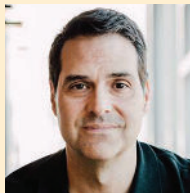




Rich Osborn
Chair
Managing Partner
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Jesse Dougherty
Vice-Chair
Vice President, AWS
Amazon Vancouver



Rajveer Hundal
Treasurer
Partner and BC Technology
Leader | PwC Canada



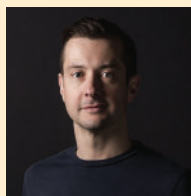
Justin Young
Secretary
Partner | Osler



Prem Gill
CEO | Creative BC



Josh Nilson
Co-Founder | East Side
Games



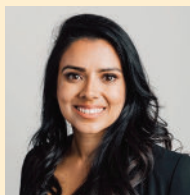
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Top Tips

from BC Tech's Board

326 participants from 229 BC Tech member companies participate across 14 C-Councils who meet 4 to 6 times a year. These impactful forums enable members to share insights and best practices, tackle challenges and learn from experts. All with one goal in mind: accelerating member success.

The BC Tech Board held their own C-Council meeting in January 2024, and shared their top tips for BC Tech members. Participation in C Councils is limited to BC Tech members, but the wisdom gained from the forums amounts to great advice for any tech company, large or small.

CUSTOMERS

- Your customer is invested in your success, so don't be afraid to ask for your value. Even if they have to pay more for your product or service now, being paid fairly for your value will set-up you both up for success in the long-term.
- Relationships are critical in the good times and even more-so in the bad times. Make sure to take the time to build your relationships with customers and suppliers.
- Focus on where you spend your time and don't get caught up with the past or hold too tightly to how things used to be. It is a different landscape now and you need to adapt to the changing times.

CAPITAL

- The tech sector in BC is resilient! It is amazing to see all of the steam in the economic engine and the perseverance of founders and their teams. We should all be really proud of that and keep the momentum going.
- Tough times draw focus to the present — but leaders need to look to future horizons and build for that, even while navigating near-term challenges.

TALENT

- Meet your employees where they are and lean into the 1:1 relationships, rather than metrics alone.
- Be intentional about building up your leadership team and fostering a learning environment for them to grow with access to resources and mentorship. Participation in a BC Tech C-Council and Scaleup Academy are a great place to start!
- Focus on taking care of your people — customers, partners and staff — and never let that waver, especially during tough times. Our investment in people is really paying off now as the economy stabilizes.

CPAs, CPHRs, Lawyers and other professions are invited to include C-Council participation towards their CPD requirements in British Columbia.