

# SHAI DUBEY

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## INNOVATIVE SENIOR ACADEMIC LEADER, EXECUTIVE & LAWYER

A strategic, results-oriented leader with experience in academic, government and private sectors. A consensus builder who is able to foster strong collegial relationships and engage multiple stakeholders to achieve results which advance the interests and reputation of an organization.

### Core Competencies – Leadership & Organization Development

Strategic Visioning & Planning • Leadership & Team Building • Change Management  
Relationship Building • Cross-Cultural Communication • Negotiation • Consensus Building

### CAREER HIGHLIGHTS

- **Restructured the Queen's Full-Time MBA program** to meet the challenges of the changing worldwide market. The restructure involved engaging the various stakeholders of the MBA program to determine among the content, timing, competencies necessary for a MBA graduate to succeed in the work place.
- **Created Graduate Diploma in Business**
- **Restructured the Queen's Masters in International Business program** to align academic programming with employer recruitment interests. The program has doubled in size while maintaining high admissions standards.
- **Led the strategic transformation of the Kingston Economic Development Corporation (KEDCO).** Restored public confidence in KEDCO as a reputable, trusted, focused, and efficient agency of the City of Kingston. The transformation required developing effective communications and relationships with the City, the business community and various interest groups and agencies.
- **Negotiated the creation of the Kingston University Hospitals Joint Foundation (UHJF).** The UHJF raises funds for all three Kingston hospitals. Prior to the UHJF being created, each hospital had its own foundation involved in fundraising. The UHJF was structured to recognize the unique character, religious background and relative power of each hospital and to provide a collaborative framework for decision making, fundraising and allocation of funds. The UHJF streamlined the hospital donation process and saw donations to Kingston hospitals increase by over 200% in the first year of operation.
- **Negotiated and created a new structure for a private MRI clinic in Kingston** after the newly elected Ontario provincial government moved to close private MRI clinics based on an election promise. The new structure allowed the MRI clinic to continue operating and the government to keep its promise. The government asked for permission to utilize the structure for other private health clinics.
- **Led Quicklaw Inc. towards an Initial Public Offering of its shares,** including the negotiation of two rounds of financing, expanding and creating new product and service lines, restructuring operations, three acquisitions and several strategic alliances in Canada, US, UK and Australia. After the IPO failed to close because of market conditions, the company was restructured and prepared for sale.

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## **RELEVANT WORK EXPERIENCE**

**Director Queen's MBA Program (May 2011 to present) , Academic Director Project Courses Masters Programs Queen's School of Business (July 2008 to present), Assistant Professor Queen's University, Kingston, ON, Visiting Assistant Professor, Cornell University, Ithaca, New York, QSB Distinguished Faculty Fellow of Business Law**

Academic Director Masters of International Business Program (May 2010 to June 2013), Director of the Cornell-Queen's EMBA Program (Feb., 2006 - July, 2011), Acting Director Recruiting for MBA Programs (Sept. 2010 to May 2011)

### ***Feb. 2006 to Present***

- Responsible for the administration and operations of the Queen's MBA
- Member of the leadership team for MBA and Masters programs at QSB
- Developed and teach courses in negotiations, law and entrepreneurship in various masters programs and negotiation, ethics and cross-cultural training courses for Queen's Executive Development Centre
- Co-teach a business law course at Queen's Law School
- Involved in the accreditation and reaccreditation of the school (AACSB, EQUIS and AMBA) and accreditation of programs in various jurisdictions in Canada and the United States

**Chief Operating Officer, Corporate Counsel and Director Quicklaw Inc., Interim President Quicklaw America Inc., Kingston, ON and New York, NY**

### ***Aug. 1999 to Apr. 2002***

- Responsible for operations of the Quicklaw Group of Companies (offices in 9 cities throughout North America)
- Developed and implemented strategic growth plans for Quicklaw
- Negotiated and secured several rounds of financing
- Restructured company management and operations in preparation for an initial public offering (IPO) of its shares
- Negotiated strategic alliances and acquisitions (in Canada, the United States, United Kingdom and Australia) to diversify the company's offerings
- Negotiated and led a project to develop an electronic court document filing system for several federal and provincial courts (including the Supreme Court of Canada)

**Chair, Board of Directors KEDCO (Kingston Economic Development Corporation), Kingston, ON**

### ***2006 to 2010***

- Responsible for sustainable economic growth strategies for the City of Kingston

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## **LEGAL EXPERIENCE:**

### General Responsibilities & Experience:

- Practiced corporate and commercial law with a focus on financing transactions, mergers and acquisitions and aviation matters
- Strategy consultant – clients included major financial institutions and insurance companies
- Developed, together with Ernst & Young Tax Department, an international cross border financing and tax product which was successfully implemented in several Fortune 500 companies

### Legal Positions:

- **Lawyer, Cunningham Swan Carty Little and Bonham LLP**, Kingston, ON (2007 to 2010)
- **Lawyer and Counsel, Templeman Menninga LLP**, Kingston and Belleville, ON (2002 to 2007)
- **Legal Officer Judge Advocate General, Canadian Armed Forces Reserve**, Canada (2000 to 2010)
- **Business Lawyer and Consultant, Donahue & Partners**, Toronto, ON (1998 – 1999)
- **Business Lawyer/Articling Student/Summer Student, Lang Michener LLP**, Toronto, ON (1993 – 1998)

## **OTHER EXPERIENCE:**

**Member, Southern Ontario Fund for Investment in Innovation (SOFII) Investment Committee for Eastern Ontario**

*Jul. 2012 to Present*

**Director, Queen's Alternative Asset Management Fund**, Kingston, ON

*Dec. 2011 to Present*

**Member, PARTEQ Angel Network Funds Investment Committee**, Kingston, ON

*Jun. 2011 to Present*

**Co-Chair K-ROCK Centre Advisory Board**, Kingston, ON

*Jan. 2011 to Present*

**Board of Directors United Way of Kingston and Frontenac**, Kingston, ON

*May 2004- June 2008*

**Canadian Armed Forces Reserve Officer**

*Sept 1981 – Sept 2010*

**Aviation Consultant and Pilot**, Toronto and Kingston, ON

*Jul. 1990 to May 1994*

- Established flight departments and charter/flight training operations for clients
- Provided management and pilot services

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**Pilot, O'Tooles Food Group, Toronto, ON**

*Aug. 1989 to Jul. 1990*

**Chief Pilot, Manager of Flight Operations and Manager of Real Estate Development,  
Spatial Concepts International Inc., Toronto, ON**

*Dec. 1987 to Aug. 1989*

**President and Chief Flying Instructor Air One, Toronto, ON**

*Dec. 1985 to Dec. 1987*

- Founded and ran an Executive Aircraft Charter Company and Flight Training School

## **ACADEMIC & PROFESSIONAL QUALIFICATIONS**

1996 Called to the Bar of Ontario

1994 Bachelor of Laws, **Queen's University**, Kingston, ON

1991 Bachelor of Arts (Commerce Major), **University of Toronto**, Toronto, ON

- Recipient of Gabe and Pearl Blackman Award for outstanding academic achievement in a social sciences discipline at University of Toronto

1984 Aviation Flight Technology Diploma, **Seneca College of Applied Arts and Technology**, Toronto, ON

- Recipient of William John Lewis Memorial Award for highest academic standing
- Recipient of Canadian Aeronautics and Space Institute Award for outstanding achievement

1980-1981 Student, **University of Waterloo**, Waterloo, ON, Faculty of Engineering  
Systems Design Engineering

## **AWARDS**

2013 Inducted to the Kingston Business Hall of Fame in the Mentor Category

2010 Nominated for the Kingston Whig Standard's Business Man of the Year

2009 Kingston This Week's Top Business Lawyer in Kingston

2006 Outstanding Service award for Establishing the Joint University Hospital Foundation