

## **BDC - Knightsbridge leadership development program wins Gold at Canadian Society for Training and Development Excellence Awards**



**Toronto, November 18, 2011** - Last night, Mary Karamanos, Senior Vice President, Human Resources at the Business Development Bank of Canada (BDC) and Alex Vincent, Senior Consultant of Knightsbridge's Human Capital Solution's Leadership practice, proudly accepted the Gold prize at the 2011 edition of the Canadian Awards for Training Excellence. This distinction acknowledges the merits of the program

*"Leading the Future at the Business Development Bank of Canada"*, a customized leadership development initiative, designed and implemented by BDC and Knightsbridge.

"BDC recognized that to continue to be successful, they need strong impactful leaders in the organization, now and in the future", said Vincent. "Over the past three years, we worked closely with BDC to design and implement a customized and integrated leadership development program. The objective of the program was to develop self-aware and resilient senior leaders, who can inspire their teams, lead and manage change, and drive improved performance and accountability throughout the organization," he added. "We are delighted that the program has not only been successfully integrated within BDC, but that our collective work is being recognized by the industry."

*"Leading the Future at the Business Development Bank of Canada"* is a mandatory multi-strategy program that equips BDC senior leaders with the necessary skills needed to lead effectively in an ever-changing and competitive business environment. The program offers better insight into the value leaders need to provide to build and sustain a community of leaders and ensure personal and organizational success.

"In 2008 we asked Knightsbridge to help us develop a program that would increase the effectiveness of our leadership through greater self-awareness and boost leader ability to influence, collaborate, inspire their teams and lead change at both a personal and organizational level," said Karamanos. "At BDC, this program has helped us develop a stronger leadership culture, provided real clarity on key challenges and opportunities and allowed us to become a better partner to the Canadian small and medium-sized business community."

Organized by the Canadian Society for Training and Development (CSTD), the Canadian Awards for Training Excellence recognize new ideas which have entered the training and development marketplace in the form of a new product or service or an improvement in organization or process. Submissions are evaluated against seven criteria that include learning objectives, design, originality, value and learner experience.

### **About Knightsbridge Human Capital Solutions**

Knightsbridge works with organizations to strengthen their most valuable asset, their people. We help our clients seamlessly recruit, develop, and optimize talent to create competitive advantage and improve performance. Knightsbridge is Canada's leading integrated human

capital company, with over 250 employees in Executive Search & Recruitment, Leadership & Talent Development, Career Management and Workforce Management, serving clients across Canada, the US, the UK and Australia. Our strategic alliance with Amrop, the world's largest executive search network, enables us to serve our Executive Search clients globally. Knightsbridge has the people and services you need when you need stronger people. Knightsbridge is proud to be recognized as one of "Canada's 50 Best Managed Companies", and supports Junior Achievement as the title sponsor of the Canadian Business Hall of Fame. [www.knightsbridge.ca](http://www.knightsbridge.ca)

**About BDC**

Canada's business development bank, BDC puts entrepreneurs first. With almost 1,900 employees and more than 100 business centres across the country, BDC offers financing, venture capital and consulting services to 29,000 small and medium sized companies. Their success is vital to Canada's economic prosperity. [www.bdc.ca](http://www.bdc.ca)

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