

**IAN MACNAUGHTON, PhD, MBA, RCC**  
*Principal, TransitionPoint Coaching*

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I empower business owners and their families to develop the tools, plans and strategies to effectively run a family-owned business and to minimize family conflicts during inter-generational transition of the business and the wealth it has created. I use a neutral, non-judgemental approach to mediating existing conflicts and separating business and family dynamics. I have multiple certifications in Family Firm Advising, combined with over 30 years of experience as an entrepreneur and manager, including being the successful 2<sup>nd</sup> generation owner in his own family's business.

***Areas of Expertise***

- Family System Dynamics
- Family Meeting Facilitation
- Communication & Conflict Resolution
- Succession & Governance Planning
- Maintaining business Success & Family Harmony
- Strategic Planning & Change Management
- Leadership and Personal Family Coaching
- Organizational Design

***Career Highlights – Professional Counselling***

**FAMILY SYSTEMS CONSULTANT & COACH**  
*Private Practice, Vancouver, BC*

**1975 - Present**

- Individual and group consulting for a broad range of clients, with a specialized field of practice in family dynamics
- Uses a diverse “tool box” of therapeutic modalities to help clients understand the root issues of multi-generational conflicts, learn non-reactive communications and conflict resolution skills.
- Assists family-run businesses in managing the complexities of intergenerational conflicts, separate business and family issues, and put in place clearly thought-out succession/transition plans to ensure the long-term stability of the company.
- Works with business and family stakeholders to define the vision, mission and strategic business plan for the company, and develop results-driven action plans.
- Assists family members in aligning their business roles and goals within the context of overall governance structure, which may include advisory boards, boards of directors and family councils.
- Uses a variety of instruments and tools to assess the individual strengths and learning opportunities of current and future managers/owners and recommends individual professional development plans.
- Coaches business owners and managers on effective communication and leadership skills.
- Mediates disputes and helps family members implement effective conflict resolution and issue management plans for challenges such as sibling rivalry, blended family issues or alcohol & drug addiction.
- A keynote speaker on Family Dynamics and Interpersonal Issues in Succession Planning.

### *Career Highlights – Consulting Engagements*

**ORGANIZATIONAL CONSULTANT**

**1975 –Present**

Working with small-to-mid-sized businesses, professional associations, consulting groups, government agencies and educational institutes to facilitate workshops and coaching strategies related to strategic planning, program & business development, and change management. Clients have included:

- UBC School of Theology
- Canadian Immigration (Western Division)
- Maple Ridge Addiction Recovery Center
- BC Assessment Authority
- Daon Corporation
- BC Telephone
- BC Ministry of Forestry
- Impark Corporation
- BC Hydro
- Hopkins Mitchell & Carey Law Firm

### *Career Highlights – Teaching Engagements*

**ASSOCIATE FACULTY, CITY UNIVERSITY OF SEATTLE (Vancouver Site)**  
**Instructor Graduate Program in Family Systems Therapy**

**2011**

**INSTRUCTOR / SUPERVISOR, Advanced Theory & Practice**  
**CLINICAL SUPERVISOR**

**1999 - 2000**

**1992 - 1995**

*Pacific Coast Family Therapy Training Institute, Vancouver, BC*

Supervised 2<sup>nd</sup> year students in clinical family therapy practice. Involved with teaching faculty to design and deliver a two-year course and practicum clinic to help licensed counsellors and psychotherapists understand and apply the theories and therapeutic modalities of family systems. Using their own families as case studies, explored patterns of strengths and losses through the generations, how they were managed, and the legacy and themes that were passed on to current generations.

*Previous teaching experience includes 3 years as Teaching Assistant and Supervisor with the Pacific Coast Family Therapy Training Association, and sessional teaching engagements with UBC Faculty of Commerce, SFU School of Business, BCIT Marketing Management Department, and Langara College, Business Division*

### *Career Highlights – Business Leadership*

**CO-OWNER**

**1979 - 1999**

***Quarter Deck Marina, Port Hardy, BC***

Development of a marina, trailer park, marine lift and hardware store over an 18 year period

**PRESIDENT / OWNER**

**1957 - 1978**

***Macnaughton Realty Ltd., Surrey, BC***

I began a real estate career on the frontlines of sales, progressing to Manager/Broker and Sales Manager before purchasing the company from my mother in 1965. I evolved this small, two-person business into a five-office business, with a junior partner, Macnaughton & Ward Ltd., with operations in Vancouver and the Fraser Valley. I negotiated the sale of the company to the junior partner for a solid return on investment.

*In addition to the above I have 12 years experience leading development of commercial and residential ventures in British Columbia, Oregon, Washington, Texas and California*