



Connor Paone

CPCC/ACC*, MBA, GDip PM, B.A.

FOUNDER – OLA STRATEGY

About Connor

My core passion in life and work is to have rich experiences and help create more abundance. I work and play at the intersection of health and wellness, cultural revitalization, and social and environmental impact.

My passions come alive in my professional career through working on strategies with change-makers for business development, Indigenous community development, project management, and social impact initiatives. My expertise is in business development, community-led project development, and social impact with a focus on strategy, professional coaching, mentorship, and innovation.

I combine coaching, mentorship, training, and management consulting services to achieve an impact-oriented, strengths-based, and holistic approach to organizational development. MBA-level management best practices, mindfulness, neuroscience research, behavioural science, cultural diversity, and a suite of mentors back up each project that I work on.

The result: I support businesses and organizations to unleash the talent within their teams to create the changes that they would like to see in the world. I support Indigenous communities to unleash the talent within their communities to create the changes that they would like to see in the world.

I have been professionally trained in:

- Master of Business Administration (x2, one in English and one in Spanish)
- Professional Coaching and Mentorship
- Strategic Planning
- Project Management
- Facilitation
- Negotiation
- Innovation, Digital Transformation, and Data Analytics
- Political Economics, Governance, Decolonization, and Political Ecology

The combination of my work experience, formal education, and training has provided me with the skills and experience that are required to help set up social impact organizations, indigenous community-based organizations, and sustainability-minded businesses for long-term success.



Core Values: Honesty, Integrity, Commitment, Wellness, Interconnection, Reciprocity, and Regeneration.

If given the opportunity, I would love to meet with you and your organization to understand your vision and strategy for helping create a better world. A world where all can experience social, economic, and environmental abundance.

Services

Coaching, mentorship, and strategic management are the core of OLA Strategy's service offerings. Holistic wrap-around services are offered directly in-house and through our network of niche experts.

Coaching

Professional coaching that empowers people to find their own authentic answers. Clients find clarity, balance, fulfillment, and improve mastery of emotional awareness and intelligence.

You already have most of the answers you need within you, you are the expert that the world needs. We help you see and step into your role as a leader.

Mentorship

Coaching + training + ongoing 1:1 support.

We empower clients to design, implement, and manage their strategies for their organizations, projects, and lives. Clients own and drive the project; OLA trains, supports, and advises.

Boutique Consulting Services

Think of us as your capacity booster. OLA Strategy will own and complete the entire project/deliverable with you and support capacity building along the way. We use our mastery in coaching & strategy to co-design, co-create, and implement your project.

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1. Entrepreneurship, Organizational Design, Business Planning, Fundraising
2. Leadership, Team Development and Transformation,
3. Project Management Systems,
4. Digital Transformation & Business Intelligence
5. Social-Impact Strategy,
6. Marketing & Strategic Communications
7. Political & Economic Analysis,
8. Community Governance Systems Design
9. Counselling*

**OLA Strategy works with a professional counsellor registered to practice in the Provinces of British Columbia and Ontario.*



UNIVERSITY EDUCATION

International Coaching Federation & Co-Active Training Institute

Dual certification in Professional Coaching (March 2023- March 2024)*

- Over 1000 classroom + study hours*
- Over 100 hours of audited and supervised coaching delivered*
- Over 100 additional hours of mentorship & training from Indigenous Elders (Dr. Barney Williams & hereditary leader Alex Frank)

** Denotes that the activity is in progress*

MBA - EAE Business School & Polytechnic University of Catalonia

Master of Business Administration (2021 – 2022)

- *Internationalization & Strategic Management focus*
- *Additional workshops & courses in leadership, soft skills, digital business models, digital transformation, and entrepreneurship*

GDip PM - Royal Roads University

Graduate Diploma in Project Management (2019)

B.A. University of Victoria

Bachelor of Arts – Political Science & Environmental Studies (Double Major, 2015)

WORK EXPERIENCE OVERVIEW

Indigenous Engagement Team Lead – Falkirk Environmental Consultants (July 2023 – Present)

Everything below, with the additions of

- Supervising 4+ staff members and supporting the growth and development of the practice area
- Leading the development of business growth, proposal writing, and innovation for the Indigenous Engagement department
- Leading negotiations between resource proponents and Indigenous communities, on behalf of the resource proponents

Senior Engagement Specialist – Falkirk Environmental Consultants (Sept 2022 – July 2023)

- Leading Indigenous Engagement for multiple resource proponents throughout British Columbia
- Supporting the negotiation of agreements and partnerships between resource proponents and Indigenous communities (from MOUs to IBAs).
- Analyst and writer in socio-economic research projects
- Developing and leading training for multiple resource proponents throughout Canada and in Tokyo, related Indigenous engagement, and community development
- Coach, trainer, and strategist supporting resource proponents and Indigenous communities to develop partnerships and co-management frameworks.
- Leading, supporting, and facilitating community development and organizational development projects with Indigenous organizations



- Advising on the development and execution of the first ever Environmental Assessment co-written by Indigenous communities and a proponent
- Developing the systems, products, and services for the Indigenous Engagement Practice for Falkirk Environmental Consultants, including custom developing an automated and AI-powered CRM Database application.

Project Manager & Consultant – Big River Analytics (2021)

- Leading, supporting, and facilitating community development and organizational development projects with Indigenous organizations
- Leading Indigenous Engagement
- Analyst in socio-economic research projects
- Developing and leading training with Indigenous clients
- Supporting the development, implementation, and client training for custom applications for various programs within Indigenous organizations.

Project Manager - Kliith-pitapp-taa-kumpths Men's Group (2021)

- A culturally based healing program in the ʔaʔuukʷiath (Tla-o-qui-aht First Nations) health program
- Leading the organizational development, multi-stakeholder and community engagement, strategic planning, operations set-up and training

Project Manager & Consultant – Leo Consulting Inc. (2018-2020)

- Leading, supporting, and facilitating community development, economic development, community strategic planning, and community engagement projects with various Indigenous organizations and federal government agencies
- Developing and leading training with Indigenous clients, including supporting Klii-wii-taa (Dr. Barney Williams) in cultural and community wellness trainings

Finance & Administration Manager - ʔaʔuukʷiath (Tla-o-qui-aht First Nations) Government (2017)

- Managing Finance and Administration staff, managing AP/AR, managing departmental reporting
- Maintaining and reviewing administration policies and procedures
- Managing day to day business operations, supporting the CEO & CFO in business analysis

Executive Assistant – ʔaʔuukʷiath (Tla-o-qui-aht First Nations) Government (2016 – 2018)

- Supporting the elected, hereditary, and government administration leadership
- Supporting economic development reorganization and the creation and implementation of policies and procedures across all aspects of the government and administration
- Supporting community engagement, business analysis, and all aspects of management operations
- Extensive guidance and mentorship received from community elders, knowledge holders, leaders, and business experts

Project Coordinator - Alfred Horie Construction (2011 – 2015)

- Work experience throughout undergraduate studies (2 years cumulative)
- Assisted project managers in overseeing construction projects from the design or tender stage through to completion and turn over to clients



- Business Development, Marketing, and Sales. Brought in major clients such as Starbucks, Chipotle, and Subway

VOLUNTEER WORK EXPERIENCE

Committee Member, Community Development Grants – Clayoquot Biosphere Trust (2017 – Present)

Project Manager – Kliith-pitapp-taa-kumpths Men’s Group, λaʔuuk^wiath (2017 – 2022)

Secretary of the Board – Surfrider Pacific Rim (2017 – 2019)

ADDITIONAL EDUCATION & TRAINING

ACC - Professional Coaching Certification

*International Coaching Federation (ICF) (2023 – Present)**

Co-Active Coach Certification

*Co-Active Training Institute (CTI) (2023 – Present)**

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Co-Active Coach Training

Coaches Training Institute (CTI) (2023)

Certified Spanish Fluency

Level C1/Professional

SIELE - Servicio Internacional de Evaluación de la Lengua Española (2022)

Decolonization Training

Nahanee Creative & White Raven Consulting (2022)

Trade Accelerator Program (TAP) for Indigenous Businesses

Shane Gibson & World Trade Centre Vancouver of the Greater Vancouver Board of Trade (2021)

YTT200 Yoga Teacher Training

Coastal Bliss Yoga, The Yoga Alliance (2020 – 2021)

Facilitation Training, The Art of Hosting

Harvest Moon Consultants & White Raven Consulting (2017)

Emergency Management

Multiple Certificates, Justice Institute of BC School of Public Safety (2016 – 2018)

Certificate, Biocultural Regeneration

Sachamama Centre for Biocultural Regeneration, Peru (2016)

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connor.paon@gmail.com

778-557-2867