

Glenn Miller



“

Glenn is amazing and it is very clear he is **an entrepreneur**, he is **a businessman**, he is **very integral for the win**.

- Jennifer Hasche, *Continental Chair, The Movement*

ENTREPRENEUR
FINANCIER
SPEAKER
MENTOR

“

CHANGE MAKERS AND LEADERS FROM ACROSS THE GLOBE...

representing the USA, Canada, the United Kingdom, Europe and Asia Pacific each leading an extraordinary team. A team comprised of **elite executive mentors** which will lead three very distinctive entrepreneurs. Entrepreneurs with unique backgrounds and passions and one very deeply entrenched common trait... a desire to build their empire.

Glenn Miller delivers a **brilliant and inspiring performance** on set with **entrepreneurs from all over the globe.**

– Chris LaVoie, *Executive Producer, LaVoie Films*

This is not for the timid. No room to play small here. This isn't about business as usual – too easy. This is about legacies... about changing the course and causing a ripple effect. Not only building an empire but **being part of transforming and shaping the world around it.** This is about bringing everything you've got, laying it all on the line, growing and rising in triumph.

Welcome to The Movement.

<http://themovementseries.com>

GLENN MILLER, BOSS (NORTH AMERICA), THE MOVEMENT >>



THREE LESSONS ENTREPRENEURS WANT YOU TO LEARN

THE INC. LIFE

This Docu-Series Was Created for Entrepreneurs by Entrepreneurs. Here Are 3 Lessons They Want You to Learn

Three entrepreneurs are transformed after learning the importance of these three critical lessons.



By Michael Schneider *Human capital specialist, Welltravvr* @MSchneiderTwts

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MENTORS CAN BE THE MISSING PIECE TO THE PUZZLE

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Glenn Miller shares with entrepreneur how to improve her revenue model in docu-series *The Movement*. CREDIT: Adam Patterson

Starting a business is a roller coaster of emotions. There are moments of joy and certainty, and there are moments of frustration and doubt. Although the process of building a business is often glorified and idolized, the reality can be anything but.

In a new docu-series, *The Movement*, you follow entrepreneurs as they experience the ebbs and flows of launching and scaling a successful business. As they sell their ideas and compete for funding, you watch as three individuals undergo a grueling process that transforms not only their companies, but also themselves.

By the end of the show, ideas and technology aside, three things stood out as the keys to success – and they're great lessons for all entrepreneurs.

1. Vulnerability is the greatest gesture of strength.

The docu-series kicks off with a string of pitches. In two minutes, contestants are given an opportunity to sell their ideas and businesses to a panel of CEOs, talent leaders, investors, and strategists from across the globe.

Once the pitches were over, the feedback from the audience was different than I expected. In addition to critiquing the idea, many of the panelists made comments about the entrepreneurs' coachability – their awareness, listening skills, and adaptability. In fact, some contestants were selected based on these factors alone.

In Glyn Blaize's case (founder of Northstar Innovation Group and winner of *The Movement*), he had a great idea, but his initial pitch left many people questioning the value of his product. Rather than getting defensive, he welcomed each criticism as an opportunity to refine. He allowed himself to be put in a vulnerable position where aspects of his plan could be exposed, but rather than writing everyone off and minimizing their feedback, he used it to enhance his business.

According to a study by *Leadership IQ*, a leadership training and research firm founded by *New York Times* bestselling author Mark Murphy, 46 percent of new employees fail within 18 months because they could not accept constructive criticism and feedback from their managers. They lacked the "coachability factor."

Whether you're a new employee or an entrepreneur, this serves as an important reminder that you can't expect others to help you if you're not willing to help yourself. Opening the door to criticism is as vulnerable as it gets. But, if you're not ready to place the "business's" success above your pride, then don't be surprised if it fails.

Vulnerability is not weakness. It takes courage and confidence. It's counterintuitive, but being open about your limitations could be the key to unlocking your full potential.

2. Mentors can be the missing piece to the puzzle.

I've been fortunate to have had mentors all throughout my career. If it wasn't for their guidance and support, I'm certain that my trajectory would be entirely different.

Unfortunately, many overlook the coaches they have access to and attempt to tackle everything on their own. I don't know if its pride, impatience, or fear of being exposed, but a great mentor, in my experience, can save you months if not years of unnecessary struggle.

One of the major themes that came through *The Movement* was the emphasis on mentorship. The powerhouse cast consisted of executives and leaders from North America, the UK, and Asia Pacific. In total, there were hundreds of years of experience and wisdom in the room.

With their direction, each one of the three finalists made massive strides towards enhancing their business. From upgrading value propositions to the creation of revenue models, each entrepreneur solved a critical problem that was impeding the growth of their companies.

Regardless of the tasks at hand, there are others who have experience in overcoming them. Although it can be scary to open up and admit shortcomings, a mentor can help you navigate career-limiting hurdles.

3. Success is not the end. Failure is not the end.

The journey, building a career or business, doesn't end with success or failure. Even with success, there are problems to solve and obstacles to overcome. Instead of measuring your value by wins or losses, fall in love with the process. Then, regardless of whether or not you fail or succeed, you're still growing.

In the words of Winston Churchill, "Success is not final, failure is not fatal: it's the courage to continue that counts."

In many cases throughout the show, the entrepreneurs had to overcome stumbling blocks created by both their successes and their failures. It's all a part of the process. Regardless of whether you're currently prospering or persevering, you're still progressing – and that's all we can ever hope for.

In my opinion, there lies the significance behind *The Movement*. In the words of Benjamin Franklin,

"There are three sorts of people in the world. Those who are immovable, people who don't get it, or don't want to do anything about it; there are people who are movable, people who see the need for change and are prepared to listen to it; and there are people who move, people who make things happen."

This docu-series is focused on encouraging people to make things happen. To continue to move forward. And if more people feel emboldened to do so, that in itself will be a movement.

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Glenn Miller shares with entrepreneur, how to improve her revenue model in docu-series *The Movement*. CREDIT: Adam Patterson

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2. MENTORS CAN BE THE MISSING PIECE TO THE PUZZLE.

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**GLENN MILLER,
CONTINUES TO IMPRESS
ME WITH HIS KNOWLEDGE,
THOUGHTS
& HIS FORWARD-THINKING**

@THEMOVEMENTSERIES

The Movement

– Darren Ryemill
Founder, Opus Recruitment Solutions

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**GLENN MILLER,
FROM ADVISOR TO BOSS
THE TEAM IS MUCH STRENGTHENED**

We want to win; competition is fierce.

When you put these teams together, **skills start to show up.**

Glenn is amazing and it is very clear he is an entrepreneur, he is a business man, **he is very integral in the win for North America, so we've invited him onto the executive team.**

Welcome to The Movement.

– Jennifer Hasche
Senior Technical Recruiting Manager, UBER
Continental Chair, The Movement



GLENN B. MILLER

A MAN OF BUSINESS AND PASSION

Principal and Founder of MBG Finance, Glenn B. Miller has built an impressive career as an entrepreneur. Nowadays, he also is a Mentor and Guest Lecturer at McGill University's MBA Program where he shares his business turnaround expertise with future entrepreneurs. A true art lover, he also is a patron of the arts, and owns a gallery in Montréal. Encounter with a one of a kind businessman.

BY DIANE STEHLÉ

An accomplished businessman, Glenn B. Miller had, in the beginning, set his sights on a totally different career: playing football. Leaving the sport was a difficult decision to make, but Glenn found his niche in working during eight years for two major companies specializing in employee benefits. Thanks to his acquired expertise, he was then spotted by an American agency which entrusted him with a particular mandate: operate the first American Hospital in Moscow. Glenn thus became one of the first Canadians to work in Russia after the fall of communism.

Having heard of his talent, the Desjardins Group offered him, shortly afterwards, to become Vice President, Business Development. He was 31 at that time. He remained in this position for eight years. "This job brought me a lot, and helped me prepare for my career as an entrepreneur," commented the man whose meaningful look, charming smile, and obvious charisma rather evoke a Hollywood actor than a Businessman. Holding nothing more than a Bachelor's Degree in Education, Glenn finally hit a wall: "Without a MBA, it is very difficult to progress in this corporate environment."

Somehow, he needed new challenges. In 2002, he was approached to be the President of the Montreal Alouettes. The story attracted a lot of media attention, and made all the business people aware of his name. But Glenn had another project in mind: set up his own business. He then created Emergia Capital, an agency funding corporate reorganizations.

His business was proceeding well, and even made several acquisitions, until 2008, when the American financial crisis hit him with full force. "My bank in Chicago went bankrupt, and I lost my funding. This was one of the most important lessons I learned in my life. I realized that a business is never fully protected against a financial crisis, and one that it is closely linked to a global economy." He then came out with a new philosophy: "I decided to not do business with banks anymore." He then reorganized his MBG Finance company in 2009, which aims at helping organizations that are expanding at a very high rate or undergoing restructuring. His company is based on a private fund and offer alternative financing.

GLENN MILLER

THE MAN BEHIND THE SCENES

Mr. Dupont is fifty years old. Having worked for over twenty years as an employee at a large accounting firm, motivation has waned. He fosters another dream; the dream of becoming an entrepreneur. But is it really worth it, leaving his stable job and financial security to embark upon the unknown? His business concept is solid... but how will he develop it?

BY CASSANDRA POIRIER



Alexandra is a top-notch athlete. She is recognized beyond her athletic discipline and has garnered well-earned recognition amongst Quebecers. She has even launched her own brand in the sports industry, but business is not going well.

How can she reposition her business and put an end to the financial catastrophe?

The names and circumstances outlined above may be fictitious, yet they represent real-life situations. Glenn Miller has faced a number of these scenarios throughout his career. In what capacity? First of all, as a business owner and later in his career, as mentor and professional business coach.

"As a businessman first and foremost, I would not call myself a professional mentor. That being said, mentoring and coaching are roles to which I am dedicating more and more time in my life, as I have witnessed a great need over the years," explains the businessman and Founder and President of MBG Finance, among others. In the Montreal business community, his name and reputation are well established. A glance at his biography and press kit offers evidence of an impressive and diverse professional career.

He established himself in the industry as vice-president of business development for the financial holding company of a Canadian bank for eight years. After this formative experience, this charismatic man launched his own consultancy specializing in financial restructuring, where he raised more than \$75 million in capital for his own businesses and his clients. Senior executive, entrepreneur, consultant, financier, patron, coach, and mentor, Glenn Miller now wears multiple hats, but his favorite by far is that of mentor.

Having led corporate turnarounds for twenty years, Glenn Miller has witnessed several corporate and human tragedies. These situations are difficult to live through, despite his experience. "When we restructure companies, we make proposals, we refinance, we close factories, we dismiss employees, we address debt... It is an extremely difficult profession. My career as financier and entrepreneur made me realize that if I put all my knowledge into practice as a coach and mentor, I would be able to accomplish a lot by way of prevention. Engaging with entrepreneurs early on, I help mitigate difficult circumstances and leverage opportunities for growth so that they can reach their full potential. I believe this is a much more important role."

As a lecturer and mentor for McGill University's MBA program for the past six years, he has received visibility as a mentor and business coach, facilitating the development of private clientele. His work is recognized in the field and promoted through word of mouth. Businessmen, executives, entrepreneurs, professional athletes, public figures, and television people of all ages reach out to him. The common rule amongst them is that identities are not disclosed. Confidentiality and mutual trust are the foundation for a productive mentor relationship.

A MUTUALLY INSPIRING RELATIONSHIP

"A mentor must inspire, assist and be very honest: sometimes I have to communicate things that people do not want to hear. I have clients who are willing to mortgage their home and risk everything for a project whose chances of success are slim. The role of a mentor is to rise above the noise and impart his or her knowledge. It is a role that comes with a lot of responsibility, and I do not take it lightly," Glenn confides with passion.

This passion is evident when he talks about mentorship, a relationship he wholeheartedly believes in. "There are a lot of entrepreneurs who can benefit from a mentor, but sometimes it is difficult to initiate. It takes humility, as many people have reached a point in their career where they need guidance, yet immerse themselves within their industry and become isolated. A mentor offers an external perspective and challenges business decisions to help them reach new heights. I would go so far as to say that entrepreneurs have a much greater need for mentorship than a *Dragon's Den* style program, to which many people aspire."

Be it financial difficulty; career reorientation; business acquisitions; new ventures; debt, or facing bankruptcy, there are countless opportunities to leverage the knowledge of a mentor. Whatever the circumstances, establishing objectives is a priority. Over the course of three to ten sessions, the mentor poses questions to ascertain the context, the needs, what is going well, and where there is room for improvement. A one-year business plan may be developed. One element is a given; a relationship of trust is established.

"One of the things that surprised me the most about mentoring is that business problems are often correlated to personal problems. Clients have gone through a divorce, face heavy financial pressure, live a lavish lifestyle beyond their means, or have a lack of experience. These problems have spilled over into their professional lives, resulting in bad decisions. So for me, mentorship and coaching also involve the personal lives of my clients. These are not easy conversations, but they are essential."

Glenn Miller is instrumental behind the scenes; he counsels and comforts. Helping people achieve their full potential is what makes this businessman thrive, where nothing is more rewarding than seeing a company flourish after their encounters. A simple SMS from a small business owner that states 'I feel good. I am motivated and look forward to the next session!' is transformative. "It inspires me!" he explains.

Let us open our minds, venture beyond our surroundings, seek advice, and welcome a new perspective, because alone we go faster... and with a mentor, we go further!! "People are often comfortable when they remain within their industry, yet they are not happy with their work. I encourage mentorship to broaden horizons, push beyond the confines of one's past, and seek inspiration in the world around them." So, who will be your mentor?

GLENN B. MILLER'S HAPPY DOUBLE LIFE



This could be a nice novel or movie title, but this is in fact the reality of a financier and patrongiving equal importance to finance as to an artist who is anything but ordinary !

The man has the stature, looks, and outgoing personality of a movie star. Projecting a devastating smile, he is the perfect incarnation of someone living life to the fullest. His cell phone keeps ringing non-stop ,as people are looking for him to fund businesses of all types, for various reasons. Glenn B. Miller is president and founder of [MBG Finance](#). He previously spent eight years as Vice President, Business Development in a Financial Holding of a large Canadian bank.

We loved him, and he also enjoyed working with us, but he was seeking bigger challenges told bank executives .“In 2002,I funded Emergia Capital, a firm specializing in corporate renewal and distressed debt. Seven years later, the corporate name became what it currently is.”He built himself a multi-million dollar portfolio he manageswith the flair of someone having the talent for finding great opportunities. Where banks are more cautious, he just goes for it. “You have to take risk ,and not to be scared. Prior to take action, I conduct in-depth analysis of the company’s history, and of its economic recovery plan or any other projects to be funded.”

[MBG Finance](#) operates as a asset base bridge fund to assist business owners, CEO’s and shareholders of companies in the areas of financial and operational reorganization, asset disposition, governance, and mergers & acquisitions. His expertise has reached such a high level of respectability that he now is in his third year as a Mentor and Guest Lecturer at McGill University’s MBA Program.



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WITH LA METROPOLE

A concurrence of circumstances will put Glenn B. Miller in touch with Stéphane Meestru, editor for [Journal Métropole](#) and [laMetropole.com](#) (a public information portal). The financier likes the media, and is particularly impressed by the fact that it is one of the few independent media around, besides Le Devoir. He also prides the fact that it is on the side of citizens, and relates dealing with soulless governments and administrations. “I met with your editor, and a great chemistry quickly ensued. I wanted to get more involved, even if my work schedule is insane. It’s worth it, since the future looks bright ahead.”

The first meeting went so well, it was followed by further ones, until he was invited to become a member of [laMetropole.com](#)’s executive committee, since it is facing new challenges at a time where information is undergoing great changes. “My role is to examine Métopole Media’s strategic direction, and to ensure that we are prepared for to meet our business objectives in this changing environment”, says Mr. Miller.

THE PATRON

Even though he spends the most part of his days reading financial reports and discussing over the phone, he has a passion equal value consisting of his love for the arts of a painter. Indeed, in fact, he loved her art so much that he fell in love with her and married her. He then became her agent and business partner, and oversee the recognition of his investment. This produced rapid results. “What I desire in the art world though is that we are caught up in an epoch of another century.”

Gallery owners and museums still have the same attitude towards artists, often excluding them. Also, the financing hasn’t changed in a very long time. I came to the conclusion that the most change of all this, and what Glenn recognizes the need to change, though change quickly, here is profit. He indicates the decoration of a landmarked the architecture of a Stoney plaza top. The sole value to each of these painted luxury objects. These days, Glenn is looking, which is located on Glasse Street, in Quebec City, Quebec, has become a prime venue.

La Métropole is pleased to count Glenn B. Miller among its series, and will make the most of his expert advice. Thanks to him, your public information Media, [laMetropole.com](#) envisions a promising future. And our mentor is invited to the website, since even in finance communication is vital.

LA METROPOLE
[laMetropole.com](#)



WEEKEND LIFE

Wine

A REVISED definition of icewine could complicate things for Quebec producers. PAGE H4

Food

SOPHISTICATED, simple and superb: Little Italy's Hostaria is the real thing. Lesley Chesterman writes. PAGE H5

EDITOR: EVANGELINE SADLER | 514 987 2560 | esadler@montrealgazette.com

gallery to do?

What's an art



MARIE-FRANCE COALLIER THE GAZETTE



DAVE SIDAWAY THE GAZETTE

Top: The Galerie Lisabel, open by appointment only, is a showcase for the work of Lisabel Filiatrault. She is represented by her partner, Glenn Miller. Above: Allan Diamond at the Montreal Art Centre, which has space for studios, galleries and a retail store. The centre also offers art courses and tours of the studios.

How some of Montreal's newest gallery owners are getting more creative in their quest to sell the works of the city's many artists, educate the public and – not least of all – support themselves in lean times

JOHN POHL
GAZETTE VISUAL ARTS CRITIC

It is a belief widely shared in Montreal's art community that this is not a good place for artists to live and make art. Yes, it's a good city for artists to live and make art, the thinking goes, with rents low compared with Toronto – which is where the art buyers are said to be, and where many Montreal gallery owners go each fall, to the Toronto International Art Fair, to show off the artists they represent.

But selling art in this city? It's a challenge. And, yet, new galleries continue to throw open their doors, ever optimistic.

Five such galleries are emblematic of a new wave of art sellers determined to attract buyers in different ways.

How?

Some are setting up in the suburbs, away from the traditional downtown stomping grounds of the artistic set.

■ They're redefining what a gallery looks like: Who says it can't look like a hip loft condo, with sofas for lounging and pondering, the better to imagine the canvases in your own home?

■ They are living up the art environment by combining gallery space with artists' ateliers so potential buyers can walk through and meet the artists, see how they work, put a face to the paintings.

■ They are offering art classes under the same roof that houses the galleries and studios.

■ They're getting people into galleries who wouldn't otherwise be there by inviting charities to use the space for fundraising events, and if someone decides to buy a painting, wonderful: a cut of the commission goes to the charity Win-win.

■ They're selling other items, not just paintings and sculptures.

In short: they're branching out.

Please see GALLERIES, Page H2

WEEKEND LIFE

Wine Food

gallery to do?



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GALLERIES 'If you're in it for the short run, you'll be in trouble'



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Glenn Miller

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LES RENDEZ-VOUS
DU CINÉMA QUÉBÉCOIS
un événement du réseau CINÉMA

 THEATRE
OUTREMONT

DES PARTENARIATS ORIGINAUX

Déjà bien présentes au Canada, aux États-Unis et en Europe, les toiles de Lisabel sont désormais offertes à Dubaï et à Hong Kong. « La Chine dispose du troisième plus gros marché pour les œuvres d'art. Il fallait que Lisabel y soit représentée », explique M. Miller. Outre cette conquête des marchés internationaux, Glenn Miller a su associer la Galerie Lisabel à d'autres marques de prestige pour créer des événements uniques.

Au printemps dernier, un partenariat a été conclu avec Lamborghini Canada. Tout comme Andy Warhol l'avait fait en 1975 avec une BMW, Lisabel a transformé la Lamborghini Gallardo en une œuvre d'art exceptionnelle, l'enveloppant de trois de ses tableaux. Offerte pour la rondelette somme de 300 000 \$, la légendaire voiture de course a été dévoilée au dernier Salon de l'auto de Toronto.

L'artiste a également peint à l'intérieur d'un piano Steinway. Le résultat, évoquant la splendeur élégante d'une aile de papillon, est époustouflant. « Lisabel et moi adorons la musique et nous ne voulions pas dénaturer l'objet même que constitue un piano. J'ai donc suggéré que la peinture soit à l'intérieur du couvercle pour que l'instrument de musique conserve toute son identité », commente M. Miller.

Sa collaboration avec les hôtels InterContinental a également été poursuivie. Après l'hôtel InterContinental Montréal, qui possède déjà une suite Lisabel, c'est au tour de l'hôtel InterContinental Toronto de se laisser

séduire. « La suite de Toronto comporte des œuvres originales qui donnent une ambiance singulière au lieu et dont les visiteurs peuvent profiter durant leur séjour », relate M. Miller.

UN PARCOURS SINGULIER

Aujourd'hui artiste de renommée internationale, Lisabel s'est rapidement fait une place dans un univers pourtant difficile, d'autant plus qu'il y a encore dix ans personne n'aurait pu prédire ce succès. Et pour cause, Lisabel exerçait un tout autre métier. Occupant un poste important dans l'industrie des matériaux composites, elle peignait à temps perdu, malgré une passion omniprésente depuis son enfance. Ce n'est qu'en 2007 que, victime d'un grave accident de patins à roues alignées, Lisabel perd son emploi et décide de poursuivre son rêve en devenant une artiste à temps plein.

Elle remporte la même année le 1^{er} Grand Prix en technique distincte du 24^e Concours-gala international des Arts visuels Son et Lumière organisé par le Cercle des Artistes Peintres et Sculpteurs du Québec. Tout s'enchaîne alors.

Tableaux abstraits, mais aussi visages de femmes, corps d'animaux et silhouettes humaines, ses peintures séduisent par la richesse et la dynamique de leurs couleurs. De sa carrière antérieure, Lisabel a conservé un grand intérêt pour l'expérimentation des produits chimiques. Fabriquant ses propres couleurs à l'aide d'une base de polyester et de pigments et travaillant à la spatule, l'artiste a développé ses propres techniques. C'est d'ailleurs ce qui

donne à ses œuvres un fini texturé particulièrement reconnaissable.

Récemment, mue par la volonté d'explorer une nouvelle forme d'art, Lisabel a conçu des tableaux dotés d'un éclairage à DEL intégré. Changeant de couleur régulièrement, les toiles semblent en mouvement et nous transportent dans une autre dimension. L'artiste a poussé le concept jusqu'à peindre d'immenses plafonds éclairés dans sa magnifique galerie-atelier. « Nous souhaitons proposer aux clients le même type d'installation. Comme d'habitude, ils profiteront d'un service sur mesure et bénéficieront d'une œuvre d'art unique », ajoute M. Miller. La Galerie Lisabel : un espace très privé

Dotée d'une superficie de 4 000 pieds carrés, la Galerie Lisabel est un immense loft ultracontemporain situé dans le dynamique quartier de Griffintown. Aménagé comme un appartement, l'espace permet de mettre en contexte chaque œuvre. Les visiteurs peuvent ainsi imaginer sans peine les tableaux dans leur propre résidence. Ouverte sur rendez-vous seulement, la galerie peut également être louée pour des événements d'affaires ou des réceptions. Elle accueille d'ailleurs régulièrement des tournages d'émissions de télévision.

En juin, journalistes et collectionneurs ont pu découvrir les dernières œuvres de Lisabel. Heureusement, un événement plus grand public est prévu exceptionnellement pour l'automne. Ce sera l'occasion d'admirer des œuvres dont la beauté universelle touchera tout un chacun.



Pour plus d'informations

Glenn Miller
Tél. : 514 699-7108
glenn@lisabel.ca
www.lisabel.ca

Le piano Steinway peint par Lisabel est à vendre dans la boutique des Pianos Bolduc : www.pianosbolduc.com

The magic and mishaps of mentoring

It's an imprecise art, but a good adviser can turn crude business ideas into entrepreneurial gold, says **Helena Pozniak**

Meeting his mentor was the best decision MBA student Samuel Otigba ever made. A student on Salford Business School's MBA, he's founded his own business Gruvve based on a social app, and needed all the help he could get. "In six months I've achieved what has taken a lot of people one year," he says. He speaks to his Manchester based mentor, Jamil Khalil once a month. "He made my journey easier by eliminating those myths every founder has regarding kickstarting a tech company."

It's easier to define mentoring by what it isn't. It's not friendship, though the chemistry has to be right; it's not one-way traffic and it's not really a working relationship. But most MBA students value a mentor: either as a way to learn the ropes in a sector, a short cut to experience, or a profound assessment of goals and how to get there.

"My mentor's a very busy man but makes times in his schedule to meet when I need advice," says Otigba. And the advice he received was crucial. "He said I should 'sell the dream' to anyone I met - that's the only way the idea could evolve and that I could scout talent." Khalil also



Students like Oliver Proudlock can reap huge rewards from being mentored

advised Otigba on intellectual property, and his mentee took time to build the app into as sophisticated a product as possible. "It's key to have a viable product before pitching to investors."

Many schools organise their own mentoring programmes, matching students with local business figures. Warwick Business School began its award-winning scheme in 2010 and this year took on its 500th mentee. Warwick's mentors are former stu-

dents, often MBA graduates, and typically will mentor a student in his or her final year. And at the University of Derby Business School, students can now find a mentor from among the ranks of the Chartered Management Institute. In Paris, HEC offer an acclaimed programme; part mentoring, part coaching which assembles 12 MBA students and nurtures them through the course.

When British student Oliver Proudlock took an MBA at McGill

University in Canada, he wanted to expand the mountain sport business he'd founded in Montreal, and decided he needed a local to show him the way. Desautels Faculty of Management at McGill matched him with an ex-professional footballer, who'd moved to Russia after the fall of the Berlin Wall but who'd lost everything in the financial crisis - and had managed to rebuild his business. "An entrepreneur and investor - he was my perfect match," says Proudlock. "As soon as I heard his story I knew he was the right guy - someone who conducts his business on a personal level with gut instinct." They've been meeting for some 10 months, and Proudlock says their relationship works because they both get something out of it. His mentor, Glenn Miller, has been involved with Desautel's MBA programme for four years, and recognised what newcomer Proudlock needed most was a foot in the door with business networks and venture capitalists. "I liked him as an individual, his background and his courage to embark on this. Having been in the real estate business, we had a connection. I enjoy spending time with him and sharing my experience. I also like the exchange in energy - even at 52 years old I still feel Oliver's age."

Miller declares himself a firm believer in mentoring. "I encourage MBA students to continue some type of mentoring relationship even if they jump into large corporations."

If you haven't experienced mentoring before, it helps to know how to make the relationship work. But the impetus for running the relationship should come from the mentee, says Hari Mann, MBA director at Ashridge Business School. "Nothing is more annoying for a mentor than a mentee who doesn't have clear direction. Know what you want from your mentor and make sure you've done your research."

Sometimes relationships turn sour, or fizzle out. Knowing when to call time is critical, says Penny deValk, managing director of Penna Talent Practice. Setting rules will help. It should never be so informal that the mentee sees it as an opportunity for a whinge. Sometimes personalities clash, other times the relationship loses momentum - so participants need to think about how and when to wind down. "A defined cut off point can help," says deValk. "Not only does this prevent unsuccessful relationships from dragging on, but it helps focus those that are working into delivering something tangible with a deadline in mind."

Additional Roles & Advisory

MBG FINANCE

MBG Finance Ltée
President



Galerie Lisabel
Co-Owner and Artist Manager



Université McGill
MBA Program Lecturer and Mentor



Axis 4 Media
Board Member and Investor



Campagna Motors (T-REX)
Executive Committee

Glenn Miller

MBG FINANCE

- +1 514 342 8411
 - +1 514 699 7108
 - glenn@mbgfinance.com
-

PRESS INQUIRIES

Thierry Gras Chouteau

MBG FINANCE

- +1 514 342 8411
- +1 514 603 4997
- thierry@mbgfinance.com