

Introducing Rodina Ventures Ltd.

Seasoned Business Leaders:
Guiding Your Success,
Navigating Challenges from Experience



About Us

Welcome to Rodina Ventures, where our mission is embedded in unwavering integrity, relentless pursuit of excellence, and an unyielding commitment to transformative results.

We are seasoned **business leaders** who have navigated the intricate landscapes of **global companies**, we stand apart from conventional consultants and trainers. We are not just observers; we are **proactive participants** who have led businesses, facing challenges head-on and achieving tangible outcomes.

Our commitment goes beyond delivering training programs; we focus on creating sustainable change. Embracing diversity of thought and prioritizing innovation, we stimulate change and progress for organizations globally.

Our mission: integrity-led transformation.

Our vision: pioneering excellence in business enhancement on a global scale.

Welcome to a new era of impactful leadership with Rodina Ventures.



Our Team

Dawn Sweany, MBA

President

With over 25 years in HR and Training and Development, Dawn brings a practical and hands on approach to individual, team and cultural development.



“ Dawn worked with us to improve our leadership training with supervisory staff. She was able to connect on all levels, not just at the executive or leadership levels, but also with our supervisors and operators. She has great communication skills and resolved issues quickly.

-Trevor Funk, VP Well Services

“ I have tremendous respect for his abilities and his professionalism. What I value most about working with Andrew is his critical thinking and challenging the convention. He will always ask why. He has integrity and is a natural thought leader along with his innovation at seeking solutions.

- Bill McCall, Chairman, M-Flow Technologies



Andrew Buzinsky MBA, CMA-CPA, P.Eng.

Founder

Andrew is a practical problem solver bringing his engineering and finance background to bear on real world business challenges.



Business Challenges

Business is not for the faint of heart, and it continues to become more challenging. Both large and small companies grapple with various issues, including:

Talent Acquisition and Retention: the ongoing struggle to find retain people who align with your culture and drive business strategy;

Business Stagnation: not making meaningful gain over competitors;

Stalled Initiatives: despite planning, crucial objectives remain at a standstill;

Budgetary Shortfalls: consistently falling short of financial targets;

Team and Individual Conflict: lack of employee confidence and leadership skill, resulting in internal strife, taking focus from necessary business initiatives and hindering overall productivity;

Firefighting Distractions: constant day to day focus rather than longer term vision;

Expansion Challenges: difficulty venturing into new markets or launching new products due to setbacks or indecision;

Workforce Optimization: balancing the utilization of high and low performing staff;

Vision Alignment: employees lack of understanding their role in achieving the company's vision; and

Limited HR Resources: many small businesses do not have HR staff exacerbating the problems above.

Practical Solutions

Strategic Roadmap

Our methodology involves developing a strategic roadmap that outlines clear steps toward achieving your business goals. This roadmap is dynamic, adapting to the evolving needs of your organization and ensuring flexibility in the face of change.

Measurable Outcomes

We prioritize results that are quantifiable. Our strategic solutions are designed to yield tangible outcomes, be it increased efficiency, enhanced team collaboration, or substantial business growth.

Client-Centric Focus

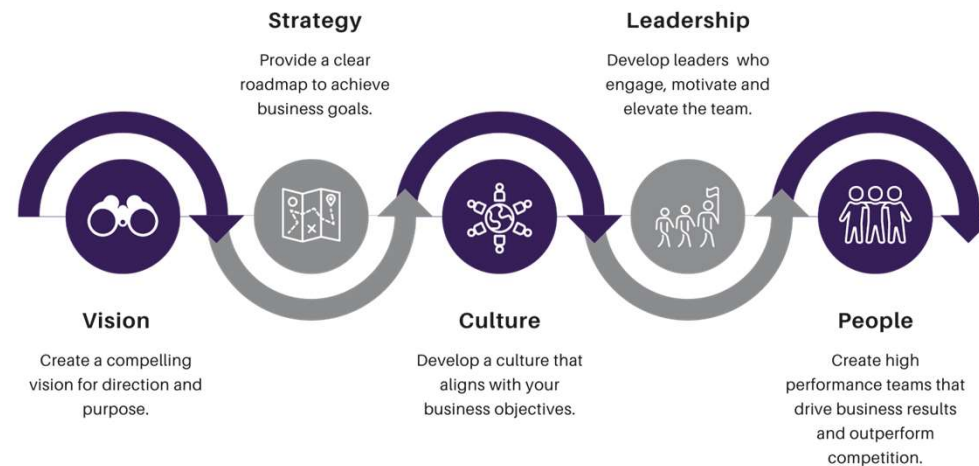
Your success is our priority. Our client-centric approach ensures that every solution is aligned with your vision, creating a collaborative partnership that fosters success long-term success.

Innovative Thinking

At Rodina Ventures, we thrive on innovative thinking. We leverage cutting-edge tools and methodologies to bring fresh perspectives to your challenges, ensuring that our solutions consistently embody the latest industry best practices.



Enterprise-Wide Perspective



Fixing one problem often uncovers another, resulting in wasted time and mounting frustration. Adopting a holistic approach positions the organization for success.

Rodina Ventures utilizes a comprehensive perspective, empowering management to formulate and implement a compelling vision for the future. This approach ensures alignment with the organizational culture and equips both leadership and frontline workers with the necessary tools for success.

Services & Training Programs Overview

Every service and program we deliver is customized for the needs of our clients. Many services require staff training to optimize the effectiveness of the rollout.

Services	Training & Development Programs
<ul style="list-style-type: none">❖ Strategic Planning Facilitation❖ Culture Factor®: Corporate Culture Alignment❖ Leadership Development❖ Optimizing Sales Performance❖ Geographic and Product Expansion❖ Acquisition & Divestiture Strategies❖ Fractional Human Resources Executive	<ul style="list-style-type: none">❖ Leadership Development❖ Leadership for High Performance Teams❖ Leading Individuals in New Positions❖ Leading a Multicultural Team❖ Leading Generational Differences❖ Productive Conflict for Leaders❖ Managing Performance Expectations❖ Hiring for Organizational Culture Fit ❖ Self-Awareness and Team Effectiveness❖ The Five Behaviors: Rise Together❖ Productive Conflict for Team Effectiveness❖ Self-Awareness and Team Effectiveness❖ Navigating Multicultural Differences❖ Cultivating Top Sales Talent

Service: Strategic Planning Facilitation

Outline

Our proven methodology has successfully guided numerous small, medium, and large enterprises in crafting their vision, mission, and strategic plans. Research indicates that employing facilitators significantly enhances an organization's ability to execute more effective strategic plans. While planning is crucial, successful execution is paramount. Whether securing debt from a bank or equity from an external investor, a meticulously written and well-thought-out business plan is an indispensable document for obtaining business financing.

What we do

We bring together your management or executive team in a series of in person and online workshops using the proven Rodina Method of strategic planning. Our approach involves posing thought-provoking questions that challenge assumptions, resulting in the development of a practical plan. Additionally, we guide you in developing a compelling vision for the future along with the business plan fundamentals so that you will be on track to achieving your goals.

Outcomes

Rodina Strategic Planning Workbook includes PEST, SWOT, Porter's Five Forces, Core Competence, Make or Break, Market Analysis (TAM, SAM, SOM), Competitor Analysis, Value Proposition Canvas, Business Model Canvas, Short- and Long-Term Objective development, Risk Analysis, integration with financial budget forecast and pro-forma statements, Development of KPI's and tracking systems to follow your progress.

Slide 8

DS0

Should we add something here about Not on track, our quarterly follow up program will allow us to review actual outcomes compared to the plan, and determine what adjustments should be made.

Dawn Sweany, 2023-11-24T17:43:42.906

Service: Corporate Culture Alignment

Outline

Businesses that have a misalignment between their culture and business plan goals will struggle to achieve meaningful results. Culture, a **tangible** and **quantifiable** entity, can be evaluated using the internationally recognized Culture Factor® methodology, a system Rodina Ventures is authorized to employ. Our Organizational Culture Transformation which will help to uncover the culture you currently have and change it to give you the best opportunity for long-term success.

What we do

We utilize a three-step transformation process. This process includes measuring and understanding the culture you currently have, defining your optimal culture based on your business strategy, and finally, designing and implementing the transformation path.

Outcomes

With a culture that is aligned to the business strategy, organizations can expect improved employee engagement, heightened productivity, and a resilient organizational culture geared for long-term success. Our process ensures that your culture becomes a powerful enabler for the successful execution of your strategic objectives.

Service: Leadership Development

Outline

Investing in leadership development is essential for companies seeking enhanced performance, talent retention, and adaptability to change. Effective leaders inspire individuals to achieve results, contribute to succession planning, and shape organizational culture positively. Leadership development fosters improved communication, engagement, and innovative thinking, leading to increased customer satisfaction and overall organizational success.

What we do

Our programs are tailored to address the distinctive needs of your organization, ensuring alignment with your specific requirements. Our workshops are thoughtfully customized to correspond with the diverse development levels of your people, recognizing that everyone brings a unique set of skills, experiences, and aspirations to the table. Through our programs, individuals learn to lead with purpose, impact, and authenticity, honing the essential qualities that contribute to effective leadership. We prioritize a comprehensive understanding of your organizational dynamics, adapting our approach to foster growth and development at all levels.

Outcomes

At the core of our approach is a commitment to a comprehensive understanding of your organizational dynamics, ensuring that our programs foster growth and development at all levels. Furthermore, our commitment extends beyond the workshop, as we provide ongoing support and follow-up to ensure that this investment in leadership development is not just a one-time event but a sustained journey toward success.



Service: Optimizing Sales Performance

Outline

“People buy from people they trust”. Trust is earned when people see eye-to-eye through behaviors and communication. And that starts with self-knowledge. By helping people discover their natural strengths and weaknesses, innate behaviors, and tendencies, our programs can help any customer-facing team become more personally engaged with their customers and more effective at their jobs.

What we do

Through a 23-page individual assessment tool, we work with your sales team to help them understand their own sales style, how to recognize and understand the buying styles of their customers and how to stretch beyond their natural sales style to adapt to the buying styles of their customers, meeting their unspoken needs.

Outcomes

This program goes beyond self-awareness; we equip your team with the skills to stretch beyond their natural sales style, enabling them to adapt seamlessly to the buying styles of their customers and intuitively meet their unspoken needs. The result is a customer-facing team that is not only personally engaged but also exceptionally effective in fostering trust, making connections, and ultimately driving successful outcomes in their roles.

Service: Geographic & Product Expansion

Outline

Companies aspiring to grow are confronted with the task of devising a winning strategy for success. Should they introduce a new product in the existing market, explore an existing product in a new market, or venture into the uncharted territory of a new product in a new market? Each option comes with its set of opportunities and risks. Fortunately, our team, drawing from extensive experience in managing global companies, is well-equipped to guide your management and executive team through these decisions, offering valuable insights to navigate the complexities associated with any relevant option.

Our experience in over a dozen countries with hands on knowledge of international cultures with The Culture Factor, makes Rodina Ventures the best resource when thinking about international expansion.

Continued....

Slide 12

DS0 We should add something about running a culture scan, providing them with insights into cultural issues they may face

Dawn Sweany, 2023-11-27T16:15:24.445



Service: Geographic & Product Expansion

...continued.

What we do

In the initial exploratory session, Rodina Ventures collaborates with your management team to gain insights into the intricacies of your industry, as well as the capabilities of your company and its products and services. Subsequently, we provide a comprehensive follow-up that includes various options, taking into account considerations such as cost, risk, cultural considerations, and potential upside.

Outcomes

Graphical layout of available options for expansion in both products and territory, facilitated session to discuss all options and work through risk analysis, analysis of “make vs. buy” for acquisition/ internal development, international culture report identifying cultural differences between your home and potential expansion countries, creating awareness for possible cultural roadblocks.



Service: Acquisition & Divestiture Strategies

Outline

Businesses exploring product or geographic expansion often overlook the potential advantages of acquisitions, while others may aim to divest products or divisions misaligned with their strategy. With hands-on experience in strategic development for both acquisition and divestiture, Rodina Ventures is adept at navigating the complexities of such considerations.

What we do

Our approach involves immersing ourselves in understanding your company and its envisioned future state, whether achieved through acquisition or divestiture. We collaborate with your management team to formulate various options, presenting considerations for your transaction, including a curated target list of companies positioned as potential buyers or sellers. Together, we craft a comprehensive strategy, encompassing resources ranging from investment banking to business valuers.

Outcomes

The anticipated outcomes include an Ansoff matrix analysis highlighting the risks associated with buy or sell positions, a well-defined strategy for acquisition or divestiture, a target list of potential buyers or sellers, and seamless connections to the requisite resources essential for a successful transaction.



Service: Fractional HR Executive

Outline

Leverage the benefits of our outsourced human resource services, allowing you to concentrate on your core competencies while we expertly manage the rest. Our all-encompassing services extend beyond mere administration and cover a spectrum of essential HR functions, including strategic recruitment initiatives, meticulous compensation alignment, adept handling of employee relations, thorough investigations, and thoughtful management of downsizing and employee departures.

What we do

Recognizing the sporadic nature of your requirements, we offer flexible hourly rates that empower you to access our services on a need-based schedule. Whether you seek individual coaching through specific scenarios or require hands-on work within your organization, our adaptable approach ensures that you only pay for the support you require. This flexibility allows us to seamlessly integrate into your unique operational demands, providing tailored assistance precisely when and where you need it.

Outcomes

Our overarching objective is to cultivate a seamless, motivated, and engaged workforce within your organization. By entrusting these critical HR responsibilities to our dedicated team, you not only streamline your operational focus but also ensure that your workforce remains optimally aligned with your business goals, fostering a culture of sustained productivity and success.

Training & Development

We create tailored training and development workshops utilizing globally recognized systems that have demonstrated effectiveness in fostering the growth of individuals, and teams, and catalyzing corporate culture transformations for businesses.

While we offer estimated timelines for each training program, it's important to note that our approach is highly flexible. We customize our training programs to suit your specific needs. By seamlessly integrating different elements from individual programs, we craft a comprehensive training experience tailored to precisely address and fulfill your unique training requirements.

We have weathered the ebbs and flows of business cycles, understand the intricacies of driving teams, and are uniquely equipped to guide you toward tangible, sustainable business results.

As a long-term partner committed to your success, we offer a holistic approach offering strategic planning, cultural alignment, team development, individual awareness, and ongoing HR support.



We are certified partners in all training programs we offer. We meticulously source our programs from around the world to provide you with the highest-quality training available.

We go beyond simply providing training and planning workshops. We stay with you every step of the way, ensuring that our programs are not only implemented but also highly effective.

Training & Development

At Rodina Ventures, we leverage certified partnerships and curated content to tailor training programs that precisely meet your requirements. We also craft personalized case studies for our workshops, believing in their significant impact by creating scenarios that resonate with attendees. Our training imparts a shared language across the organization, fostering an environment that mitigates stereotypes and promotes a safe and inclusive dialogue.

Wiley Everything DiSC®

- Workplace
- Agile EQ
- Productive Conflict
- Work of Leaders
- Sales

The Five Behaviors®

- Personal Development
- Team Development

The Culture Factor®

- Organizational Culture
- International Culture
- Mergers and Acquisitions

Blanchard Institute®

- Situational Leadership
- Management Essentials
- Building Trust
- Courageous Inclusion
- Leading People Through Change
- Legendary Service

In House Design

- Hiring for Cultural Fit
- Generational Differences
- Workplace Harassment Prevention
- Performance Management: Give and Receive Feedback

Leadership Development

Target Audience: Emerging, New, and Experienced Leaders

Course Length: 1-2 days

What you will learn:

We kickstart this journey with a pre-course assessment, offering profound insights into each participant's communication and leadership styles. We aim to foster self-awareness, encouraging individuals to comprehend both themselves and their peers.

Leaders will learn to assess and adapt their leadership style based on the specific needs and readiness levels of their team members. Participants delve into the principles of situational leadership, mastering the art of recognizing when to provide guidance, support, or delegation.

Armed with personalized insights and actionable strategies, participants acquire the skills to adapt to different styles and situations, thereby enhancing engagement, collaboration, and the overall organizational quality.

Leadership for High Performance Teams

Target Audience: Leadership Teams

Course Length: 1-2 Days

What you will learn:

Elevate your leadership team's performance to unprecedented levels with this transformative program. Discover the secrets to fostering trust, engaging in healthy conflict, committing to collective goals, embracing accountability, and ultimately driving remarkable results, all based on Patrick Lencioni's renowned model. Through dynamic workshops, real-world case studies, and interactive exercises, you'll not only gain a deep understanding of these critical team behaviors but also develop the skills and strategies needed to apply them in your unique team context.

This program is designed for leadership teams ready to strengthen relationships, enhance performance, and achieve exceptional results.

Leading Individuals in New Positions

Target Audience: Emerging, New, and Experienced Leaders

Course Length: 1 Day

What you will learn:

This program is designed to empower leaders with the essential skills to successfully guide employees through pivotal role transitions. From the intricacies of strategic onboarding to the fine-tuning of performance optimization, participants will delve into proven techniques and dynamic strategies that ensure a seamless and productive transition for both individuals and teams.

Leaders participating in this course will gain expertise in effectively managing employees through their various development stages. Participants will acquire valuable insights and practical strategies, ensuring that leadership remains effective and impactful throughout each stage of the employee development journey."



Leading a Multicultural Team

Target Audience: All employees

Course Length: 1-2 Days

What you will learn:

Our Intercultural Awareness workshop is your key to achieving outstanding business results within a diverse, multicultural context. By leveraging the unique strengths and perspectives of your team, you'll create a more respectful and high-impact workforce. We'll introduce you to the Culture Compass assessment tool, allowing you to understand and navigate your own biases and preferences in intercultural interactions.

Armed with this knowledge and equipped with the Culture Compass assessment tool, you'll develop highly effective communication strategies tailored to bridge gaps and build connections across diverse backgrounds. This program has been proven to increase retention and improve collaboration among employees at all levels of the organization.

Leading Generational Differences

Target Audience: All employees

Course Length: 1 Day

What you will learn:

This program is designed to empower participants with a deep understanding of the multifaceted generational landscape thriving in today's workplaces. Our holistic approach transcends mere awareness; it equips you with essential tools to not only respect but also effectively motivate, engage, and retain individuals from various generations.

We delve into the nuances of effective communication, highlighting the importance of tailoring your message to resonate with each generation's distinct preferences. Additionally, you'll gain invaluable strategies for fostering collaboration and innovation across generational lines, allowing your team to tap into a broad spectrum of talents and experiences.

Productive Conflict for Leaders

Target Audience: Emerging, New and Experienced Leaders

Course Length: 1 Day

What you will learn:

Discover the vital components of successful conflict management, including in-depth analysis of root causes, mastering emotional regulation, and enhancing communication skills. Our course offers you the opportunity to delve into your own conflict style with a personalized assessment, enabling you to understand your strengths and areas for growth in resolving disputes.

Equipped with these insights, you will lead your team to navigate conflicts seamlessly, fostering a collaborative and productive work environment. Elevate your leadership skills with our conflict resolution expertise and become a more effective and respected leader.

Managing Performance Expectations

Target Audience: Emerging, New, and Experienced Leaders

Course Length: 1 Day

What you will learn:

This program is designed to equip leaders at all levels with the essential tools to navigate and enhance team performance effectively. Whether addressing issues or proactively engaging in regular performance conversations, participants will gain the skills needed for success.

Additionally, attendees will delve into critical techniques for addressing inadequate performance, mastering the art of conducting constructive feedback sessions and developing actionable improvement plans. By fostering employee growth and maintaining a positive work environment, this program empowers leaders to discover effective ways to provide support, set clear expectations, and implement fair and consistent performance improvement measures.

Hiring for Organizational Culture Fit

Target Audience: HR Professional, Emerging, New, and Experienced Leaders

Course Length: 1 Day

What you will learn:

This program equips leaders with the expertise to build teams that thrive in your unique environment. Discover the art of hiring for cultural alignment, where values, attitudes, and behaviors align with your organization's ethos. Learn to identify candidates who not only possess the necessary skills but also share your vision and can seamlessly integrate into your workplace culture.

We will **elevate your recruitment process**, reduce turnover, and foster cohesive, high-performing teams that drives your organization toward its goals.

Self-Awareness and Team Effectiveness

Target Audience: All Employees

Course Length: 1 Day

What you will learn:

This is the core program in our series of Team Effectiveness Training Programs. Our course commences with a powerful pre-course assessment, offering profound insights into your unique communication styles and how your style impacts others. We believe that understanding oneself is the foundation for effective team communication. Through our program, you will gain insights into not only your own communication styles, but also those of your peers. We emphasize the significance of recognizing the diverse priorities, preferences, and values that each team member brings to the workplace.

You will acquire the skills to adapt to different communication and leadership styles. This adaptability is the key to enhancing engagement, collaboration, and ultimately elevating the overall quality of your organization's performance.

The Five Behaviors Rise Together

Target Audience: Developing Teams

Course Length: 1-2 Days

What you will learn:

Discover the secrets to unlocking unparalleled team effectiveness. In this transformative program, you will delve into the core principles of teamwork, as outlined in Patrick Lencioni's renowned model. Learn how to foster trust, engage in healthy conflict, commit to collective goals, embrace accountability, and drive results. Through dynamic workshops, real-world case studies, and interactive exercises, you'll not only gain a deep understanding of these behaviors but also develop the skills and strategies necessary to apply them in your own team context.

Elevate your team's performance, strengthen relationships, and achieve remarkable results by mastering the Five Behaviors.

Productive Conflict for Team Effectiveness

Target Audience: All Employees

Course Length: 1 Day

What you will learn:

Conflict is a workplace reality, and our Productive Conflict Workshop empowers individuals to excel in resolving it. We focus on core conflict management elements, including root cause analysis, emotional regulation, and finding mutually beneficial solutions. Effective communication and active listening are key strategies we emphasize. Additionally, we offer an individualized **conflict style assessment** to help participants recognize their own conflict style, enabling them to tailor their approach.

Our goal is to provide a comprehensive understanding of conflict dynamics and equip participants with the skills to navigate workplace conflicts confidently.

Navigating Multicultural Differences

Target Audience: All employees

Course Length: 1 Day

What you will learn:

This program is your gateway to harnessing the potential of multicultural teams, turning differences into a driving force for achieving your business goals. With a strong foundation in the Hofstede Model, we will guide you through an exploration of cultural diversity's impact on teamwork. Gain a deep understanding of how varied cultural dimensions influence communication, decision-making, and collaboration dynamics within your team.

We'll introduce you to the **Culture Compass tool** to help recognize and navigate your own biases, ensuring fair and equitable interactions within your multicultural team.

Cultivate Top Sales Talent

Target Audience: Sales and Marketing Leaders and Sales Professionals

Course Length: 1 Day

What you will learn:

Sales is not just about knowing your product or service; it's about understanding your customers, and that's where Everything DiSC Sales steps in. This powerful tool is designed to empower sales professionals with insights into human behavior and preferences, giving them a significant advantage in the competitive sales world. One of the key strengths of Everything DiSC Sales is its emphasis on improving customer relationships. By recognizing and adapting to the unique buying styles of clients, sales professionals can build trust and rapport, leading to more successful and long-lasting business partnerships. It's not just about closing the deal; it's about creating a win-win scenario where both parties feel understood and valued.

Through this personalized and empathetic approach, Everything DiSC Sales enables sales teams to increase their effectiveness, boost customer satisfaction, and ultimately drive revenue growth.

Our Process

Our services are meticulously designed to address the pressing challenges faced by businesses today.



We understand that success requires more than a generic approach; it demands tailored solutions.

Our strategic solutions are crafted to navigate the complexities of your unique business environment, providing a roadmap for sustainable growth and transformative change.

With Rodina Ventures, you can trust that our strategic solutions are not just about addressing challenges; they are about propelling your business toward sustainable success.



Partnerships

Our authorized Partners and Certified Training Programs

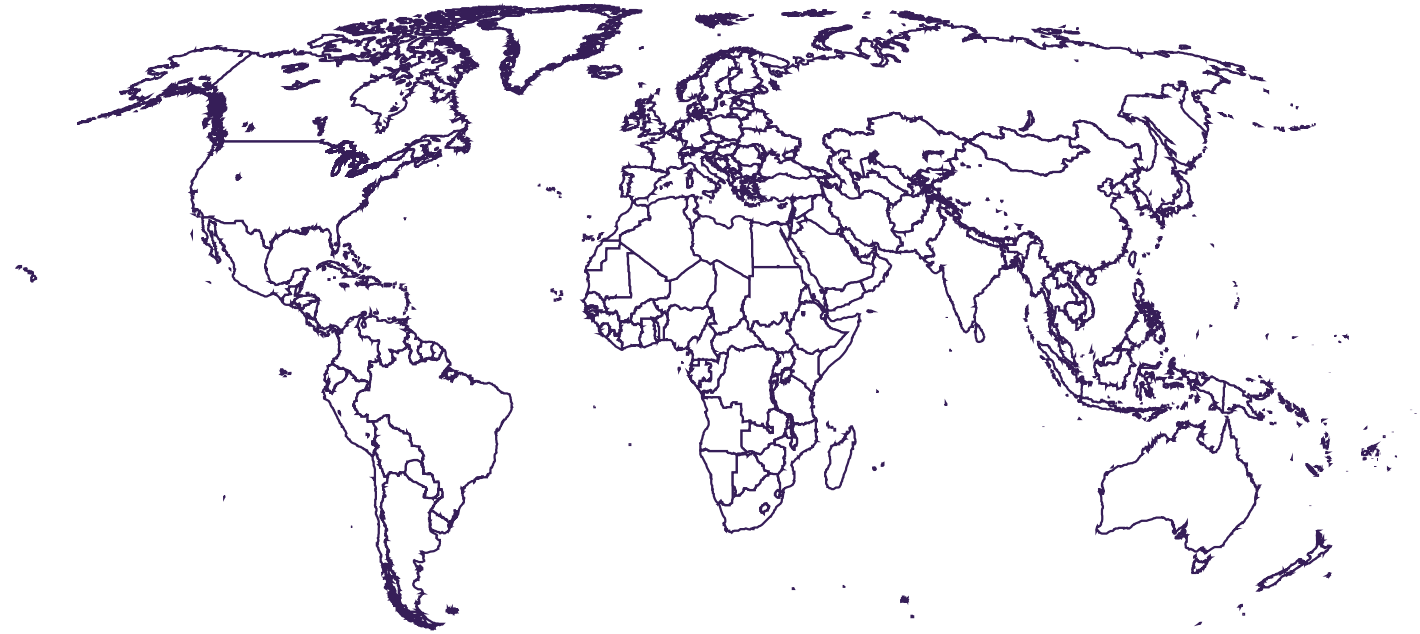


Some of Our Customers & Pro Bono Work



Global Experience: Local Focus

Canada
USA
Mexico
Argentina
Norway
England
Scotland
Germany
Russia
Kazakhstan
Kurdistan
United Arab Emirates
Kuwait
Saudi Arabia
China



Together we have practical and hands-on business experience in over a dozen countries.



Dawn Sweany, MBA

I am a seasoned Human Resources Executive with hands on experience in a global business leadership through interaction with Boards of Directors and executive teams including front-line employees. My focus has always been on giving managers and employees the skills and support they need to perform their jobs.

Education

- Bachelor of Management, Athabasca University, 2011.
- Master of Business Administration, Queen's University, Kingston Ontario, 2019.
- Strategic HR Leadership, Cornell University Online, 2017.
- Business in China, China Europe Business School, Shanghai, 2018.

Skills

- HR Strategy and policy development
- Executive Compensation
- Performance Management
- Succession Planning
- Certified in Everything DiSC, The Five Behaviors, Ken Blanchard Institute, The Culture Factor
- International Business
- Board of Directors Interface
- International Culture, Corporate Culture
- Building High Performing Team Dynamics
- Certified Corporate Trainer & Leadership Development



“Dawn had an excellent grasp of the business side of our organization. Alongside that, she had the ability to grasp how to *communicate* and *problem-solve* with the various personalities within the company. She was responsive and you could *count on her* to follow up.
Darren Hansen, Fleet Maintenance Manager



Andrew Buzinsky, MBA, CPA-CMA, P.Eng.

I am a senior executive with experience in upstream oil and gas service in over a dozen countries and have led organizations with more than 500 employees. I am a hands on and inclusive leader who believes in the power of thought diversity to solve business challenges.

Education

- Bachelor of Mechanical Engineering, University of Saskatchewan, 1988.
- Masters of Business Administration, Queen's University, Kingston Ontario, 2009.
- Professional Engineer, APEGA, 1991.
- Chartered Professional Accountant, (CPA-CMA), CPA Alberta, 2009.

Skills

- Company and high-performance team builder.
- Rapid business growth.
- Business acquisition and integration.
- International business.
- Strategic & business planning.
- Organizational structure.
- Startup and turn-around of businesses.
- Finance and accounting strategies.
- Market size, business and financial models.

“ Andrew is very focused on the process and looking for the right outcomes. In terms of what he brings to the table, it's the ability to *execute*. He has a great deal of experience and is deliberate in how he works to achieve the business goals and to fulfill on our vision. In working with him, I see he values keeping his word, willingness to take risks and *hard work*.

Giles Edward CEO, M-Flow Technologies Ltd



Testimonials



“ Dawn created tremendous improvements in the HR division of our public company and was highly supportive of our needs in the field. She had an excellent understanding of the different audiences she supported and how to communicate with them. She’s straightforward and she created much more effective communication within the organization. Dawn made it possible for people to improve how they worked together, created a better team environment and our roles became much easier.

Rob Evans, Base Manager, GPC Fracturing

“ Dawn was always available to discuss or work through a different problem or scenario. We could see that she really cared about the people within our organization. If there was an issue and she was able to resolve it, she would ensure it was taken care of, which led to a healthier work environment. Her first concern was always the company and the employees. She was fair, transparent and open in her communications about employee issues with anyone in the company, no matter their role.

Rod Fisk, District Well Manager

Testimonials



“ Dawn was well respected in our organization. I admired her clear and concise decision-making, ability to envision the right path, and then carry it through to success. Dawn was critical to fostering a healthy culture within our company which remains today. She’s not a ‘fluffy HR’ person; she understands not everything is black and white - she thinks outside the box and creates innovative solutions.

Jill Folkard, Senior HR Business Partner

“ Dawn excelled at setting clear expectations and at always keeping the long-term goals of our company at the forefront. She has an innate leadership quality. She is an expert in people management and had in-depth knowledge of our industry. She’s passionate about her work, focused and task-oriented. She wasn’t afraid to go to bat for someone but on the other hand, if someone wasn’t performing to potential, she would signal them there was a concern and then work with them to improve performance.

Abbie Baverstock, HR Manager

Testimonials

“ I recently engaged Andrew to sell a technology company I own. I've also worked in the past with other companies in a similar situation. There is a significant difference in working with Andrew. He is far more professional and takes the stress out of this for me, while also managing the legwork. Choosing to work with him has also been a great business decision because of all the contacts he has. Andrew understands the value proposition of my company and is guiding me through the process and to a successful sale. He's a man of his word. I trust him implicitly and would engage him again.

Stuart McLaughlin, Client and Business Partner



“ When I engaged Andrew, I quickly realized how valuable it is to have someone dig into the technical aspects of the business, the important insights that can be gained by advanced analysis and modelling – and apply it with pragmatic business sense and a shared desire to grow,

Geoff Best, CEO, Paladin Dynamics Ltd.

**Let us assist you with your
business transformation,
cultural integration and
team development projects**



Contact Information



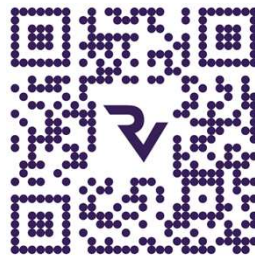
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