

# ***Signý Wilson M.I.R., C.P.C.C., P.C.C.***

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## **Highlight of Qualifications**

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- Professional Certified Coach (PCC) through the ICF with ten+ years experience
- Masters Degree in IR and HR; Bachelors Degree in Commerce from Queen's
- Faculty member for the Coaches Training Institute (CTI)
- People oriented professional with eleven years experience as a consultant
- Proven ability to encourage and empower others to work at their highest level
- Exceptional communication, interpersonal and facilitation skills, readily inspiring confidence, trust and commitment at all levels
- Dynamic, engaging and entertaining in front of audiences of all sizes

## **Professional Experience**

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### ***Business Coach, Trainer and Management Consultant***

Jun 00-Present

Signý Wilson & Associates, Vancouver, BC

Responsible for consulting with companies and business owners on challenges including integration of organizational change and engagement initiatives; turning around teams in conflict; and creating a people oriented coach approach culture in a technically based organization. Coaching professionals and senior leaders in areas including ensuring efficient use of human capital and increasing effective integration of management changes.

Designing and facilitating various workshops across a wide variety of industries.

- Collaborated on a number of change initiatives for teams in transition or trouble, to create interventions, workshops and coaching programs to support teams and their managers to move toward positive outcomes.
- Created a 2 day Leadership Presence Training Program for the National Energy Board
- Successfully coached clients to create significant changes, and establish and achieve clear, powerful business and personal goals.
- Designed and facilitated a number of day long strategic planning and visioning retreats for the Medical councils (physicians and administration) of VCH.
- Co-created a strengths based Coach Approach and Positivity Program for the City of Abbotsford Parks and Recreation department, designed to improve customer service, and increase team engagement and professional skills.
- Rolled out and executed a Director Level 360 review process, including coaching 50 Directors on their results and ways to be more effective in their work.
- Emceed the 3 day Learning to Lead program of the Minerva Foundation in 2008 and 2009 for 100 female leaders of different ages and stages of development.
- Co-created Embracing the Hidden Power of Positive Emotions for the Learning to Lead program, aimed at increasing resiliency, engagement and positivity at work and in life.
- Built organizational capacity by continually seeking leading edge solutions to meet team challenges and linking program design to key business strategies, addressing specific learning needs of teams and management.
- Participated on the Minerva Leadership Steering committee to create a comprehensive values driven leadership model to be used in all programming moving forward.
- Utilized strong communication, influence and persuasion skills to provide senior advisory services and other consultation.

***Faculty Member***

Jun 05-Present

Coaches Training Institute, San Rafael, California, USA

Responsible for delivering consistently exceptional training experiences for both public groups and corporate clients. Teaching outstanding world class level programming by consistently modeling transparency and commitment to excellence.

- Selected from over 100 applicants through a rigorous 2 day audition process to be a faculty member and to co-facilitate the Co-Active Coaching Curriculum internationally.
- Created engagement and buy-in to bring coaching programs to corporate clients through frequent communications, accountability and accessibility to different levels of the organization.
- Collaborated with in house staff to introduce the concept of a coaching culture to RBC.
- Led corporate coach training programs for RBC, coached and mentored "Performance Enablement Champions" participants (from VP to Senior Managers) to hone their coaching skills for use within the organization.
- Presented Co-Active skills and concepts on screen as part of an RBC initiative to provide greater access to Co-active materials for staff.
- Established a reputation for high personal standards of service, authenticity and performance, consistently receiving 10/10 on evaluations.

***Regional Leadership Development Advisor***

Aug 08-Sept 10

Vancouver Coastal Health Authority, Vancouver, BC

Responsible for fostering creativity and innovation in strategic planning involving cultural shifts and large scale change. Promoting new directions and implementing tangible initiatives to ensure sustainable culture shift within the organization. Increasing leadership capacity through developing integrated management programs and tools. Engaging senior leaders to support programs and become champions of progressive and effective management.

- Guided Managers and Directors to effectively motivate their teams to work more collaboratively and perform more efficiently, increasing their confidence and competence
- Mentored and developed new and junior team members so as to reduce the adjustment time to their new role and increase their efficient integration into the organization.
- Redesigned (from 8 days to 6 days) and delivered 4 leadership training programs, adding an action oriented applied project component to ensure practical results and the development of hands on skills, as well as a continuous improvement element.
- Coached leaders on creation of development plans for succession candidates, and motivated and focused employee's efforts on achieving and exceeding business objectives while supporting an organization wide online goal setting program.
- Collaborated with other OD professionals province wide to create unified programs for mentoring succession candidates, coaching, and executive leadership development.
- Facilitated creative critical thinking processes to increase collaboration, resolve problems, and reduce conflicts through various OD exchanges and interventions.
- Applied change management and systems thinking principles in the creation of learning cultures, empowering individual units to adopt new strategies to increase performance.
- Mentored staff and team members, using a strengths based approach.
- Developed, delivered and evaluated training programs for Managers and Directors including: New Managers Orientation, Business Acumen, Building Successful Teams, Change Management, Giving Powerful Feedback.
- Established and facilitated a Lunch and Learn series with workshops including: People Development, Customer Service, Performance Management, Emotional Intelligence.

**Career Educator**

Oct 02-Jul 08

University of British Columbia, Vancouver, BC

Responsible for developing, delivering and evaluating in-person and web-based career management workshops, programs, events and resources for UBC students and alumni. Provide career coaching and mentoring for students and alumni.

- Spearheaded, project managed, and performed all tasks related to the production of over 150 video clips for use on Careers Online Expert Advise section.
- Recruited over 150 speakers and video participants, ensuring presentation quality.
- Tripled networking workshop guest instructor roster by actively developing new partnerships with various professional associations and other off campus colleagues.
- Coached up to 25 presenters each year to ensure peak performance on their speeches.
- Developed a practical understanding of eLearning tool as part of co-creating a job-posting site ([www.careersonline.ubc.ca](http://www.careersonline.ubc.ca)) with extensive customized UBC content.
- Doubled student attendance (from 300 to 600) at the annual Science Career Expo while leading the team of 7 cross department professionals.

**Program Manager; Employment Counsellor/Facilitator** Mar-Jun 00; Aug 98-Feb 00  
ProTech Program – YES Canada, Burnaby, BC

Responsible for developing and facilitating career management workshops for groups of 20+ participants, in a 16-week job entry program. Recruited, hired, trained and supervised staff, volunteers and guest instructors. Marketed program to employers.

- Ensured 100% placement rates of participants by successfully networking and marketing the program; this also ensured ongoing referral requests by companies.
- Increased successful hire rates by 20% through refining professional development workshops to proactively and effectively address performance management issues.
- Redesigned program to a shorter format, saving money and increasing number of participants able to attend program annually by 40%.

**Professional Development / Education**

- **Coaching Out Of The Box Certification** Spring 2011
- **Certification in Birkman, Strengths Deployment Inventory, Bar-On EQi, Leadership Circle 360 and Cultural Assessment, Bigger Game** Nov 2008-May 2009
- **Organizational and Relationship Systems Coach Training** June 2007  
Centre for Right Relationship, Los Angeles, CA
- **Myers-Briggs Type Indicator Qualification** June 2003  
Psychometrics Canada, Vancouver, BC
- **Leadership Training Program Graduate** May 2001-Mar. 2002  
Co-Active Space, Sebastopol, CA
- **Professional Co-Active Coach Certification** Dec. 2001  
Coaches Training Institute, San Rafael, CA
- **Masters of Industrial Relations and Human Resources** 1992
  - Specializing in Leadership and Change Management  
Queen's University, Kingston, ON
- **Bachelor of Commerce with Honours** 1991  
Queen's University, Kingston, ON