

Dwight Mihalicz



Using his experience as a manager, executive, and management consultant, Dwight Mihalicz helps CEOs and Executives maintain the balancing act required to maximize their organizations' performance. Using every-day language, he translates complex concepts into meaningful action that clients can apply immediately.

He has worked in a broad variety of organizations and situations - solving complex problems in local, national, and global settings. Throughout his career, he has developed extensive expertise in supporting improvement processes with all sizes of organizations in all sectors in many regions of the world.

Dwight is the Founder and President of Effective Managers™, a management consulting firm based in Canada that provides services globally through a network of consulting firms. In 2013 Effective Managers™ partnered with the Telfer School of Management at the University of Ottawa to conduct groundbreaking research on understanding the dynamics of manager effectiveness in the workplace. The results of this work led to the development of a survey to assess manager effectiveness and *The Effective Point of Accountability*® framework that provides an organized set of clear, definable standards of managers' performance. Numerous organizations currently use these tools to improve accountability for the delegation of work and collaboration across functions – fostering communication and alignment of the work force – to help managers focus on strategic goals.

Dwight earned an MBA from the University of Ottawa, where he also served as the Director of the Dean's Advisory Board at the Telfer School of Management. In 2013, Dwight was inducted as an Honorary Member of Beta Gamma Sigma by the Telfer School of Management, the highest honor a business student can receive through an AACSB accredited university.

Dwight is the Chair of the Board of the International Council of Management Consulting Institutes (ICMCI) and holds the CMC professional designation.

An author of many papers and publications, Dwight has published *The Effective CEO: The Balancing Act that Drives Sustainable Performance*, a book that explores the key functions that CEO's must execute to be successful.