

Views high at Rocky Mountaineer



ROCKY MOUNTAINEER ONBOARD HOST IN THE WORLD-FAMOUS GOLDLEAF SERVICE

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proactive in addressing them,” he says.

Rocky Mountaineer offers competitive
salaries and benefits and encourages the
professional development of its employees
through a range of training and educational
programs. Among them is the Accelerated
Leadership program the company
launched at the University of British
Columbia’s Sauder School of Business
open to high-potential managers,
seniors and vice-presidents.



Dearin, an alumnus of the Sauder
program’s two one-week intensive
sessions, says Rocky Mountaineer also
helped him obtain his project manager
certification. He joined the company after
working in the oil and gas industry and
while many of his skills were transferable,
he says such training is crucial in his
role heading up the company’s asset
development and engineering teams.

“It’s great to work for a company that
has a vested interest in developing its
staff,” adds Dearin, who is based in
Kamloops where some 50 employees
service and maintain the trains year-round.
The city is located over 350 km east of
Vancouver and Dearin says the training
programs also enable him to meet and
connect with employees from different

locations and departments. “Together we
can leverage our strengths,” he says.

Innovation has played a key role in helping
Rocky Mountaineer achieve and maintain
its worldwide reputation for excellence.
And as Sammut sees it, great ideas don’t
always have to focus on the big things,
like creating new levels of service or
adding new routes through the Pacific
Northwest, B.C. and Alberta. “Innovation
can happen anywhere, whether it’s
faster accounts payable or in how guests
board the trains,” he says. “Continuous
improvement is the key to our future.”

“We are a world class company,” Dearin
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Rodan Energy wants to spark employee ideas

When Nishant Gehani joined
Rodan Energy as a Power
Systems Specialist in
2010, the job description
included the standard “additional duties
as required.” But he soon discovered
that this clause means something
quite different at this innovative and
fast-growing mid-sized company
than at many larger companies.

“Not to blame big business, but roles
become more defined as corporations
mature and many of their procedures
become standardized,” says Gehani, an
engineer who had previously worked for
two large, long-established organizations.
“At Rodan, the ‘other duties as required’
are the largest part of my job.

“Ultimately, it’s about giving the
employee the flexibility to define the
scope and the nature of their job,”
he says. “Here I am encouraged to
develop innovative solutions by
combining customer needs, company
capabilities and my personal ideas.”

He had sought out a small metering
services company in Belleville, Ont.,
and together with business partner and
Rodan CFO Borys Chartchenko, bought
it and set up headquarters in Mississauga,
Ont. In the 13 years since, Rodan Energy
has grown from a six-person operation
with one basic service to 70 employees
offering state-of-the-art energy analytics
and management. These provide
power producers, distributors and large
electricity consumers with the means to
better control their total energy footprint.

While some of Rodan Energy’s growth
has come through acquisitions, being
innovative has allowed the company to
grow organically, evolving and moving
into new markets. Rodan Energy,
for instance, was the first company
in Ontario to enable commercial,
industrial and institutional energy
consumers to participate in demand
response programs. These programs
help keep the energy grid in balance
by paying large power consumers to
reduce their usage during peak demand
periods like hot summer days.

A key Rodan Energy strategy is to hire
talented people and provide them with
the framework where they feel free to
do their best work and reach their full
potential, says Grod. “Creating a culture
of innovation takes a number of steps,”
he adds. “We hold weekly meetings
where we encourage everyone to be
up to speed on developments in their
sector and come to the table offering
suggestions. We also empower our staff
to take ownership of their career and take
the initiative in serving their clients.”

In addition to a dynamic can-do culture,
Rodan Energy offers competitive
salaries and benefits, including a
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financial support for ongoing employee
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personal lives with shortened and
compressed work weeks, flexible hours
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EMPLOYEES TAKING PART IN ONE OF MANY RODAN ENERGY FUNDRAISERS TO ASSIST LOCAL CHARITIES

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President and CEO

The seeds for Rodan Energy were
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owned electricity utility. At the time,
Paul Grod, now Rodan’s President
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First, however, they have to get
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“We spend a lot of time before we hire
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Gehani, who was recently promoted
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“I was looking for a job where the
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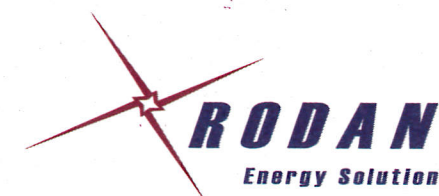
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