and thought leader within the London community. I possess all the characteristics being sought for this position and I truly believe I am the best fit. As professor of management I have made a career teaching the functional areas of management including finance, accounting, human resources and strategic planning. I provide strategic planning and governance consulting to businesses and non-profits. My reputation as an educator and consultant is based on integrity and honesty. I have a strong understanding of both the utility industry and the core business of London Hydro as I have studied and written about the industry and London Hydro specifically in numerous studies. I have investigated and identified the impact London Hydro has on London's economic development and how it compares to other regional utility companies in three studies I wrote for the London Economic Development Corporation. This work was specifically cited in a study by KPMG in March 2014 commissioned by the City of London, as being "used to establish the strategic direction that LEDC is following" and that changing that strategy would be "detrimental to the City's economic development interests." I have held many leadership positions over my career. I have led my academic unit for more than six years. I have been chair or vice-chair of three non-profit organizations. I interact with city officials and other arms-length governmental organizations regularly. In these roles I have practiced corporate stewardship and risk management in heavily regulated and competitive environments. The notions of compliance obligations and transparency are part of how I think as a board member.**

Interest reason: **To say that London Hydro plays an important role in the London community is an understatement. As one of London's largest assets, London Hydro is the linchpin to so many vital activities and processes. It quite literally powers the City's social and economic development. London Hydro helps unleash the potential of our citizens and organizations. It provides security and comfort. It powers the gateways to learning, knowledge creation and innovation. Who wouldn't want to be part of an organization that touches nearly every aspect of our city? I have a lot of board experience and expertise and I feel I have a responsibility to help our community by using the skills I possess. If I am selected to be a director I could help London Hydro be the best it can be for the City and, indirectly, help multiple constituencies achieve their social and economic goals. Good governance by the board of London Hydro contributes to a lot of good done in our City and being part of that is exciting to me.**

Contributions: **As a director of London Hydro I will bring scrupulous oversight, stewardship and integrity. I understand the commitment that is needed to be a board member and as I always do, I will take governance and the role of a director very seriously. I will be an involved and active director who knows the line between governor and manager and does not step across it. I will ask management and fellow directors tough questions to hold us accountable to our stakeholders and put in the kind of research and homework to be prepared and informed. I am a very good fit for the London Hydro board since I share the same commitment to governance excellence as the current directors, however, I bring a range of experiences and expertise that is different from but complimentary to that which currently exists. I spend the bulk of my professional life researching and applying governance best practices and I will bring these insights to the**

board to maintain the continuous improvement the board has undertaken over the years. Past contributions: I have consistently been recognized as a resource for governance best practices by the boards on which I have served. I have regularly been a member of or chaired the governance committee or been a member of the executive of these boards. In those positions, in addition to my stewardship role, I have taken leadership roles to ensure the boards were following proper practices and leading to improved board effectiveness. Below is the list of the boards on which I have served and a few of the major contributions I made: • Airshow London, (2015-present), vice-chair: Developed the governance structure from scratch and wrote the by-laws, policies and created the committee mandates and reference terms while also defining the roles and responsibilities of the board and management. • Middlesex-London Board of Health, (2015-present), Governance Committee chair: I will manage the executive performance evaluation process, deal with board recruitment/skills needs and the promotion of director diversity among many other plans. • Governance Advisory Committee, Ontario Association of Children's Aid Societies, (2014 -present): I assist in the delivery of sector-wide director evaluations and education sessions in particular examining executive compensation. My role on this committee has been to provide advice regarding cutting edge governance practices that are disseminated throughout the province. • Institute of Canadian Directors SWO region, (2012 - present) • King's University College Foundation, (2011 – present) • London Small Business Centre, (2009 – 2014), chair 2012-2013: As board chair, I instituted a formalized management performance evaluation process that tied accountabilities and compensation through objective metrics. I also instituted an executive and board member succession planning process. Prior to becoming chair I was tasked with revamping the entire board structure developing a system of committees and wrote the mandates, terms of reference and reporting structure. Additionally, I reworked, improved and formalized the on-boarding and director orientation process. • Graham Family Eco Park, (2009 – 2010) • Youth Opportunities Unlimited, (2001 – 2006): Was asked to take a more direct role in providing business, planning and operations guidance and oversight to the fledgling Youth Enterprise division • Try Recycling Inc., (2002 - present)

Interpersonal: Teaching is the act of exchanging views with people who have different skills, abilities and knowledge and I am a very good teacher. Teaching requires the ability to listen, understand and interpret and I am really good at it. I have taught thousands of people since 2002. My students have been business people, directors or employees of non-profits, university and high-school students from many countries with varied backgrounds. With such a diverse student body I have had to develop the ability to integrate disparate levels of knowledge and experience into a coherent whole wherein all participants could communicate, learn and work together to accomplish goals. I have worked with different organizations with different agendas and values and I have learned from them all. My life is completely devoted to respecting the skills, abilities and knowledge of others because I love to learn and you can't learn if you are not willing to hear opinions with which you don't agree or understand. One cannot learn if you think you know it all. I work hard to know a lot about what I teach, but I recognize that there is always more to learn from many people. Since I recognize that I can learn more, I always do. I listen to people who do things or see things differently than I to try to understand the reasons why. They may be right and if they are and I don't recognize that then I am wrong. I have to learn because I teach so I need to be as right as I can be to be an effective teacher. Because I don't know everything and I want to be the best teacher I can be I am open and respectful of people who see the world differently than I.

Interview interest: Yes