



References For Gary Penner

“It’s rare that you come across standout talent like Gary Penner. I had the pleasure of working with Gary for over the past year at Sobeys as my Project Manager. Gary always executed at a high standard with enthusiasm and commitment to completing the project on time. I could always count on Gary to gather information and make strong business recommendations during crucial times of the project. While working with Gary I was impressed with his knack for thinking outside the box and turning our vision into reality. Gary is proactive, result oriented, responsible and always ready to put forth energy and time to ensure the project’s success. It was a pleasure to work with Gary on this project and he earns my highest recommendation.” – **Eva Couture, Franchise Relationship Manager, Sobeys**



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“I've known Gary for nearly a decade and have had the opportunity to work with him in more than one organization, both as a peer and a direct report. Gary is a seasoned professional with a sound understanding of large-scale organizational systems transformation projects, both from a business and IT perspective. He has consistently demonstrated his leadership capabilities to drive results oriented outcomes on projects. Gary is comfortable performing a management consulting role, or providing hands on program/project management functions. I consider Gary to be an asset to any team that can leverage his broad skill set to deliver success. Without hesitation, I would welcome the opportunity to work with Gary again in the future.” – **Jason Quinton, Contract PM at Alberta Pensions Services Corporation**

“I worked with Gary at APS. Gary did an excellent job running the IT PMO for APS. Gary has a very professional open approach to people and issues. I would recommend Gary for any senior role on a major project.” – **Ray Welshman, Director of Infrastructure at Alberta Pensions Administration Corporation (APS)**



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“Gary and the project managers that he recruited managed the entire portfolio of projects at Alberta Pensions Services (APS). He took over the project management office when it was in turmoil and brought structure and order to APS project management. He personally created the framework and processes for project management that is used at APS. He is smart, articulate, tells it like it is and works his tail off.” – **Anthony Jeong, Director of Application Services at Alberta Pensions Administration Corporation (APS)**

“Gary is a creative manager who is always looking for ways to deliver on every project he is engaged in. He is a hard worker and strategic thinker with strong inter-personal skills. I appreciated his honesty and approachability throughout our time working together.” – **John Watson, Executive Director of Plan Operations at Alberta Pensions Services Corporation (APS)**



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“I worked with Gary at APS for almost one year. In that time I reported both directly and indirectly to Gary. Gary led the Project Management Office at APS, his relationship with all the PM's in that group was stellar. While he allows people reporting to him to be autonomous, he also had to step in and right the ship whenever things did get off track. He led a diverse group of people, and handled the differences in personalities with great ease, a testament to his experience managing people. I would definitely recommend Gary to be a valuable asset to any senior team.” – **Tom Olthoff, Director, OT Solutions Inc.**

“Gary is a very resourceful individual with creative and innovative ideas in completing client's request. He is approachable and offers great advice to tackle toughest challenges. Gary is highly respected in the IT industry.” – **Amit Anand, Member of Advisory Board at NAIT, Digital Media and Information Technology**



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“I witnessed Gary establish a new IT PMO from scratch - establishing policies, procedures, and tools that were both efficient and robust. Gary provided tremendous leadership and support during my 2.5 years as a Senior PM at APS. Incomparable work ethic, project management guru, and extremely high integrity. ...one in a million for delivering results.” – **Cheyenne Peddle, Contract PM at Alberta Pensions Services Corporation**

“It has been a great pleasure to work with Gary Penner. As an Individual I found Gary to be a socially responsible person and a man with great patience, honesty and integrity. He is by far a wonderful person to do work with.” – **John Simos, President at PROMOPAYS**



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“Gary Penner is well-known in the Edmonton community and IT circles for his leadership and strong management skills. Gary raises the level of excellence in people and in organizations he works with by building strong teams and trust by setting a great example to others. He is very professional, driven, personable and articulate with vision, mission and goals to assure business success. Gary focuses on business outcomes and delivering the best and most cost-effective solution possible to his clients. I would highly recommend Gary to any organization.” – **Sharon Osmond, Sr. Recruitment Consultant**



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“Gary is an extremely qualified individual with many strong attributes including:

- Tremendous work perseverance - he always works until the job is done and you know a task assigned to Gary will be done on time and with quality
- Genuine nice guy - Gary treats those around him with respect and always looks for solutions that both meet the needs of the business and of the personnel required to implement those solutions. He is a true team player and always respects people's ideas and opinions
- Thinks out of the box - although this is a tired old saying, it applies aptly to Gary, as he is always open to considering new and innovative solutions when he addresses issues for resolution
- Able to communicate effectively with all areas of the organization - Gary is a seasoned communicator who is equally comfortable in front of front-line staff and senior Executive Management. He understands the time challenges of senior Executives and is able to communicate in an effective and concise manner with this group.” - **Robert Brick, Management Consultant**



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“I made the recommendation to hire Gary so I've paid attention to his progress within Online. From my experiences I've found Gary to be a quality project manager. He excels at identifying the core needs and issues within the project. He is also an excellent communicator and quickly builds rapport though his easy going manner. As we are both Project Managers we typically don't work on projects together however I would welcome the opportunity to work with him on any project as I know I would learn a great deal from him and have fun at the same time. If I had the opportunity to hire Gary again, I wouldn't hesitate.” – **Dave Steen, Project Manager at Husky Energy**

“Gary is a dedicated and experienced project manager with the ability to understand difficult situations and effectively resolve to complex problems for both the firms he works for and his clients. He has a calm and decisive manner that instills confidence in his co-workers and clients alike. He would be an asset to any project team or initiative.”
- **Dean Harrison, Senior Consultant at Online Business Systems**



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“Gary is one of those guys that you want to have on your team no matter what you are working on. His talents and skills never cease to amaze, no matter what needs to get done he finds a way to do it. The best part about working with Gary is that he has no ego to try and manage because he is such a team player.” – **Ashley Issler, Online Business Systems**

“I have a great pleasure working with Gary at Online. I was first impressed by his critical thinking skills. He can identify key factors and risks of a new project really fast. He also has superior management skills to handle complex projects and establish win-win strategy for both client and Online. Gary has devoted himself to delivering high quality service for every client. In the meantime, his great people skills make the team motivated and thrived with each project. Gary is such a great leader that I would like to recommend him for any senior management position at any client.” – **Eunice Yin, Supervisor, Advanced Analytics and Optimization at Enbridge Pipelines**



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“Gary is a very resourceful and experienced Senior Project Manager. It is always a pleasure to work with him and learn from his sharing. Not only being a very "People" manager, Gary also sticks with his principles and flexibility as a PMP.” – **Cokey Ng, IT Consultant at Abstractive Technology Consulting Inc**

“I have had the good fortune of working with Gary for the past year as the Director of Education Services, and as a Consultant where I reported to him on Projects. Over my career, I have worked with several Project Managers, but few as stellar as Gary. His approach to Project Management is through Management Consulting, something that he is extremely successful at, a skill that brings true value to a client beyond status updates. I have seen Gary through stressful situations, and his cool as a cucumber approach to navigating through these situations has been contagious, thereby helping the team get through stormy water projects. To sum it up, Gary is a gifted, grounded, level-headed, experienced and exceptional Management Consultant and Senior Project Manager that would truly be an asset to any Organization. I would most gladly recommend Gary for any position at any client, and eagerly await the opportunity to be working with him again.” – **Shekar Kadaba, Constituent Relationship Management Specialist**



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“Gary is an excellent project manager and leader. He is willing and able to have the hard conversations with his stakeholders and is very attentive to the project team, the project successes and challenges and is a trusted adviser. I would hire and work with Gary again, without any hesitation. He did phenomenal work for our company on a very critical project.” – **Peter Smith, Smithworks Consulting**

“Gary was able to come in and rapidly learn a new industry by asking the right questions and through excellent listening skills. His professionalism and ability to communicate allowed him to rapidly gain the respect of his clients and be successful in his projects and programs. Gary’s ability to understand requirements and identify new opportunities was a tremendous benefit to the organisation. Gary also assumed a leadership role in developing guide for project and program management for the PMO. Gary’s knowledge of PMBOK practices and principals was instrumental in completing the project. His project management experience carried over to the successful completion other projects and ongoing program management.” – **Max Merret, Manager, Strategic Planning, Open Government Program at Government of Alberta**



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“Gary worked in our PMO for several years, holding progressively more responsible positions. He managed the ongoing relationship with the outsourced application maintenance and support service providers (SPs). Gary was very detail oriented and made sure he understood all facets of the governance of the SPs. He was instrumental in identifying and utilizing an opportunity to control costs that were about to escalate far beyond the budgeted allowance with one of the SPs. Gary also provided Project Management services while in his role as a Delivery Manager (Jr. Program Manager). He led the initiative to implement in-house hosted Blackberry services at the WCB. The project was well managed and completed on time and under budget.

I am please to recommend Gary.” – **Deborah Harrop, Senior Manager Information Management at Workers' Compensation Board – Alberta**

“I worked with Gary at WCB-Alberta for one year. During this time he has proven to be a highly-skilled knowledgeable Delivery Manager. I was impressed by Gary’s attitude and his dedication towards his work. Gary was solution-oriented and worked closely with the Service Provider to ensure timely delivery of high quality results. Gary is very personable and enjoyable to work with.” – **Lori Bristow, Consultant - Senior Business Analyst at Enbridge Pipelines**



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“I reported to Gary for all Maintenance and Support services (Service Provider to Delivery Manager). The reporting included regular status reporting, process management, and issue management and resolution. Gary maintained a high level of professionalism, fairness and pragmatism through the engagement. He demonstrated his strong capability in Project Management by being well prepared and organized, proactive in anticipating problems and responsive to resolving issues. He took personal ownership for ensuring problems were resolved. Additionally, Gary maintained a significant Business Value focus, looking for opportunities to simply and streamline processes while increasing effectiveness. It was truly a pleasure to work with Gary and I would look forward to doing so again in the future.” – **Harold Peske, Senior Consultant at Fujitsu Consulting and Information Technology and Services Consultant**



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“As the Manager of Application Maintenance and Support Services for Accenture, I had the privilege of working closely with Gary Penner who was a Delivery Manager at the WCB-Alberta. Gary was always pragmatic, open, honest and fair in his dealings with Accenture and I believe that this contributed significantly to our close relationship and the success that we had during that time. Gary is an excellent IT professional who is knowledgeable about the business of Information Technology and does what he can to ensure that IT services are focused on the needs of the business. I was very impressed by Gary's ability to quickly define new reporting requirements to aid in better decision making and his willingness to engage others in defining solutions for difficult situations. I believe that Gary's strong relationships with his colleagues and Service Providers enabled him to more readily implement solutions internally that continue to provide sustained benefits for the business. I was very pleased with the opportunity to work with Gary and I will always use him as my example of the "perfect client" to work for. Gary would be a tremendous leader in any organization and I highly recommend Gary for such a position.” – **Frank Oldach, IT Manager, WCB**



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“Gary was a Project Manager/Team Lead while at a large Value Drug Stores chain in Alberta, an organization that our company provided software to. I had the pleasure of working with Gary for a number of years. His retail experience combined with his vast knowledge of the technology and an ability to interpret the needs of the drugstores ensured that the project went smoothly. Gary’s strong skill set helped us deliver a solid solution to our business clients. Gary’s attention to detail and ability to work well in a team environment has enabled us on many occasions to resolve customer issues in a timely and efficient manner.” – **Karu Karundava, Software Analyst at Magstar Inc**

“It was my pleasure to work with Gary Penner during the implementation of the Magstar Retail Solution. As the Project Manager for Value Drug Mart, Gary represented the needs and requirements of the client with clarity and an insight of the needs of the users which assisted in ensuring a smooth transition and conversion. Throughout the course of the project Gary handled the roll as the bridge between Magstar’s staff and VDM’s staff professionally and with respect to all participants in the project. I can easily recommend Gary as a Project Manager.” - **Steven Greenwood, President at Magstar Inc.**



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“I met Gary during my role as the enterprise software sales representative for the Value Drug Mart Associates Ltd. account. There were many vendors that contributed to the Value Drug Mart system implementation including head office and store system hardware, debit/credit authorization software, debit/credit processing; wide area network installation with hardware selection and ongoing support; store construction including carpentry, cabling and wiring; 3rd party system integration, end user training teams, 3rd party installation and rollout teams, etc. In managing the VDM project, Gary had to relate to the various groups within Magstar (application developers for host, in-store systems and POS software, system integration, user training, technical support, etc), as well as the other vendors with their respective internal groups. Early the sales cycle, I quickly became aware of, and impressed, with Gary’s IT background, his work ethic and inter personal skills in managing multiple internal and external relationships. He coordinated all aspects of the system rollout and the ongoing operation of a complex project, while managing the demands of the store owner / members of the Value Drug Mart buying group. Gary managed all these to a successful project completion. Our professional relationship grew and I am pleased to consider Gary a friend.” – **Paul Becker, Application Software Sales & Marketing, IT & Marketing Consulting**



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“Gary is a gem of a person. When things needed to be done I could always count on Gary getting the completed, on time and on budget.” – **Michael Brooke, Independent Consultant**

“Gary's honed project management skills were key to the success of this project. In addition to the complexity of the technology rollout, Gary's involvement was critical in the ongoing management of the expectations of the users. His attention to detail and his ability to control project scope proved invaluable many times throughout this project. I fully appreciate and recommend Gary's expertise in project management.” – **Cheyenne Peddle, Project Manager, Program Manager, Delivery Manager**



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“Gary Penner and I had the privilege of establishing a great working relationship while at the Grocery People Ltd. Although Gary worked in the Operations division and I was heading up the Human Resources division we had the opportunity to dialogue and strategize on many fronts. Gary was very effective and successful in all his key responsibilities and continually demonstrated the ability to advance. I am very confident in recommending Gary for any position that he has determined that his skills and abilities align the position offered.” – **Dan Bruinooge, Chief People and Corporate Services Officer at Servus Credit Union**

References can be viewed on LinkedIn:

ca.linkedin.com/in/garypenner/



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