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Greetings!

Welcome to the December 2018 issue of The Bean Counters' Quarterly!

HAPPY HOLIDAYS!

Can you believe we are only days away from the holidays and the new year? This time of year means so many different things, to different people. What's your perspective at this time of year? Is your focus more past, present, or future? The team here at Kirkham CA's is very thankful to have had the opportunity to work with you during the past year, and we wish you an amazing holiday, and hope to continue to partner with you in the future!

We've asked Sherry to answer our holiday edition Dialogue question...we hope it's an inspirational question for all of us and embodies the true spirit of the season - Giving!**In keeping with the giving spirit, we have something special 'to give', we are giving away 2 free tickets to a Toronto Maple Leafs game this Saturday! Please see below for the details for this amazing giveaway and enter your name ASAP!**

Also in our About Us section, you can read a little bit about the past, present and future of our team. Everyone is celebrating the holiday season in their own way.

You can also read about our newest commitment to a local charity for our food drive.

We also have an introduction to one of our clients, in our Spotlight section. **RMG Consulting Group** is Toronto's premier Occupational Health and Safety service provider - see below for their story.

And in the Reading section, you can use this book if you're focusing on 'new year, new success' for 2019. It's called "**Unlocking Agility**" by **Jorgen Hesselberg**. Hesselberg guides you on jumpstarting change, sustaining momentum, and executing superbly on customer commitments as you move ahead.

On behalf of the team at Kirkham CA's, we wish everyone the happiest, the healthiest, and the most prosperous year in 2019. Happy Holidays!

The idea is to open the lines of communication on a topic or question that may be light and breezy or deep and serious, in an otherwise busy and hurried world. We'll start on our end by telling you about our thoughts on a particular topic or question, and then we'll wait to hear back from you - just hit the link "Here's What I Have to Say" and send us a quick reply.

Here's our question/topic for this issue:

"What is your favourite charity or non-profit at the holidays and why?"

Our reply for this quarter is from **SHERRY SKIPPEN:**

"My favorite charity for the last couple of years has been a Burlington charity. I would get a big shoe box from my fitness instructor with a local child's Christmas wish list inside. I would shop for this child and give the filled box back to Sue. She would deliver all the boxes to the organizer and they would deliver them to the children. These kids were chosen specifically due to their situations. I believe we all want to help and knowing where to start is half the battle."

."

Here's What I Have To Say - (send reply to) < xu>steve@kirkhamca.ca

MAPLE LEAFS TICKET GIVEAWAY!!!!

We are thrilled to be giving away **2 FREE TICKETS to a Maple Leafs vs Rangers game THIS SATURDAY - DECEMBER 22nd at 7pm, Section 304, Row 3.**

ACT FAST! All you need to do in order to WIN these 2 tickets is to respond to steve@kirkhamca.ca and put LEAFS GIVEAWAY in the subject line. We will put your name into a draw, and **Tuesday at 11am we will select the lucky winner!!** Please ensure that you'll be able to use the tickets on that date (or whoever you give them to). We'll let you know if you're the lucky winner and arrange to get you the tickets!

(Note: only the winner will be notified via email. If there is no acceptance, after repeated attempts, we will have a second draw Thursday at 3pm)

Good Luck!

[Toronto Maple Leafs](#)

Our Local Donation

KERR STREET MINISTRIES

For the past few years, the staff of Steve Kirkham CPA Professional Corporation has been involved in some capacity of volunteer work at this time of year. In 2018

circumstances led us to redirect our efforts and the team decided to donate our resources to a charity close to our office. Coincidentally, our neighbours in the office building have organized a food drive so this is where we directed our efforts. Food was donated in support to their food drive and all proceeds will go to **Kerr Street Ministries**, a local association which helps people in need in Oakville. Merry Christmas!

[Kerr Street Ministries](#)

Spotlight On RMG CONSULTING GROUP

Human Resources Management * Workplace Safety * Training * Consulting

When it comes to Occupational Health and Safety, **RMG Consulting Group** is Toronto's premier service provider. Established twenty years ago, by owner Robert Gill, RMG Consulting Group has consistently evolved with the growing demands of our rapidly expanding customer base.

What exactly do we do? Everything from workplace training and certification programs, Health and Safety program management to on site construction and industrial safety inspections and recommendations.

As a Ministry of Labour approved service provider, professionals from all sectors find their way to our newly renovated Training Center located in Concord, Ontario.

Forklifts, Elevated Work Platforms (Scissor Lifts) Propane cylinder heaters and Working at Heights harnesses are some of the equipment you see as you look around one of several training rooms. Occasionally our clients require us to deliver the presentation at their location. This year we have seen an increase in demands for Workplace Violence and Harassment Training, Human Rights Accommodation Training and Supervisor Awareness Training. It is often initiated by the organizations Legal or HR departments.

We are fortunate to be recently partnered with some of Canada's most impressive organizations. These include mega Canadian success story, Dream Unlimited; Deciem a Canadian wonder child, recently purchased by world wide big hitter cosmetic giant Estee Lauder; and The Salvation Army has been a steady partner for over five years.

Why us? We feel it is because we not only offer a full service, one stop resource to address all related Ministry of Labour Occupational Health and Safety issues, but also because we take pride in our work, are passionate about it, and have integrity and loyalty when dealing with our clients.

Contact us for a free consultation.

If you'd like an opportunity to showcase your business and services in this SPOTLIGHT section, please let us know. We'd be happy to share your information.

[RMG CONSULTING GROUP](#)

Recommended Reading:

UNLOCKING AGILITY: AN INSIDER'S GUIDE TO AGILE ENTERPRISE TRANSFORMATION By Jorgen Hesselberg

Practical Guidance and Inspiration for Launching, Sustaining, or Improving Any Agile Enterprise Transformation Initiative

As long-time competitive advantages disappear, astute executives and change agents know they must achieve true agile transformation. In **Unlocking Agility**, Jorgen Hesselberg reveals what works, what doesn't, and how to overcome the daunting obstacles.

Distilling 10+ years of experience leading agile transformation in the enterprise, Hesselberg guides you on jumpstarting change, sustaining momentum, and executing superbly on customer commitments as you move forward. He helps you identify appropriate roles for consultants, optimize organizational structures, set realistic expectations, and measure against them. He shares first-hand accounts from pioneering transformation leaders at firms including Intel, Nokia, Salesforce.com, Spotify, and many more.

- * Balance building the right thing, the right way, at the right speed
- * Design a holistic transformation strategy using five dimensions of agility: Technology, Organizational Design, People, Leadership, and Culture
- * Promote agile skills, knowledge, and abilities throughout your workforce
- * Incorporate powerful leadership models, including Level 5, Teal, and Beyond Budgeting
- * Leverage business agility metrics to affect norms and change organizational culture
- * Establish your Agile Working Group, the engine of agile transformation
- * Define operating models and strategic roadmaps for unlocking agility, and track your progress

You already know agile transformation is essential. Now, discover how to customize your strategy, execute on it in your environment, and achieve it.

[UNLOCKING AGILITY](#)

Stuff To Know About Our Team

Sherry says it's been a very busy year and it seems like she's not slowing down anytime soon. The kitchen renovation is done and she loves it! Whew. It was actually fairly painless. They didn't take any walls down and that saved them time and money. She has also started curling again and it is the best. She has a group of curlers that she socializes with and they have a blast all year long. Just last weekend they did a cookie exchange and now she has a beautiful selection of cookies for the holidays. Christmas shopping is almost done too, and this weekend Grant is taking her to the Shaw Festival production of A Christmas Carol. They are spending Christmas here in Ontario with Grant's family and it is always a fun time. She always brings appetizers so

if anyone has any great ideas, she'd be willing to try them. She hopes everyone has a wonderful Christmas.

Linda says she's looking forward to Christmas when my family will be together. Hopefully the weather will cooperate and give us some snow to enjoy!

Ana says she can't believe Christmas is almost here! The year just flew by. She has completed all her Christmas shopping (got a jump start on Black Friday). Just have to wrap everything up (which means wine, wrapping paper, firelight - did I mention wine?). She is looking forward to seeing everyone. She is hosting Christmas for her side of the family on the 25th (hopefully no bad snow storms) and her husband's side on the 28th. On the 29th they are heading to Sarnia for her goddaughter's 1st birthday and on the 30th they are spending a "Disney New Year's" (meaning we don't have to stay up till midnight) with friends. Ana wishes everyone a Merry Christmas and she'll talk to you all in the New Year.

Andre says he had quite the fall, especially in September. He was granted the generosity to have a three week vacation back to his home county, with his parents and siblings. He was able to accompany his parents to visit the doctor and update their health status reports, so rarely has he had the chance to do that for them. Recently he has concern for kids on the change of legislation of cannabis sales and its effects on kids or youth. It was not something he expected when they decided to settle in Canada, the change is faster than they can fully understand. He and his wife attended the lecture, Marijuana, It's Effects on Youth presented by Albert de Goias, from Prometheus Institute. The lecture focus was on the interpretation of some misnomer statements such as "recreational marijuana", and introduced the serious side-effects of dissociating youths from responsibilities, concentration etc. In fact, even though there has been that kind of "recreation" among school kids and youths, they felt that they are suddenly facing the challenges to educate their kids to avoid something that is legally available and accessible when they turned 18. It is not cigarettes. Canada is just the one of the few countries in the world to legalize sales of marijuana. So as a parent of two kids, he really would like to share his concerns.

Derek says the past few months have mostly been 'back to school' activities but Paige decided to take up ice hockey at her school. The program is free and they even provide the equipment! A bonus for Dad's pocket book. Derek is helping to coach the team which is great fun and reminds him why he played for so many years. Derek had a short trip to Vegas with the guys with ATV, Monster Truck rides, Hoover Dam as well as requisite gambling and trying different restaurants. It was a nice break. Derek and Laura have just started on the Keto diet. If you haven't heard of it you should check it out. Take everything you've learned in life about eating healthy and toss it in the garbage. This is a high fat low carb way of life. Most days start with bacon, eggs, cottage cheese and avocado. It's only early days but it's a delicious way to eat! Derek will update the Keto success/failure in the next BCQ.

Steve says that it seems the Fall was pretty quiet. It passed quickly but not really sure what they did. Erin continued working long, hard days with her tree-planting employment, while also getting a few shifts in at the rock gym. Justin is (quietly) continuing his 3rd year at Laurier and they don't see him much. Gavin is progressing well with his 16U Pakmen Black club team, playing 4 times a week with a couple of tournaments a month. They are looking forward to the team's trip to Chicago in January to participate in a large US tournament. Sherry continued to landscape part-time over the Fall while planning for her "revisit" to the Camino next summer (Portugal this time). Steve closed down the cabins and put the boat away for another year. Four of the family are looking forward to another "Christmas in Mexico", back to Puerto Vallarta over the holidays for some sun, fun and relaxation. Erin will be going it alone

at home, but has many friends and family to keep her entertained. All the best to everyone out there for a great holiday season and New Year.

Quick Links...

- [The Bean Counters' Quarterly Home Website](#)
- [Canada Revenue Agency - for Business](#)
- [More About Steve Kirkham C.A. and Our Team](#)
- [View previous issues of our Bean Counters' Quarterly](#)

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