



**Pickleball Canada 2023 Annual General Meeting
June 28, 2022
Election of Directors - Nominee Information Package**

Nominee Name: Brian Rychlicki

Nominee Letter of Intent:

I am interested in volunteering for one of the upcoming positions within the Board of Directors of Pickleball Canada.

I have been retired for approximately five years and have played pickleball for the past 6 years in Canada, USA, Asia, and Europe. I have played tennis (5.0 doubles), badminton, table tennis, and squash and still play tennis and badminton occasionally.

Serving as a board director is not new to me as I have been involved with many in both sport and business at the provincial and national levels. A few are.

- 1) Manitoba Badminton Association
- 2) Tennis Manitoba
- 3) All-Terrain Vehicle Association of Manitoba (ATVMB)
- 4) Canadian Off-Highway Vehicle Council (COHV)
- 5) Corporate Organization Performance Evaluation (COPE) for Canadian Electricity Association
- 6) Human Factors and Ergonomics Association of Manitoba (HFAC)

It would thrill me to volunteer for this role, and I believe my skills and experience would make me an asset to your organization.

Thanks for your consideration.

Sincerely,
Brian Rychlicki

Nominee Resume:

KEY QUALIFICATIONS

Mr. Rychlicki's key strengths include over 35 years' experience in the area of strategic business planning, risk management, performance measurement/ management and project management. This experience has been at both the corporate level and business unit level of a major electric and gas utility in Canada and Saudi Arabia. He has had extensive experience working with senior company executives in developing and managing strategic business plans. He also has significant experience in implementing risk management programs within business units, corporate level and within major projects he has managed. He is looked upon within Manitoba Hydro by his peers as not only an expert that uses first-hand knowledge to design and deliver successful strategic business plans and risk management programs, but also utilizes creative innovation delivering high satisfaction for his customers.

Mr. Rychlicki's experience outside of the electric and gas industries has been in the area of process and industrial engineering, where through his innovation and ability to complete tasks, has allowed him to successfully implement world class "Just-in-Time" manufacturing processes into both telecommunication and transit bus manufacturing processes. This

significantly reduced costs and increased product quality. It was these areas where he gained successful project management and systems thinking and experience that aids him today in strategic business planning, risk management, and performance measurement/ management.

Mr. Rychlicki retired from Manitoba Hydro in 1999 and continues to provide part time consulting to local business in the area of risk assessment and management, business planning, business startup and evaluation.

EDUCATION

2010: Advanced Program in Management, Leadership, and Strategy - University of Manitoba, Winnipeg, Manitoba, Canada

1991: Management and Administration - University of Manitoba, Winnipeg, Manitoba, Canada

1984: Machine Drafting / Engineering Design - Red River Community College, Winnipeg, Manitoba, Canada

OTHER TRAINING:

Various courses facilitated through Manitoba Hydro:

- 2017: Lean Six Sigma – Yellow Belt Certified
- 2016: Economic Analysis – Developing Models and Analysis
- 2013: Working Alone or in Isolation
- 2012: Risk Management, Environmental Awareness
- 2011: CS&D EMS Training
- 2009: Attended various safety meetings
- 2008: Aboriginal Cultural Awareness Workshop, MS Project Level I
- 2007: SharePoint
- 2006: SCT – Shoring and Excavation, Control of Blowing Gas, Natural Gas Awareness, Safety Meetings
- 2005: Everything I Know About Business
- 2004: First Aid, Explore the Strategic Dimensions of Knowledge Management, Voluntary Wellness Series
- 2003: Office Safety Training, Hydro Profitability,
- 2002: Data Analysis, Workplace Health and Safety, EMS Awareness Training for T&D and CS&M, Leadership Excellence, Electrical Orientation for Hydro Leaders
- 2001: Process Improvement Advisor Training, Office Safety, Retail Operations Safety Meetings, EMS Awareness Training for T&D and CS&M, Measurement Systems, Business Planning, Operating Principals & Culture Change, Performance Improvement System, Process Improvement Advisor Training
- 2000: Job Family Profiling, Workplace Violence, Practical Skills Checklist Development, Corporate Workplace Safety & Health Symposium, Due Diligence, Legislation
- 1999: Safety Team Procedure Development, Banner Implementation Gas Meter Management
- 1998: Gas Measurement
- 1997: Gas Industry Issues, ISO Documentation Training, CAS System Overview
- 1996: Coaching and Developing Employees, Performance Through Principals, CGA Gas Measurement School, Principal Centered Leadership, Quality Assurance System Education, Environmental Initiatives
- 1995: Integrated Planning Budget Processes

MEMBERSHIP IN PROFESSIONAL SOCIETIES:

Canadian Electric Association – Corporate Performance Evaluation and Measurement Committee

Past Chairman and Vice-Chair (duration- 4 years)

PUBLICATIONS:

- Risk Management Program – Customer Service and Distribution BU (Internal)
- Human Factors and Transformations of Manufacturing Technologies
- Ergonomics at Nortel
- Ergonomic Design Guidelines for Workstations
- Standards for a Corporate Documentation System

COUNTRIES OF WORK EXPERIENCE:

Canada and Saudi Arabia

EXPERIENCE

2020- Current: Business Consultant – Personal Business – Winnipeg, Manitoba Canada
Responsibilities include:

- Provide consulting services to businesses in areas of business planning, risk management, business startup and evaluation.

2018– 2019: Project Manager – Project Management Office - Customer Service & Distribution Business Unit, Manitoba Hydro – Winnipeg, Manitoba, Canada

Responsibilities include:

- Created the operating framework for a new Project Management Office (Department) for the Customer Service and Distribution business unit (1500+ employees)
- Developed and implemented Project Management Institute (PMI) model for the business unit.
- Incorporated extensive risk management process for each project including:
 - Risk identification, analysis, planning and action (standard risk management process steps)
 - Developed detailed spreadsheets for each step and matrices for analysis (likelihood and impact)
 - Incorporated action plans to track and monitor at project and department level
 - Developed an annual quality review for the risk management process
- Trained a coached team members on project management process.
- Implemented an overall tracking and reporting for all ongoing and closed projects (approx. 30-40 ongoing) projects utilizing Microsoft SharePoint.

2017: Project Manager – Customer Service Operations – Electric Organizational Review, Manitoba Hydro – Winnipeg, Manitoba, Canada

Responsibilities include:

- Managed a team of 12 department managers, supervisors and subject matter experts in the review and reorganization of the Winnipeg Customer Service Electric Operations departments affecting 500+ employees
- Developed a comprehensive report and recommendation for reorganization entailing a current state analysis, drivers for change, future direction, analysis of options, preferred option, change management and risk management plans.
- Risk management plan included:
 - Risk identification e.g. reporting structure changes, changes in roles and responsibilities, staff relocation, heavy equipment utilization, less local knowledge to manage emergency response, and office closures.
 - Risk probabilities.
 - Mitigation plan matrix for each area impacted (risk with associated mitigation plans).
 - Tracking and monitoring implementation of mitigation plans after project began implementation.
 - Appropriate communication of risks and responses with key stakeholders.
- Project savings resulted in \$3.2M annually.

2015– 2016: Project Manager – Mobile Workforce Management Optimization, Manitoba Hydro – Winnipeg, Manitoba, Canada

Responsibilities include:

- Managed a team of 8 IT professionals and subject matter experts in the optimization of a mobile workforce management system used for the planning, scheduling and dispatching of all customer service operations work for the corporation (~700 users).
- Conducted a risk management assessment resulting in utilization of strategies and best practice including:
- Approach used for each risk included: identify, analyze, evaluate, action, monitor and review.
- Utilization of mitigation strategies as a method of actioning (Apply safeguards, transfer the risk, reduce impact, accept the risk – without any mitigation)
- Developed a long-term strategy to optimize the system and resolve process and management problems.
- Optimized key business processes to be more cost efficient and effective.
- Implemented defined standards and KPI's to more effectively manage processes.

2014 – 2015: Business Planning Specialist, Saudi Electricity Corporate Planning, Manitoba Hydro International (MHI) Saudi Arabia

Responsibilities include:

- Lead a team of MHI Specialists and Saudi Electricity staff to develop a Business Planning process inside the Corporate Planning Business Unit for Saudi Electricity Company.
- Developed the framework and proof of concept for the corporate business plan which has been adopted and used in 2015 and onward (accepted by the SEC Executive Committee).
- Developed procedures and conducted training across the business unit.
- Developed a number of key performance indicators (KPI) for use across all areas of the company in order to measure the performance of the training and subsequent changes in processes.

2012– 2014: Business Unit Planning and Performance Officer, Manitoba Hydro Winnipeg, Manitoba, Canada

Responsibilities included:

- Developed and implemented a risk management program within Customer Service and Distribution BU.
- Conducted risk identification workshops with senior management identifying high level categories e.g., infrastructure, human resources, safety, environment, customer service and numerous associated risks to each category.
- Analyzed risks through impact and likelihood.
- Developed risk matrices at department and business unit levels.
- Facilitated risk treatment / mitigation plans.
- Developed and facilitated residual risk analysis
- Developed risk mitigation / elimination plans and assigning responsibility - primary lead
- Developed documentation – risk profiles for each risk/category
- Developed regular monitoring and annual risk management meetings with management.
- Integrated risk management plans into strategic business planning and annual budget process. Developed communication and linkage matrix for risks and strategic actions to ensure accountability.
- Managed strategic business planning and review meetings with Vice-President and Division Managers.
- Developed and facilitated innovative strategic thinking and visioning sessions.
- Developed and facilitated management meetings to review emerging issues, SWOT analysis, and other tools to analyze current and future issues and opportunities for strategic business planning.
- Managed teams to research, collect, and analyze measures for strategic and operational performance measurement systems.
- Developed the Business Unit annual strategic business plan booklet and publication.

- Managed new technologies and the systems infrastructure to support storage of data and information (e.g. SharePoint).

2008 – 2011: Project Manager, Distribution Operations, Manitoba Hydro – Winnipeg, Manitoba, Canada

Responsibilities included:

- Managed and implemented major strategic initiatives within the Distribution Business Unit.
- Facilitated annual business planning process for Distribution Business Unit.
- Developed and implemented a new performance measurement system.

2004 – 2007: Corporate Planning Officer – Corporate Planning and Development, Manitoba Hydro – Winnipeg, Manitoba, Canada

Responsibilities included:

- Collaborated with Corporate Risk Management department to integrate key risk mitigation plans into strategic and business plans.
- Reviewed risk management profiles and action plans and developed high level matrix to ensure key strategies are incorporated into corporate strategic plan, business unit strategic plans, or division plans.
- Presented risk matrix to executive with recommendations and direction for key corporate strategies
- Developed strategies, assigned responsibilities and implementation.
- Managed strategic business planning meetings with the President and Vice-Presidents (Executive Committee).
- Developed and facilitated strategic thinking and visioning sessions with executive committee members.
- Developed and researched issues related to business strategies and performance measures.
- Developed the Corporate Strategic Plan publication booklet
- Developed and implemented a strategic business planning process for the corporation.
- Implemented a corporate performance management and measurement system
- Facilitated and developed annual business plans and progress review meetings with other business units such as Transmission and Customer Service.
- Acted as the Chairman of the Canadian Electric Association – Corporate Performance Evaluation and Measurement (3 years).

2000 – 2003: Business Planning and CIS Coordinator, Business Support Services, Manitoba Hydro – Winnipeg, Manitoba, Canada

Responsibilities included:

- Managed strategic business planning for the Business Support Services division.
- Managed projects as identified in the divisional strategic business plan.
- Assisted the Vice President of Customer Service in developing and monitoring a strategic business plan.
- Supervised a team of Customer Information System trainers and specialists.

1995 – 1999: Gas Measurement Manager, Customer Metering, Centra Gas Manitoba – Winnipeg, Manitoba, Canada

Responsibilities included:

- Managed the metering repair department including procurement in a ISO 9001 quality environment.
- Researched and implemented new metering technology (electronic gas measurement devices).
- Developed and implemented a program to replace mechanical meters with electronic commercial and industrial meters within the corporation (gas rotary and turbine instruments).

- Represented the company for Canadian Gas Association – Gas Measurement Committee.

1994 – 1994: Project Manager, Industrial Engineering, New Flyer Industries – Winnipeg, Manitoba Canada

Responsibilities included:

- Managed a team responsible for implementing a new Just-In-Time manufacturing process into the front end of a transit bus manufacturing line.
- Increased the productivity of the front-end process from 5 to 14 buses weekly.
- Re-engineered the front-end manufacturing process applying Just-In-Time and total quality control concepts.

1993 – 1994: Safety and Environmental & Industrial Engineering Officer – Nortel Networks, Winnipeg, Manitoba, Canada

- Managed the methods and industrial engineering section including plant capacity planning, methods improvement, time studies and cost improvement programs.
- Participated on the “Corporate (North American) Advanced Manufacturing” team to develop and implement new advanced manufacturing technologies throughout the corporation.
- Chaired the organizations ergonomics and human factors committee.
- Managed the safety and environment section responsible for overall safety and environment of a large manufacturing plant including the implementation of ISO 14001.

1988 – 1993: Industrial Engineering Section Supervisor, Engineering Department, Nortel Networks – Winnipeg, Manitoba, Canada

Responsibilities included:

- Implemented the first Just-In-Time manufacturing process into a Canadian manufacturing plant reducing cycle times from 21 days to 15 minutes.
- Implemented ergonomics and human factor practices into manufacturing processes to reduce repetitive strain injuries.
- Managed a 5-year project with the University of Manitoba and Canadian Natural Sciences and Engineering Research Council (NSERC) where Nortel sponsored a \$2M project with Department of Industrial Engineering and Nortel’s Canadian manufacturing plants.
- Supervised a team of industrial engineering staff to support the manufacturing process.
- Implemented work methods and process improvement activities and programs.
- Developed overall manufacturing plant capacity planning models.

1981 – 1987: Systems Testing, Industrial Engineering Specialist, Manufacturing and Engineering Departments, Nortel Networks – Winnipeg, Manitoba, Canada

- Worked on a team responsible for introducing new products from the Research and Development division into the manufacturing plant.
- Performed time and motion studies of employees working.
- Developed work procedures and processes to meet various international standards (Bellcore, ISO, etc.).
- Liaised between company and circuit board manufacturers to address process problems.
- Conducted testing of various electronic circuit boards in a manufacturing environment.