



Terry McGowan, P.Eng.

Terry's approach stems from the idea that a great executive shows the ability to listen by first understanding, then acting. He believes in collaborating with the people immersed in the challenges of a business, developing focused strategies and solutions and leading implementation with care and accountability. Doing so produces results that the entire team can be proud of. Terry has led teams tackling complex projects in family businesses manufacturing and selling goods and services internationally. Working extensively with international business partners to drive sales growth, Terry thrives working in diverse international cultures.

SELECTED ACHIEVEMENTS

- Led the successful transition of the company's distributor in China that represented 30% of revenues to a new distributor that hit the ground running with no impact on existing business and continued growth in the Chinese market.
- Successfully took over the company as a non-family CEO from the founding owner who became ill and eventually passed away. Taking on roles of director, president of all business units and joint executor of the owner's will, successfully transitioned and led the organization on to its next phase.
- Set up and put in operation a satellite manufacturing facility in Slupsk, Poland. Led a team of people and family members to obtain permits, establish relationships with lawyers, accounting firms and political players, build the facility, buy equipment, and successfully integrate the business with Canadian operations.
- Transitioned management of a business with over 100 years of history, from retiring senior managers and directors to new hires for finance and accounting, sales, manufacturing, engineering, HR and new product development.
- Led teams developing complex new products and equipment that contributed to the companies' reputation as international leaders. New marine products and seals and new reactor technology made a substantial contribution to increased revenue and ensured each company continued as the world leader in their respective businesses.

PRIOR EXPERIENCE

- The Osborne Group
 - Petra Hygienic Systems
- Thomson-Gordon Group/Thordon Bearings Inc. – President & CEO
- Interplast Joint Stock Company (St. Petersburg, Russia) - Director
- Thordon Bearings Inc. – President & CEO, General Manager
- Bartek Ingredients Inc. – President & CEO, Director
- Bartek Ingredients Inc. – General Manager, Manufacturing; Plant Manager Maleic Anhydride
- Broad Oak Inc. – President

QUALIFICATIONS

- McMaster University – Bachelor of Engineering, Chemical
- Professional Engineer, P.Eng., Province of Ontario
- Operating Engineer, Class 2, Province of Ontario
- Certified Evaluator, Predictive Index (PI) HR Tool

