



# HAM

HARVEY A. MEIER CO.

## Trusted Advisors and Confidants

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**Certified Management Consultant®**

## Management Consultant with 37 Years Experience

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### ASSIGNMENTS

Our clients are CEOs, owners, boards, and senior management. Often we are retained to facilitate creation of strategic initiatives, to install our business planning and performance system, for executive coaching and team building assistance, succession planning, searching for and selecting senior executives, compensating and retaining top management and directors, strengthening the board and CEO partnership, training directors on their duties and responsibilities, and to assist with resolving conflict.

### SPECIALTIES

- Strategic Planning
- Executive Coaching
- Financial Management
- Mergers and Acquisitions
- Organization Structure
- Incentive Compensation
- Executive Retention Bonus Plans
- Corporate Governance
- Management Succession
- Family Business Transition
- Leadership Style Assessments
- Team Building
- Leadership Training
- Conflict Resolution
- Management Recruitment
- Outplacement Assistance

### CLIENTS

Our clients have impeccable ethics and integrity; are entrepreneurial, visionary, creative, innovative, progressive, and put their ideas into motion. **THEY EXPECT US TO PROVIDE STRAIGHT TALK – NOT FLUFF**

### Chief Executive Officer

Served as CEO of a privately held \$12 million packaging/distribution company in Silicon Valley.

### Strategic Planning

Invited to facilitate over 150 strategic planning retreats and programs.

### Mergers & Acquisitions

Retained to facilitate 14 merger and acquisition transactions. Assembled merger teams of bankers, attorneys, and accountants. Served as primary negotiator and dealmaker.

### Team Building & Executive Coaching

Engaged as a personal/ executive coach/ advisor/confidant to numerous senior executives and mid-level managers. Assignments ranged from improving communication and leadership skills to resolving conflict in the work place to strengthening management decision-making abilities.

### Financial Management

Prepared numerous successful loan proposals, start-up financing packages, and troubled loan workout plans.

### Corporate Governance

Provide counsel and coaching to numerous boards of directors and CEOs on clarifying the board-CEO relationship (i.e. partnership) and delineating their respective duties, responsibilities and authorities. Dr. Meier is Executive Director of the Institute for Agribusiness Director Education®.

### Executive Selection

Assisted more than three dozen boards and CEOs in identifying and selecting senior and mid-level managers ranging from CEOs to plant managers.

### Human Resource Management

Performed human resource services for numerous clients including the development of incentive compensation and retention programs, personality profiling, job description development, and team building workshops.

### Family Business Advising

Advisor to closely held and farm business families on management succession, family business retreats, and how to resolve conflict among family members.

### Author

Co-author of the *D'Artagnan Way*, A Tale of Purpose, Passion, and Team Commitment. It espouses seven principles to inspire leadership and shows business leaders how to create and inspire individuals and teams to put aside self-interests and commit to achieving a greater mission based on their commitment to team goals.

*Adept Engineering*

**Start-Up Venture**

Co-founded a high-tech start-up sold to a public company.

*CoBank/ formerly Spokane Bank for Cooperatives*

**Vice President**

Managed Strategic Planning, Corporate Information Systems, Administration, Borrower Consulting Programs, and Training & Development.

*Oregon State University*

**Professor**

Conducted Extension Service management education and consulting programs for companies of all sizes in the state of Oregon. Taught graduate level finance courses and supervised masters and Ph.D. students.

Gonzaga University

**Adjunct Professor**

Taught Gonzaga University's Business School capstone MBA Strategic Management course.

*United California Bank/ First Interstate Bank of Los Angeles*

**Bank Executive Development**

Completed Bank Executive Development Program including complex credit/ loan analyses, loan committee presentations, and sales & marketing training.

**EDUCATION**

01/72	The Ohio State University	Columbus, Ohio USA
PhD - Economics and Finance		
01/68	University of Arizona	Tucson, Arizona USA
Masters - Agricultural Economics		
06/66	Washington State University	Pullman, Washington USA
B.A. / B.S. – Agriculture		

**MEMBERSHIPS**

National Association of Corporate Directors	Member
Inland Northwest Society of Consulting Professionals	Past President & Founding Director
Institute of Management Consultants	Past Director
Rotary Spokane 21	Member & Paul Harris Fellow