Audrey Tremblay, CIRC, CPCC, ACC

(514) 531-1045

[audreytremblaycoach@gmail.com](mailto:audreytremblaycoach@gmail.com)

Summary & Professional Objectives

Professional Coach with over 12 years experience in Human Resources within engineering, manufacturing, consulting and unionized environment. Specialized and passionate by the development and leadership potential. Certified Coach, member of the International Federation of coaching and members of Ordre des conseillers en ressources humaines agrees of Québec. Functional in English, experience at an executive level with more than one organization. My goal is to use my knowledge for the development of human organizational context for increasing the value of businesses.

Professional Experiences

|  |  |
| --- | --- |
| **Director of HR and Organizational Developement**  Ultra Electronics TCS | April 2009 to now |

World leader in military communications system, listed on the stock exchange and unionized, Montreal, Ottawa and Connecticut (400 employees)

Summary of Responsibilities

Under the direction of the President, a member of the executive team, leading the HR department to ensure the realization of the strategic plan

* Support training and coaching managers (team leader President) skills development to ensure succession planning, advancement of career plans and goals / strategic plan
* Responsible for program development of technical skills
* Representative of the employer with unions and collective bargaining
* Responsible for government relations in connection with human resources

Main Achievements

* Implementation a company-wide coaching programme for each identified successor potential and each management staff
* Alignment of resources on the corporate vision and strategic plan through the establishment of a planning process for HR and budget
* Definition and implementation of a training program for the development of management skills
* Planning and implementation of a plan to reduce costs and manpower to cope with the current economic issues (communications, reorganization and review of the organizational structure, layoffs and spending cuts)
* Obtaining government grants for training 2.5 million over 3 years (the-job training, deepening knowledge, training manual, training of trainers)

|  |  |
| --- | --- |
| **Executive Coach**  Audrey Tremblay, Coach | January 2012 to now |

Implementation of mandates in individual and team coaching for a company in the banking sector (Senior Director level)

|  |  |
| --- | --- |
| **Corporate Director, Human Resources**  Triton Electronik | June 2004 to April 2009 |

Business in electronics assembly, systems and cables, Quebec and Ontario (600 employees)

Summary of Responsibilities

Under the leadership of President and member of the Corporate, responsible for all human resources activities and management of the human resources team

* Role of counselling and coaching to managers
* Maintain a close relationship with all levels of government to obtain different subsidy for training, equipment and continuous improvement

Main Achievements

* Implementation of Leadership Programme Development for managers, including training and coaching
* Development and implementation of a plan for mobilizing labor and communication based on the strategic plan, including improving the overall compensation program to promote flexibility and employee commitment
* Management of large projects such as the acquisition and demerger of the company, training and coaching
* Consolidation of HR activities to corporate services (payroll, training and team goals)

|  |  |
| --- | --- |
| **Director of HR**  The Createch Group | Dec. 2001 to June 2004 |

Consulting firm manufacturing process reengineering and information technology (120 employees)

Summary of Responsibilities

* Role consulting with managers and employees
* Responsible for the recruitment and integration of new employees
* Preparation and implementation of HR policies
* Planning and organizing internal training

Main Achievements

* Implementation of various intervention programs for employees (teleworking, door open, EAP, work-life balance, health program)
* Adjusting the policies of the organization to ensure the legality and consistency
* Improved integration of new employees
* Responsible for the HR Committee

|  |  |
| --- | --- |
| **Responsible for Recruitment**  Adecco | May 2000 to December 2001 |

Agency for temporary and permanent staff, massive recruitment

Summary of Responsibilities

Conduct recruitment for temporary and permanent industrial division and accounting follow up with clients and candidates, managing temporary employees, OHS prevention

Studies

**Bachelor in Industrial Relations**

Laval University, Québec, Canada

2000

**Business Administration**, Finance

College of Chicoutimi, Québec, Canada

1997

Professional Developments

[**The Coaches Training Institute**](http://www.thecoaches.com)**,** California, USA

Certified Professionnal Co-Active Coach (CPCC)

2011

[**The Leadership Circle**](file:///C:\Users\Audrey\AppData\Local\Microsoft\Windows\Temporary%20Internet%20Files\Content.IE5\DU5AX0AS\theleadershipcircle.com), Toronto, Canada

Certified Analyst

2011

[**Lominger**](http://www.lominger.com), internal training, Ultra Electronics plc holding

Leadership Architech Competency Modeling, Choices Architect & Voices 360

2009-2012

[**PI Worldwide**](http://www.piworldwide.com/)**,** Montréal, Canada

Certified Analyst for Predictive Index

2006

Order and professional association

**ACC** (Accredited Certified Coach)

International Coaching Federation (ICF)

2011

**CIRC** (Certified Industrial Relation Counsellor)

Ordre des conseillers en ressources humaines agréés Members from 2000

The Ordre des conseillers en ressources humaines agréés is the fifth largest association of its kind in the world. It is the only organization in Quebec mandated to award human resources professionals a title certifying their competency

Other Experience

Administrator of the board of the kindergarten *The Explorers*

2010 to now