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## RICHARD HATALA, BSc, P.Eng, PMP

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### MANAGEMENT & LEADERSHIP CAREER SUMMARY

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A professional engineer involved in a variety of management and senior leadership, project management and business development positions with 20+ years experience within the energy industry building upstream oil and gas companies, service companies and consulting companies both domestically and internationally.

Designed, developed, taught and facilitated a variety of management and leadership development programs for corporate, academic and not for profit clients in North America and abroad.

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### ACHIEVEMENTS

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- As a Project Manager, involved in over 650 projects with capital investment of \$350 million within the upstream oil and gas exploration, development, production, service and consulting sectors.
- From 1991 to present, designed, developed and conducted over 200 personal, professional and corporate development seminars and courses in North America and abroad. Topics included: "Rekindling the Creative Spirit in Business", "Integrative Leadership", "Leadership Presence", "Strategic Leadership", "Emotional Intelligence", "Inner Power of Silence", "Awakening the Dreamer" among others.
- Published a seminal book on Integrative Management & Leadership in 2005 after four years of research and development. In 2006 Pearson Education bought the rights for the Indian and Asian markets for "*Integrative Leadership: Building a Foundation for Personal, Professional and Organizational Success*".
- Designed, researched and developed an extensive curriculum for teaching, facilitating and coaching the integrative approach to personal, interpersonal and organizational development. In the process, worked with corporate, academic, government and not for profit organizations on integrative management and leadership approaches to enhance professional and organizational development.

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### MANAGEMENT & LEADERSHIP DEVELOPMENT & DELIVERY EXPERIENCE

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- 1991-Present      Center for Training & Development (CTD) designing and delivering Creativity & Innovation Programs. Development and delivery of Management & Leadership programs through Integrative Leadership International Ltd. Some of the Clients include:
- University of Calgary: Management Certificate Program
  - University of Saskatchewan: Business & Leadership Development Programs
  - APEGGA: Professional Development Programs
  - AADAC: Conference and Keynote speaking
  - TEC Groups: Seminars across Canada for Presidents & CEO's
  - Mount Royal University: Leadership Development Programs

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### APPLIED MANAGEMENT & LEADERSHIP EXPERIENCE

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- **2011-Present: Founder, Principal, Senior Consultant of Integrative Technologies International Ltd.** A North American geosciences and engineering consulting company to the upstream oil and gas business. Focused on prospect evaluation, development, acquisition and exploration in North America in conventional and non-conventional oil and gas opportunities.
- **2000- 2010: Founder, Principal, President & CEO of Integrative Energy Ltd.** An upstream oil and gas company based on three foundations: Applying the integrative management and leadership philosophy at all levels of the company; exploring for high impact opportunities in the US: and applying and developing leading edge direct hydrocarbon detection technologies to increase exploration success. Raised equity, joint ventures and direct investment of \$15 million for land acquisition, evaluation and oil and gas exploration in central Texas.
- **2000- Present: Founder, Director of Integrative Leadership International Ltd.** A private consulting firm based in Calgary specializing in integrative management and leadership design, development, facilitation, consulting and coaching. Designed, developed and facilitated over 100 seminars and key note speaking engagements for a variety of organizations.
- **1997-2002: Founder, Director, President and CEO of Momentum Energy International Inc,** a private Calgary based international oil and gas production and development Company. Momentum positioned itself in two oil and gas producing

regions of Ukraine, Carpathian mountain region and the Dneiper-Donetsk basin. Raised through private equity \$35 million that yielded 2,400 boepd from eastern and western Ukraine.

- **1993-1997:** Founder, Director, CEO and President of **Lionheart Energy Corp.** Led a team in building this western Canadian based, TSE listed upstream Oil and Gas Company from 24 BOE/d to 1000 BOE/d and increasing share prices from \$0.03 to \$1.20 per share over three years with full cycle F&D costs of less than \$3.00 per BOE.
- **1992-1993:** Founder, Director and General Manager of **Zeeland Horizontal Ltd**, a private, international integrative technical reservoir and geologic evaluation and development company focusing on horizontal and directional drilling services domestically and internationally. Built a directional and horizontal drilling business in North America to \$1.0 million per year and conducted oil and gas field evaluations in Cuba, Russia and China (\$2.0 million).
- **Early Experience:** Engineering Manager with **Gulf Canada Resources** in project, petroleum, plant, field engineering and earth sciences. Director of multi-disciplined teams to form and implement corporate strategy, which developed and connected a variety of conventional and non-conventional oil and gas related projects through the use of enhanced recovery and innovative technologies.

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## EDUCATION & CERTIFICATIONS

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- B.Sc. Mechanical Engineering, University of Waterloo
- Special Courses in Technical, Supervisory, Management & Leadership Training
- Executive Development Program: University of Calgary; School of Business
- Project Management Professional (PMP): Project Management Institute

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## PROFESSIONAL ASSOCIATIONS

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- Association of Professional Engineers, Geoscientists of Alberta (APEGA)
- Society of Petroleum Engineers (SPE):
- Project Management Institute (PMI):
- Professional Speaker with the Canadian Association of Professional Speakers (CAPS):

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## KEY PUBLICATIONS

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- **“The Business Case for Leadership Development”** (2008). Co-Author. Published by Business and Leadership Programs at the University of Saskatchewan.
- **“Integrative Leadership: Building a Foundation for Personal, Interpersonal & Organizational Success.”** (2005). Co-Author. Integrative Leadership Institute: Calgary, AB, Canada. [Published in 2006 by Pearson Education].
- **“On Becoming an Integrative Leader”** (September 2003). Co-Author. Banff Centre Leadership Compass Magazine/Internet Article.
- **“Canadian Coiled Tubing Horizontal Drilling- Technology & Applications”**  
R. Hatala, M. Olanson, P.Davis. CIM Paper 94-13. Presented at the Recent Advances in horizontal Well Applications International Conference, March 1994.
- **“Beyond Synergy: The Revolutionary Elements in Horizontal Technology”**  
R. Hatala. CIM Paper 94-33. Presented at the Recent Advances in horizontal Well Applications International Conference, March, 1994

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## INTERESTS

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- Study, practice, teaching/facilitating, and writing in the fields of supervision, management, leadership, entrepreneurship, psychology, philosophy and martial arts.