The Real Impact of TEC during COVID-19

"One thing I became aware with TEC is how we can feel alone as CEOs and that it is great to be able to connect with people who share the same challenges even though their organizations are different. This "isolation" is enhanced by the forced and necessary confinement inflicted by COVID-19. Being able to share the challenges this crisis has brought to our organizations with peers has been very helpful. I know I am not alone and that I can count on my Chair and team members if I need help with a particular issue.

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It is also great to know that I can help my team members if I can. My Chair, André, has been sharing a lot of useful information and articles. Not only is he giving us the right tools, he is also there to support us as individuals who carry so much on their shoulders right now. The last 2 weeks have been the worst weeks of my life as a CEO and it was reassuring to feel the support of TEC. As CEOs we want our business to succeed and to grow. We also want our colleagues and teams to be successful and we are responsible for the life they can offer their family. It is a lot on our shoulders and it is great to connect with people who have the same reality.

The Chairs were fast to adapt the sessions as they switched the monthly meetings to weekly meetings as this is what is needed in this particular time. It is always good to learn, but the focus now needs to be on COVID-19 and what needs to be done in the present, near future and medium term. It is hard to see further than that as we can only TRY to anticipate what will happen. André is there to help us see past that as well and challenge us to seek new opportunities once this is over."

JENNIFER WELCH

TEC Canada Member and CEO of TUPP Canada

TEC Canada Member Stories - *The Real Impact of TEC during COVID-19*

"Those who are not in TEC are completely lost and haven't done anything in terms of communications.

I think that says a lot for the power of TEC and the team we have that I feel like I learn so much from all of you and how early our Chair was to the game with planning for this. Even having a recession speaker was really good timing.

TEC CANADA MEMBER

Toronto

"During the TEC webinars, I haven't left a single one without valuable insights to share with my team. Anytime you can show me how to make money, save money, or mitigate risk in ways I didn't know – you're adding value to my business. Thank you for doing that in spades during these trying times, TEC Canada."

RON HANSELL

TEC Canada Member and CEO of BHH Benefits

"I have been a member of TEC for years and I have never valued this group as much as I have in the last 5 weeks."

TEC CANADA MEMBER

Calgary

"For me personally, TEC, our 308 group, and Todd leading the group have been a godsend. TEC group meetings and my 121s with Todd are an opportunity for me to slow down, learn to listen, and learn. The 308 group I am so fortunate to be part of has been a key resource for our company's capacity to manage through the pandemic, and for me just as importantly, leading up to it. TEC and my 308 group have been key for me to not just talk about leadership and traction, but also to develop tools and most importantly, put these tools into practice. In short, 'do it', rather than just talk about it.

A very good example is the DiSC tool that Todd introduced me to. I use this tool extensively in my 121s with our Team; it is very helpful to offer people a tool for resolving issues, to rise above the issue and build trust through communication."

MIKE O'KANE

TEC Member and Founder and Senior Technical Advisor at O'Kane Consultants

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TEC Canada Member Stories - *The Real Impact of TEC during COVID-19*

"Thank you for sending out the group emails with selected Coronavirus resources for us to use. It is so helpful to me as I try to keep up with all the information coming at me."

TEC CANADA MEMBER

Ontario

"Due to COVID-19 and the struggles our TEC group is having with our businesses our Chair André Turcotte has increased the frequency of our member meetings to almost once a week or every second week with shorter meetings via video conference, and all attend. André has been very prompt in sharing articles that we discuss on our calls. There has been a total shift to what topics we talk about, no more speakers, and our calls are more about crisis management solutions.

I am an almost 10-year member in André's group and very glad to be part of his TEC group. Prior to the crisis the value in my membership was certainly there. I enjoyed the speakers and our meetings and always keen to not miss a meeting. It is not a social club; it is very business orientated. My group helps break the isolation one feels as a leader.

Our group discussions especially now as things are evolving so quickly have helped generate new ideas on how I can potentially reopen my Quebec plant

There is huge value in the sharing with the other CEO's. There is a sharing of the pain but also of the positive stories. Our group discussions especially now as things are evolving so quickly have helped generate new ideas on how I can potentially reopen my Quebec plant. I have a plant in Quebec which has been shut down by the government and we have a plant in Ontario that is still operational though running at lower staff capacity. I am very respectful of what the Quebec government has implemented, and the safety of our employees is our top priority. A fellow member who owns a flooring business talked during one of our meetings about ways he was changing his business because of COVID-19 and it gave me ideas on what I could possibly do at my plant to become operational again and still comply with the government mandate. I run a national company and my competitors continue to be open in other provinces. Many of my clients are US based and I am losing orders. If I can implement ideas that came from my group that allows my company to become fully operational again then that is good for my employees and the business.

An example of how our group worked together recently is when the Federal government made the employment subsidy announcement on Friday. André fed us information via email and our group exchanged emails over the weekend and by Monday we all had a concrete understanding and plan on how this could work for our businesses.

The webinars with TEC speakers have provided timely and relevant information and even though my executive team is working relentlessly I have had members of my team watch these webinars."

ALAIN OUZILLEAU

TEC Canada Member and CEO of Cabico

TEC Canada Member Stories - *The Real Impact of TEC during COVID-19*

"TEC is shining in its response, you guys are stepping up and providing great speaker webinars and content - really impressed"

TEC CANADA MEMBER

Calgary

"My Chair – Mark Terrill – is very thoughtful, kind and always available to help and offer insight and provide information. I am grateful to have Mark and TEC during this time."

ELLEN PARKER

TEC Canada Member and CEO PARKER PR