

JULIAN CHAPMAN**President**

Julian Chapman has over three decades of experience engaging teams and organizations, from small groups to thousands of employees, building their leadership capability. His leadership knowledge is augmented by his 30+ year "second" career as a member of the Canadian Armed Forces from which he retired in 2014 at the rank of Brigadier-General. He joined Forrest & Company in 2002, taking over as President of the company in 2015.

Julian travels extensively to assist Forrest's clients in designing solutions to achieve extraordinary results using the Forrest methodologies. Known as a pioneer of thinking in the workplace, Julian is a master trainer in Effective IntelligenceTM, which he brings to organizations through keynote addresses or assisting individuals and teams in solving problems through effective thinking. His thoughts on leadership, organizational development, and accountability have been published in HR Reporter Magazine, CPA Bottom Line Newspaper, and HR Professional magazine.

Julian is the author of *The Managerial Leadership Journey: An Unconventional Business Pursuit*, which was published in May 2022.

Recent consulting projects include:

- Shepherding an international manufacturing firm to articulate its strategy, define its structure and then enable its leaders to effectively deliver the strategy;
- Auditing and making recommendations to the structure of a sizeable Canada-wide engineering firm to identify opportunities for efficiency and effectiveness while enabling the company to enhance its reputation with customers and stakeholders;
- Assessing the structure and systems of a large international gold mining company to enhance the accountability systems in place while ensuring the business was efficient and effective;
- Developing bespoke management systems for various business sectors to fulfill their strategic plans. Most notably was a complete roll-out through a sizeable Canadian utility to enhance their corporate reputation;
- Customizing and instilling core leadership practices for various businesses to enable the implementation of accountability management systems; and
- Ongoing consulting work with CEOs and C suites of various sectors to enhance their organizations' capabilities.



In his spare time, Julian is a member of the Board of Directors of Wounded Warriors Canada, a charitable foundation that provides support for veterans, focusing on those suffering from PTSD. He co-founded a charitable foundation for the Canadian Rangers of Northern Ontario that primarily supports at-risk aboriginal youth.

Julian holds a BA from the University of Toronto. He is a graduate of the Canadian Army Command and Staff College and the Canadian Forces College, and an alumnus of the U.S. Army War College. He lives in Toronto and is married to Wendy, with whom he has four children.

Julian has been added to the impressive roster of Marquis Who's Who, a notable register of leader biographies, as well as been highlighted as a "Who's Who" Top Executive for 2023.