



FERRERO FORWARD
CONSULTING

Straightforward advice from people who have done the job.

Two former CAOs, 45+ years of combined municipal government experience. Serving Municipalities and Regional Districts across Canada.

Senior people, every engagement

We personally deliver the work, start to finish.

Fixed fees, no surprises

One all-in price. No open meters, no hidden expenses.

A technology and AI lens few consultants have

Municipal IT and ERP led from the inside, before the CAO chair.

PRINCIPAL CONSULTANT & FOUNDER

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With Juli Halliwell-Ferrero, Executive Advisor

Services at a Glance

Practical support across every area of municipal administration: governance, technology, leadership and community partnerships.

COUNCIL & GOVERNANCE

Council Orientation Program	Helping new Councils lead with confidence from day one
Council Strategic Planning	A strategic plan Council can actually deliver
CAO Performance Reviews	Strengthening CAO/Council alignment, not checking a box
Elections & Alternative Approval Processes	Hands-on election leadership, not sideline advice
Interim & Acting CAO Services	Experienced executive leadership through a vacancy

TECHNOLOGY, AI & ORGANIZATIONAL CAPACITY

AI Strategy & Implementation	Practical AI, built and measured inside a real municipality
IT & Digital Services Review	An independent review from someone who has run municipal IT
Operational & Departmental Review	Finding real capacity before you add headcount

PEOPLE, LEADERSHIP & CULTURE

Executive Search & Recruitment	Finding the right fit, not just the right resume
Coaching & Mentoring	Helping good leaders become great ones
Values-Based Leadership	Leading with purpose, not just position
Change Management	Change that actually takes hold, not just announced
Salary Surveys	Understanding retention and attraction, not just pay

COMMUNITY & PARTNERSHIPS / SPEAKING & FACILITATION

First Nations Relations & Agreements	Building trust that leads to lasting agreements
Speaking & Facilitation	Top-rated conference keynotes on AI, mental health and leadership

Start with a no-cost conversation

No cost, no obligation. If we are not the right fit, we will tell you and point you to someone who is.

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