



## GUNNING ADVISORY SERVICES INC.

forward thinking

After a rewarding career leading a range of non-profit organizations and culminating with over 20 years as CEO of CANES Community Care growing the agency into a large regional home care organization with an annual operating budget of \$42M, I have decided to "retire" from full-time employment and pursue new opportunities.

Effective April 2025, I have launched a new consulting practice under Gunning Advisory Services Inc. My primary focus is to help non-profit and private sector organizations develop growth strategies and to provide guidance and oversight on the execution of their new strategic initiatives to either expand their service areas or to assist in the implementation of new services to support growing demand.

### Additional Services Include:

- Negotiating community + hospital partnerships
- Developing Business Cases for new funding
- Identifying gaps in service and creating pragmatic action plans
- Developing new partnerships to expand capacity
- Providing executive coaching support to new hires in leadership positions
- Working with Boards and Senior Leadership teams to clarify the desired future state
- Providing interim CEO services while organizations conduct an executive search



### Experience:

I have been described by others as an insightful strategist, a strong leader and innovator with exceptional business development skills. I have a demonstrable ability to bring diverse groups together creating new partnerships that have achieved significant results.


Through my leadership efforts at CANES Community Care I received many awards - including the Bhayana Foundation Leadership Award from United Way of Greater Toronto and the Gold Award for Strategic Planning from the International Facilitators Association.

I am also a life-long learner and have completed executive level courses at Queens University, Western University and the Harvard Business School.

*"The best way to predict the future is to invent it."*

— Alan Kay

If you have a need to pursue any of the areas highlighted above please reach out to me. I would be happy to have an initial exploratory conversation to determine how my forward thinking skills and experience can benefit your organization.

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