

insight

REAL-WORLD RESULTS

The Leadership Institute Launches 11th Year

The Chamber is proud to announce The Leadership Institute's Class of 2016, marking the 11th year of our award-winning, skills-based program. This year's dynamic and diverse group will learn from a "faculty" of 100 senior level business executives who bring real-life expertise to this valuable program. More than 250 Leadership alumni have graduated in the past decade and are now applying their valuable skills within their professions and in their communities. Welcome to this year's class!

Jason Abare, eBizDocs
Thomas Anadio, Capital District YMCA
Jason Brown, Brown Integrated Chiropractic
Elizabeth Clark, First Niagara Bank
James Del Favero, New Leaf Group, LLC
Mark Duffy, SEFCU
Sarah Duvall, HANYS
Mark Farber, H2H Associates, LLC
Kavita Fuller-Dobbs, M&T Bank
Whitney Grey, Franklin Hospitality Group
Elaine Harwood, Capital District EOC
Pearl Higgins, Outspoken Media
Stephanie Jaquez, The Ayco Company, LP
Courtney Myers, *Albany Business Review*

Christopher Nolin, Rensselaer Polytechnic Institute
Douglas Obernesser, EMI Guide Rail, LLC
Haylie Reuter, Phoenix Life Insurance Company
Valerie Rosado, CDTA
Jacqueline Sager, KeyBank, NA
Michael Stamas, GreyCastle Security
Lauren Tarsio, Mosaic Associates Architects
Jeffrey Touchette, Albany Diocesan Cemeteries
Gregory Vukelic, Saratoga Eagle Sales & Services
David Warren, Unity House of Troy, Inc.
Nicholas Webster, CDPHP
Colleen Whitaker, BBL Hospitality-HGI, Troy
Lyn Wiltsie, Pioneer Bank

Ready to Join Us? Start Now for the Class of 2017

If you or a staff member would like to attend The Leadership Institute, it's time to start planning for next year's class. Most businesses and nonprofits are finalizing their annual budgets for 2016, and the Chamber has early applications available for those interested in our award-winning professional development program. Contact Director of Member Engagement & Business Development Kate Ollier at kollier@renscochamber.com.



The Leadership Institute is sponsored by First Niagara with media sponsorship by Albany Business Review.

EMPOWERMENT SERIES

Discover Your "Wonder Woman" on August 5

Back by popular demand, the Chamber's upcoming "Wonder Women Roundtables" is the latest in our popular Tech Valley Series for Empowerment. Learn how to harness the power within, build your professional and personal networks and find inspiring mentors. We're gathering top women professionals (list at right) to host a series of 20-minute roundtables for attendees, sparking lively and candid conversations about career challenges and solutions. Table hop as you meet with mentors and discover new strategies for success. Topics are: moving your career to the next level, taking risks for results, tackling difficult conversations, lessons learned and shared, powering-up confidence and balancing your roles in life. Sign up now for an event that will give you "a-ha!" moments, new connections and take-away solutions. Bring your {superhero} cape and discover the wonder woman in you!



POWERHOUSE PRESENTERS

Kelli Arnold, Senior Vice President, Director of Government Banking Services, First Niagara Bank
Karen Carpenter Palumbo, President & CEO Vanderheyden
Betty DiMaria, CEO & Performance Strategist Aras Performance Group
Katie Doran, CPA, Shareholder Teal, Becker & Chiaramonte, CPAs, PC
Linda Hillman, President Rensselaer County Regional Chamber of Commerce
Sabrina Houser, CEO Big Brothers Big Sisters of the Capital Region
Carolyn Jones, Publisher *Albany Business Review*
Susan Kambrich, Head of School Woodland Hill Montessori School
Lauren Payne, Managing Partner Spiral Design Studio
Kathleen Pingelski, President MicroKnowledge, Inc.
Paula Stopera, President CAP COM Federal Credit Union

Register now for **Wonder Women Roundtables** on Wednesday, August 5 at The Century House, Route 9 in Latham. 7:30-9:30 a.m. \$35 members; \$50 member walk-ins; \$70 future members.



Major underwriters are Bouche Financial Group, Ltd.; SEFCU; and Turner Construction Company. Event sponsor is Hoosick Valley Contractors, Inc. (HVC, Inc.)

ASK THE EXPERT

Featuring Our Board of Directors The Leadership Institute Alumni Association

Bryce Cutler is vice president, Small Business Banking at First Niagara Bank. He is a financial sales management professional with more than 15 years of business development, client relationship building and leadership experience.



Cutler serves as chair of the Chamber's Leadership Institute Alumni Association.

Q: What is the mission of The Leadership Institute Alumni Association?

A: To provide continuing education and professional development, networking opportunities and community involvement for Leadership graduates. Led by a committee of volunteers, we host alumni-exclusive events, such as our recent conference retreat at Jiminy Peak. Our events provide advanced leadership development, training and relationship building. Alumni also network by serving as ambassadors at Chamber events and assisting in member recruitment and retention. We also have fun!

Q: Who are the Leadership alumni?

A: With more than 250 alumni and growing, our diverse members are from regional business and non-profit communities, from a wide variety of industries and professional backgrounds. Nearly 85% of Leadership alumni experience promotion or career advancement; more than two-thirds of our alumni volunteer in their communities. For more than a decade, the Chamber has been graduating dynamic leaders who are bringing their energy and ideas into their workplaces and local communities.

Q: How can organizations get involved?

A: If you've got an up-and-coming staff member, someone with enthusiasm and drive, The Leadership Institute is the best way to capitalize on their talents. Businesses and nonprofits can also financially support Leadership participants with scholarships through The Van Rensselaer Fund - Rensselaer County Regional Chamber of Commerce. This allows the Chamber to assist today's best and brightest in our business community to become tomorrow's leaders.



The Rensselaer County Regional Chamber of Commerce is a business, civic and economic development alliance that strives to enhance the economic vitality of Rensselaer County and the neighboring Gateway communities of Cohoes, Green Island, Waterford and Watervliet. The Chamber seeks to improve the quality of life within the community for both residents and businesses.

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● NEW MEMBERS

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Phone: 518.638.2020
adktechs.com

American Cancer Society Eastern Division, Inc.
Non-Profit Organizations
Rep: Cheryl Lasher
One Penny Lane
Latham, NY 12110
Phone: 518.220.6933
cancer.org

ATSCO Products
Janitorial Services/Supplies
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Albany, NY 12204
Phone: 518.465.8894
atsco-products.com

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90 Fourth Street
Troy, NY 12180
Phone: 518.326.0470
christopherbriansalon.com

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Energy Efficiency
Rep: Hope LaFreniere
10 Guideboard Road
Waterford, NY 12188
Phone: 855.733.4673
hopeenergygroup.com

Integrated Tissue Dynamics
Biotechnology
Rep: Frank Rice
7 University Place
Suite B-236
Rensselaer, NY 12144
Phone: 866.610.7581
intidyn.com

La Salle Institute
Non-Profit Organizations
Schools
Rep: Karen Rappleyea
174 Williams Road
Troy, NY 12180
Phone: 518.283.2500
lasalleinstitute.org

Maddalone & Associates, Inc.
Real Estate Management
Rep: Seth Meitzer
600 Franklin Street
Suite 103
Schenectady, NY 12305
Phone: 518.346.8600

New Leaf Group, LLC
Vending Machines
Rep: Kara Smith
951 Van Hoesen Road
Castleton, NY 12033
Phone: 518.488.7454
newleafgroup.org

State Farm
Insurance
Rep: Mick Butler
694 Fifth Avenue
Troy, NY 12180
Phone: 518.237.6425
mickbutlerinsurance.com

● MEMBER NEWS



The Tri-City ValleyCats have promoted Rick Murphy to chief operating officer/executive vice president and Matt Callahan to general manager (photos, l-r).

Murphy, a member of the Chamber's board of directors, is in his 27th season in professional baseball. Callahan has been with the team for eight years, the past four as assistant GM. Visit tcvalleycats.com.

The Record's former editor, Lisa Robert Lewis, has been named Media Person of the Year by the Women's Press Club of New York State. The award recognizes outstanding accomplishments in journalism. Robert Lewis joined *The Record* as a reporter in 1976 and was named editor in 1999. After a merger with *The Saratogian*, she assumed editorship of both papers and the weekly supplement *Weekender*. Robert Lewis serves on the Chamber's board of directors and the New York State Associated Press board. Visit troyrecord.com.

The Sage Colleges were recently awarded a Collegiate Science and Technology Entry Program grant from the New York State Education Department. Sage will receive a total of \$2 million over a period of five years, about \$400,000 annually. More than 250 students are expected to benefit from the program each year. Visit sage.edu.

Catholic Charities of the Diocese of Albany has broken ground on a new kitchen project for Sunnyside Child Development Center in Troy (photo below). The new space will prepare nutritious meals and snacks for low-income children who attend Sunnyside programs. Visit ccrcda.org/rensselaer.htm.



The Cookie Factory, LLC recently celebrated the grand opening of its new 30,000-square-foot production plant at 41 River Street in Troy (photo above). Brothers Joe and Chris Alberino carry a full line of delicious bakery products at four retail locations, as well as special occasion and corporate gift baskets. Visit cookiefactoryllc.com.

St. Peter's Health Partners (SPHP) has unveiled St. Mary's Cancer Treatment Center, a new facility designed for and by cancer patients. The opening is part of SPHP's Troy Master Facilities Plan, a strategic multi-phase plan aimed at transforming the future of health care in Troy, Rensselaer County and the surrounding communities. Visit sphp.com.

Habitat for Humanity Capital District has named Christine Schudde its new executive director. A former director of development for the nonprofit, she will take the helm from Mike Jacobson, who served as executive director for the past five years. Visit habitated.org.

McNamee, Lochner, Titus & Williams, P.C. welcomes Keith M. Goldstein, of counsel. He provides strategic business counseling for investments, mergers and acquisitions, banking and tax credit matters. With more than 15 years of experience in a variety of industry sectors, his clients range from new start ups, to multi-generational businesses, to the area's leading banks. Visit mltw.com.

Sunmark Federal Credit Union's Speed Savings event was awarded first place for the Louise Herring Philosophy in Action Member Service Award. The event gave the public an opportunity to spend one hour with Sunmark experts and a loan officer to discuss home loans, investments and insurance. Visit sunmarkfcu.org.

events calendar 2015

AUGUST	SEPTEMBER	ADDITIONAL INFO
<p>Wednesday • 8/5 Empowerment Series Wonder Women Roundtables Registration and breakfast at 7:30 a.m.; program 8-9:30 a.m. At The Century House, Route 9 in Latham. Major underwriters are Bouchey Financial Group, Ltd.; SEFCU; and Turner Construction Company. Event sponsored by Hoosick Valley Contractors, Inc.</p> <p>Friday • 8/7 Saratoga Race Track Breakfast Networking A collaborative event between our Chamber and the Saratoga Chamber of Commerce. On The Patio, lower level. Registration requested; \$25 cash at the door. Breakfast at 7:30 a.m.; program 8-9 a.m. \$10 parking is refunded before 10 a.m. Sponsored by Sunmark FCU.</p> <p>Tuesday • 8/11 NetworkingPlus Luncheon At the Hilton Garden Inn, 235 Hoosick Street in Troy. Sponsored by AAA Hudson Valley; CAP COM Federal Credit Union; and Groff NetWorks, LLC.</p> <p>Monday • 8/17 Annual Golf Classic @ Country Club of Troy Golf package includes lunch, cart, on-course beverages and dinner. \$195 per golfer; \$780 per foursome; \$35 for dinner only. Check-in 10:30 a.m.; lunch 11 a.m.; shot-gun start noon; dinner 5:30 p.m. Sponsorships are available at all levels and to fit every budget. Call today!</p> <p>Tuesday • 8/25 Quick Learn Session Creating Marketing Pieces Using MS Word Registration at 8 a.m.; program 8:30-10:30 a.m. Cost is \$79 members; \$99 future members. At the Chamber, 90 Fourth Street in Troy.</p>	<p>Thursday • 9/10 Van Rensselaer Awards Dinner The Chamber presents the 2015 Van Rensselaer Awards Dinner, a celebration of excellence honoring this year's recipients: Turner Construction Company, The Van Rensselaer Corporate Award; Bouchey & Clarke Benefits, Inc. / Bouchey Financial, Ltd., The Van Rensselaer Small Business Award; and Dr. Lee A. McElroy, Jr., The Edward H. Pattison Citizenship Award, also known as "The Ebbie." The evening begins with networking at 5:30 p.m.; awards and dinner at 6:30 p.m. Reservations are \$120 members; \$240 future members; \$1,495 per Chairman's Circle tables of 10. At the Hilton Garden Inn, 235 Hoosick Street in Troy. Sponsored by Capital Bank, CDPHP and The Phoenix Companies, Inc.</p> <p>Thursday • 9/17 "How to Create a Winning Culture" Learn how to intentionally create a winning corporate culture with the Chamber's newest professional development program. Our presenter is Phil Gauthier, president of Insight Coaching & Consulting, LLC, an executive coaching service that assists CEOs and upper to middle managers to develop leadership and organizational skills. Topics include: leaders as coaches, why culture matters, how to avoid "moldy" cultures, culturalizing intentionally and winning corporate cultures. Registration and breakfast at 7:30 a.m.; program 8-9:30 a.m. \$35 members; \$50 member walk-ins; \$70 future members. At The Century House, Route 9 in Latham. Sponsored by MicroKnowledge, Inc.; and Pierce Communications.</p>	<p>TIMES: <i>All breakfast events have registration and breakfast at 7:30 a.m., with the program from 8-9 a.m. (unless otherwise noted).</i></p> <p><i>All luncheon events have registration and lunch at 11:30 a.m., with the program from 12-1 p.m. (unless otherwise noted).</i></p> <p>COSTS: <i>All programs are \$35 (unless otherwise noted) for members who have pre-registered. The cost for walk-in members is \$50. The cost for future members is \$70.</i></p> <p>No-shows will be billed; 24-hour notice is required for all cancellations.</p> <p>Register online at: renscochamber.com/events</p> <p>Questions? Call us at 518.274.7020.</p> <p><i>If you have special requirements, please contact us one month prior to event to ensure we are able to provide for your needs.</i></p>

THE CREATIVE ECONOMY

\$1 Million Granted to "Breathing Lights"

The Regional Alliance for a Creative Economy has announced "Breathing Lights" has been selected as one of four submissions from across the United States to receive a grant of up to \$1 million as part of the Bloomberg Philanthropies Public Art Challenge.

Breathing Lights will illuminate up to 300 vacant homes in Albany, Schenectady and Troy nightly over two months in the fall of 2016. Working with lead artist Adam Frelin; lead architect Barbara Nelson, AIA; and more than 25 community and private sector partners, including the Lighting Research Center at Rensselaer Polytechnic Institute in Troy, this installation aims to regenerate interest in once-vibrant neighborhoods that currently have high vacancy rates. Breathing Lights will culminate in a regional summit on vacant homes and neighborhood revitalization that will engage local residents, prospective buyers, investors and policymakers. Breathing Lights was jointly submitted by the cities of Albany, Schenectady and Troy. The Regional Alliance for a Creative Economy served as convener and facilitator for the Public Art Challenge process.

The Bloomberg Philanthropies Public Art Challenge is the largest national public art grant opportunity ever offered. More than 230 cities submitted proposals, representing 68 million residents. Visit breathinglights.com.

**CREATIVE
ECONOMY**

CHAMBER MEMBER

spotlights



The American Cancer Society, Inc., Eastern Division is part of the largest volunteer health organization in the United States, offering 24/7 hotline response as well as local support groups, educational and life-affirming programs for all ages. At the Latham facility, cancer patients, survivors and their loved ones can take advantage of the Hope Club, Look Good Feel Better cosmetic sessions, nutritional classes, yoga, kids' groups and more.

"Everything we do is community driven," said Cheryl Lasher, senior manager. "Our annual Relay For Life event is a wonderful example. It's the only major event we host in Rensselaer County and a great opportunity for families to do something meaningful together. Cancer is a very serious topic, but we emphasize the celebration of how far we've come."

Relay For Life is on Saturday, September 26, from noon to midnight, at the Joseph L. Bruno Stadium in Troy. The event brings together teams of family, friends and community members to celebrate the lives of people who have battled cancer, remember loved ones lost and fight back against the disease. There are crafts and activities during the day, the lighting of luminaries after dark all along the track and an inspirational first lap for survivors. Local companies are invited to learn more about sponsorship opportunities and engaging employees in this team event. Visit relayforlife.org.

On Sunday, October 18, the Cancer Society will host Making Strides Against Breast Cancer in Washington Park, Albany. The non-competitive walk honors survivors and raises awareness and funds to advance early detection and research. Visit makingstrideswalk.org. "Funds raised from public activities like these directly support local initiatives and programs," said Lasher.

AMERICAN CANCER SOCIETY, INC.
ONE PENNY LANE | LATHAM, NY 12110
PH: 518.220.6933 | 1.800.227.2345 | CANCER.ORG

AWARD RECIPIENT

TRIP and RCHR Honor Chamber President

Donna Abbott Vlahos, Albany Business Review 2015



Chamber President Linda Hillman (photo left) has been named the 2015 recipient of the Community Citizenship Award by the Troy Rehabilitation & Improvement Program (TRIP) and Rensselaer County Housing Resources (RCHR). The award, to be presented at the TRIP & RCHR Annual Homecoming Dinner, recognizes an individual or a corporation who has made significant contributions to the livability of the greater Troy community. It is intended to recognize and honor the recipient as well as encourage similar efforts by others. Past recipients include John Hedley, John Sarchilli and the Hon. Kathleen Jimino, among

others. The TRIP & RCHR dinner is set for Monday, October 19, at Franklin Terrace Ballroom, 126 Campbell Avenue in Troy. A reception begins at 5:30 p.m. with dinner following. Dinner tickets are \$75; honorary committee tickets are \$150/\$250. Honorary committee members and sponsors are now being sought. Contact Gail Padalino at 518.273.8289, ext. 212 or gail@trionline.org.

COST-EFFECTIVE TRAINING

Chamber + MicroKnowledge, Inc. = Success!

Looking for a valuable training opportunity for yourself and your staff? Welcome to **Quick Learn**, a series of high impact workshops brought to you by the Chamber and MicroKnowledge, Inc., a pioneer in technology education and a leader in high quality training and consulting. Spend two hours with expert instructors from MicroKnowledge and master new computer skills to make your work more efficient, expand your skills and better serve your customers. Mark your calendars now for our upcoming workshop:

Quick Learn Session Creating Marketing Pieces Using Microsoft Word

Tuesday, August 25

Registration at 8 a.m.; program from 8:30-10:30 a.m.

\$79 members; \$99 future members

Seating is limited, so register today!

Held at the Chamber, 90 Fourth Street in Troy.



Register now at www.renscochamber.com/events. Quick Learn workshops are sponsored by the Chamber and MicroKnowledge, Inc.

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SIGN UP NOW!

Chamber Tees Off for Golf Classic Aug. 17

It's our most popular program of the year and is always sold out - The Chamber's Annual Golf Classic on the award-winning links of the Troy Country Club. Sign up now for golf packages including lunch, cart, on-course beverages and dinner. Non-golfers are welcome to join us for dinner and great raffle prizes, featuring weekend getaways, custom jewelry and more. Cost is \$195 per golfer, \$780 per foursome, \$35 for dinner only. Check in at 10:30 a.m., enjoy lunch at 11 a.m. and a shot-gun start at noon. Dinner is at 5:30 p.m. in the clubhouse. Sponsorships to fit any budget are still available. Contact Events Coordinator Gabrielle Polce at 518.274.7020, ext.18 or email to gpolce@renscochamber.com. For a full list of sponsors, visit renscochamber.org.



Judy Rancourt, associate broker, has been a full-time realtor since 2005, committed to superior customer service and professional follow through with every client. As a former events planner and facility manager at two area colleges, Rensselaer Polytechnic Institute and Hudson Valley Community College, she brings attention to detail, strong customer service ethic, negotiation skills and creative problem solving to every aspect of her real estate career. A Seniors Real Estate Specialist (SRES), Rancourt is

qualified to meet the special needs and concerns of senior citizen clients who are relocating or selling their homes. "I work from referrals and have built my business by building relationships," said Rancourt, who was ranked a number one sales agent for the past two years in her Rensselaer County office and is a Service Excellence Award and Rising Star Award winner. "I have developed a niche market among seniors who are selling their long-time homes and moving into independent or assisted living communities. I feel honored to be helping them during what can be a difficult transition in their lives."

Whether working with buyer or seller clients (she is a Certified Buyer Representative), she has the qualities necessary to assist clients through the entire process. With a skill-set that combines industry knowledge, communication skills, enthusiasm, hard work and integrity, she helps clients reach their real estate goals. Specializing in the Rensselaer County area, including her home town of Brunswick, Rancourt serves clients from all over the Capital Region.

Early in 2015, Berkshire Hathaway HomeServices purchased the entire Prudential Realty network, including local business Prudential Manor Homes (originally Blake Realty). She and her Prudential associates have made the transition to the new brand, which has the resources of a national network with all of the advantages of local offices with experienced realtors.

JUDY RANCOURT, ASSOCIATE BROKER
BERKSHIRE HATHAWAY HOMESERVICES | BLAKE, REALTORS
446 NORTH GREENBUSH ROAD | DEFREESTVILLE, NY 12144
PH: 518.428.4642 | [JRANCOURT.BHHSBLAKE.COM](mailto:jrancourt.bhhsblake.com)

Complimentary Spotlights are awarded by random drawing at Chamber events. To purchase a Spotlight, contact Staci Makovich at smakovich@renscochamber.com. Members must be in good standing and not have been featured within the past 24 months.

insight into...

2016 Marketing Opportunities

Sponsorship and marketing opportunities for the Chamber's 2016 year-long lineup of events are now available. Customized packages are available for every budget, ensuring your organization gets noticed in the coming year. Whether it's event sponsorships, marketing with our monthly newsletter, or gaining exposure with our Chamber website, you'll make the most of your marketing dollars. Let us develop a comprehensive package that meets your 2016 budget and marketing goals. Contact Director of Member Engagement & Business Development Kate Ollier at 518.274.7020, ext. 23, or at kollier@renscochamber.com today!

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YOU ARE CORDIALLY INVITED

Van Rensselaer Awards Dinner on Sept. 10

Turner
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**Van Rensselaer
Corporate Award**

bouchey & clarke
FINANCIAL GROUP, Ltd. BENEFITS, INC.

**Van Rensselaer
Small Business Award**



Dr. Lee A. McElroy
Edward H. Pattison
Citizenship Award

The Chamber presents the 2015 Van Rensselaer Awards Dinner, a celebration of excellence in the business community. For more than two decades these prestigious honors have recognized companies, small businesses and individuals who invest in the economic, cultural, and humanitarian advancement of our region. Congratulations to the recipients:

Turner Construction Company has a long history of community involvement, including Habitat for Humanity, the Salvation Army, YouthForce 2020 and the Ace Mentor program. Named one of the Top 50 Organizations for Multicultural Business Opportunities by online recruiter resource diversitybusiness.com, Turner has also received the Associated General Contractors of America's Community Award.

Bouchey Financial Group, Ltd. and **Bouchey & Clarke Benefits, Inc.** make it a priority to support charitable, civic and cultural organizations that produce a positive impact, including Seton Health/St. Peter's Health Partners, Rensselaer County Historical Society, Commission on Economic Opportunity (CEO) and YWCA of the Greater Capital Region.

Dr. Lee A. McElroy, the award-winning University at Albany vice president and director of athletics (retired) and current interim athletic director at Rensselaer Polytechnic Institute, has gained national prominence for building connections with the business community while mentoring students to excel in both athletics and academics.

Register now for the **Van Rensselaer Awards Dinner** on Thursday, September 10 at the Hilton Garden Inn, 235 Hoosick Street in Troy. Networking and cocktail reception at 5:30 p.m.; awards and dinner at 6:30 p.m. \$120 per member; \$240 per non-member. \$1,495 for Chairman's circle table of 10.

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PROFESSIONAL DEVELOPMENT

"Create a Winning Corporate Culture" Sept. 17

Our entire business society is engaged in a cultural transformation that requires ongoing training and development for senior managers. Where do you start? With the Chamber's newest professional development program, "Create a Winning Culture." This cost-effective executive coaching program is designed for CEOs, c-suite leaders, upper to middle managers, Leadership alumni and anyone looking to effect cultural change. Discover an empowering leadership style, grow staff commitment and intentionally create a corporate culture of respect, responsibility and the will to win. Our presenter is Dr. Phil Gauthier, president of Insight Coaching & Consulting, LLC, (photo right) an executive coaching service that assists senior managers to develop proactive leadership and management skills. Executive coaching focuses on communication, leadership and management style, effective planning and execution, intentional delegating and more. Topics for our program include:

- » Leaders as coaches
- » What culture is and why it matters
- » How to avoid "moldy" cultures
- » Culturalizing intentionally
- » Creating a successful corporate culture that works

Gauthier, a corporate culture consultant, is a licensed executive coach through the Lifeforming Leadership Institute. "Dr. Phil," as he is known, is a member of the International Coach Federation. He provides one-on-one executive and life coaching, utilizing organizational development insights, adult learning theory, 360 surveys and DISC assessments. These effective tools develop a vibrant and productive corporate culture, positively impacting the bottom line of an organization.



Register now for **How to Create a Winning Culture** on Thursday, September 17 at The Century House, Route 9 in Latham. Sign up online at renscochamber.com/events. Registration and breakfast at 7:30 a.m.; program 8 - 9:30 a.m. \$35 for members; \$50 for walk-in members; \$70 for future members. Sponsored by MicroKnowledge, Inc. and Pierce Communications.

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