***LEADERSHIP & LEARNING SPECIALIST***

* International coach, facilitator, and speaker with over 15 years experience leading seminars and workshops in the private, public, and not-for-profit sectors.
* Skilled leader of people and programs with demonstrated ability to form productive partnerships and to engage employees, volunteers, clients, and stakeholders.
* Innovative curriculum designer, creating effective learning programs and all related materials.
* Versatile and skilled writer: strategic program documents, funding proposals, articles, marketing communiqués, and web content.

***RELEVANT PROFESSIONAL EXPERIENCE***

***TEKARA ORGANIZATIONAL EFFECTIVENESS*,** Vancouver, BC **2008 - present**

**Change Management Specialist,** PSW Project / Transformation, BC Hydro 2011 - present

* Provide change management advice and support to PSW and Transformation teams.
* Coach and support managers and stream leads to navigate the changes and engage their people in the field.
* Collaborate with the business, training, and solutions team to identify change management requirements and strategies.
* Conduct stakeholder analyses, consulting with stream leads and business representatives on impacts expected as a result of the changes associated with CWASD, PSW, and Transformation.
* Identify and support execution of stakeholder engagement strategies, building the capacity of the business to support and navigate large scale change.

**Director, Global Coaching Services**Delhi, India 2010 - 2011

* Led the roll-out of Tekara’s “Coaching for Engagement” program in India through RvaluE Learning Systems (Tekara’s Indian Licensee); educated RvaluE leaders in developing sponsorship within client organizations.
* Developed RvaluE’s capacity for delivery through the design and delivery of a Facilitator - Coach Training program; Certified India’s first CFE Master Trainer along with a team of Program Facilitators.
* Led the marketing strategy for the Indian market, established networks and identified appropriate platforms for leveraging. Provide ongoing coaching support to RvaluE to continue implementation.
* Delivered successful talk on Coaching for Engagement at India’s National HR Development Network Conclave to an audience of 120 HR and business leaders, resulting in significant follow up business.

**Associate,** *Various clients*, Vancouver and Vancouver Island, BC 2008 - 2010

* Provided executive, business, and personal coaching to individuals, teams and groups.
* Facilitated highly-interactive courses, seminars, and meetings for client organizations.
* Designed and develop curriculum, and all related materials, on topics including: talent management, performance management, coaching skills, communication, leadership, and career development.

***FISHERIES & OCEANS CANADA***, Vancouver, BC 2001 – 2008

***Program Manager & Executive Coach, Regional Succession Planning Initiative*** 2006 - 2008

* Led the design, implementation, and management of this strategic leadership-development initiative, sponsored by the Associate Regional Director General.
* Designed and led the organization’s first Executive Coaching Program within the initiative.
* Provided coaching to the first cohort of participants, focused on their development as leaders.

**Regional Learning Advisor** 2003 – 2008

* Designed and facilitated learning programs for managers and employees ranging from competency-based leadership and professional development programs to highly technical legislative courses.
* Rejuvenated a financially-failing internal leadership training program through development of a new funding formula, a new curriculum, and a marketing strategy.
* Led project teams, cross-functional work groups, and volunteer committees to deliver learning-related strategic initiatives both within my organization and across partner organizations.
* Consulted, advised, and engaged senior and middle managers, stakeholders and employees on issues related to learning, strategic planning, policy, and human resource management.
* Spear-headed the regional initiative to educate employees on the uses and benefits of learning plans; trained a small team to deliver the training and coach employees through the process.
* Facilitated personal career discovery sessions to groups, provided individual coaching, using a selection of psychometric instruments, including MBTI and 360 degree assessments.

**Human Resources Planning & Strategies Advisor** 2001 - 2003

* Contributed to national level and interdepartmental committees, projects, strategies and programs regarding career development, education, diversity and employment equity.
* Provided expert advice and support to managers and colleagues, including development of strategies and resources, to raise awareness and improve regional representation of persons with disabilities.
* Managed the regional delivery of DFO’s Management Development Program, including budget (120K), contracting (tender process, RFP, SOW), event planning, course loading and marketing.
* Managed the Employee Development Centre and satellite offices, including provision of support and guidance to the Regional Career Development Committee, and supervision of two employees.

***VOLUNTEER EXPERIENCE & PROFESSIONAL AFFILIATIONS***

**Group Coach,** *Minerva Foundation, Helping Women Work Program 2012 - present*

**Member,** *International Coaches Federation (ICF)* 2008 - present

**Volunteer Facilitator,** *Power of Hope Camp: Empowering Youth through the Arts* 2009

**Communications Lead**, *WildStands Community Action Group* 2008 - 2009

**Mentor & Facilitator,** *Minerva Foundation, Helping Women Work Program* 2006-2008

**Member, Board of Directors**, *Rising Star Housing Co-operative* 2004 - 2006

**Member,** *Canada25 - BC Chapter* 2002 – 2004

***EDUCATION AND PROFESSIONAL DEVELOPMENT***

**Master of Arts,** *Human Systems Intervention*, Concordia University, Montreal, QC 2005 – 2007

* *Change management, leadership, and organization development*

**Bachelor of Arts**, *Sociology,* McMaster University, Hamilton 1996 - 2000

**Co-Active Coaching Certification,** Coaches Training Institute2008

**Experiential Training Design Certificate**, *NASAGA* 2006

**Instructional Skills**, ***Levels I & II****, and* ***Ideas for Active Learning***, *Kalef Consulting* 2005

**Myers-Briggs Type Indicator Qualification,** Psychometrics Canada 2003

***REFERENCES AVAILABLE UPON REQUEST***