

Speaker Bios

MODERATOR

Norm Gauthier, Managing Partner, Heritage Hill Partners Inc.

Norm Gauthier is the Managing Partner of Heritage Hill Partners Inc. a management consulting & coaching company that helps entrepreneurs; family owned businesses and organizational leaders discover ways to improve their performance and business results while regaining a sense of control over their time and other important areas of their lives.

Norm's work in the field of organizational development and leadership effectiveness has evolved over a thirty-year business career. Entering the high-tech industry in 1982 from industrial relations, he worked with senior executives and management teams on a number of significant domestic and international change management projects resulting from the transformational "change" occurring within the Information Technology Industry.

After spending three years with a global software business in financial services, he formed Heritage Hill Partners in 1999; combining his diverse business and management background with his experience in counseling, organizational change management, global human resources, executive coaching and process improvement. As a trusted advisor he is focused on helping his clients find practical solutions to achieve the results they desire.

PANELISTS

Tim Hebert, CEO, Atrion Networking Corporation

"We're building something different here... Instead of sitting across from our clients at a rectangular table with corners and edges, viewing them solely as a business opportunity, we sit beside them as trusted friends at a table that is round."

What do you do when you've dreamed of becoming a superhero your entire life? You become the CEO of a fast-paced organization. And that's exactly what Tim Hebert, did. As the CEO of Atrion, he fights for truth, justice and the Atrion Way. There is more to Tim than meets the eye. He is a visionary, a forward-thinker and an authentic leader who believes anything is possible. Since joining the company in 1989, Tim strives to "light fire in the minds" of those around him. He sees potential in everyone, and has a knack for fusing people's talents with passion and purpose.

Tim believes that there is more to business than simply "turning a profit" and that every business should be driven by purpose. He has infused Atrion with its core purpose of "Having a Positive Impact" which has created a dynamic culture. Tim continues to break the mold when it comes to creating ideas that help make Atrion what it is today, a leading edge technology company.

Chris Ciunci, Founder and Managing Partner, TribalVision

An entrepreneur and marketer, Chris Ciunci is the Founder and Managing Partner of TribalVision, an outsourced marketing department for hire with offices in Boston and Providence. Motivated by his frustration with the conflict of interests inherent in the traditional marketing landscape, in 2010 Chris founded TribalVision - a forward thinking alternative to the traditional advertising agency model. Chris oversees TribalVision's strategy, marketing and thought leadership initiatives. In addition, Chris works closely with clients, partners, and team members to develop comprehensive marketing strategies for business owners and organizations looking to achieve dramatic top-line growth.

The author of two books - *Market Smarter and Marketing in the Trenches*, Chris has built a reputation as a marketing thought leader in the New England business community. Chris is a frequent speaker at industry events and has conducted marketing workshops in partnership with numerous organizations.

Chris holds a bachelor's degree in psychology from Swarthmore College and an MBA with a marketing concentration from the Yale School of Management. An active member of the Rhode Island business community, Chris was recently recognized by the Small Business Association (SBA) as the 2015 Rhode Island Small Business Person of the Year.

Chuck Dillon, Retired Brand Executive

Chuck Dillon is a consumer package goods executive with 40 years experience in all aspects of the supply chain. After receiving his undergraduate degree in Economics at Wake Forest University and an MBA from the University Of Chicago Graduate School Of Business, he started his career with General Mills working on a number of their iconic brands and developing and launching several successful new products in the frozen meals retail category. He then worked for a Norwegian Seafood Cooperative (Frionor Seafoods) holding a variety of sales and marketing positions and rising to the post of President and CEO where he was in charge of all facets of manufacturing, marketing and sales, distribution and product development for their North American operations.

Chuck spent the next 2 decades of his career running 3 different family businesses as a non family member. At Cirelli Foods he took a 3rd generation floundering food service distributor and created a thriving full line operator, building a new state of the art facility in the process. At Shaheen Bros. he entered several new food service distribution channels which increased gross profit per drop almost 30%. And at Decas Cranberry Products Company (a 3rd generation cranberry grower, marketer, manufacturer and distributor) he withered the worst industry collapse in history and launched a new retail product line that increased revenues almost 20% and returned the company to profitability. Chuck also was Division President of US Food service in Everett, MA where he reorganized the division's sales organization to increase margins by more than 4%.

Brand building, new product development and process re-engineering have been at the core of his successes. With an eye towards the future, management training, leadership development and team building are always at the center of the organizations he leads.

Chuck has been a frequent guest speaker at several New England colleges on business morals and ethics.