

## Sample Work

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- Averted companies from decisions that could have resulted in wrongful dismissals, costly termination packages, and thousands of dollars in potential litigation and reputational risk.
- Extensive design, development, and implementation of organizational reviews, HR policy development, position descriptions, total reward strategies, employer branding initiatives, HR planning, and corporate change management initiatives.
- Diverted potentially career-debilitating actions of senior leaders and employees.
- Facilitated particularly delicate discussions with employees in addressing inappropriate workplace behaviour.
- Provided comprehensive human resource analysis and planning support for a Canadian space initiative.
- Provided mediation support between parties to restore workplace relationships.
- Mapped out and facilitated the modernization of a division of provincial government to be less geographically centric, forming dedicated service delivery groups to improve information flow, operational standardization, decision-making, and equitable work distribution.
- Conducted a detailed analysis, for an entire sector, of wage comparison data across Atlantic provinces and wage increase imbalances between similar occupations in the public sector. This work subsequently led to the development of a dedicated website, self-advocacy toolkit, community engagement toolkit, and subsequent commitment from funders to an enhanced five-year wage grid.
- Identified strategies to improve service delivery for non-English-speaking patients within the primary healthcare network.
- Organizational review and implementation of functional realignment of a multi-divisional regulatory body.
- Developed post-secondary student support criteria and University/College program entrance and application requirements.
- Designed performance evaluation frameworks for Presidents, Chief Administrative Officers, General Managers, Executive Directors and other employees.
- Engaged in discussions on workload distribution and equity with a post-secondary institution.
- Researched and developed a labour force baseline profile and assessment of labour mobility for social workers.
- Led multiple focus groups for associations, community groups, occupational groups, and businesses.
- Prepared and facilitated strategic planning initiatives for multiple organizations.

## Sample Work (Cont'd)

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- Facilitated succession planning discussions for family-owned, multi-generational, and multi-family-owned business enterprises.
- Developed a labour force profile of Career Development Professionals and developed the association's business plan.
- Developed a labour force profile for the provincial agriculture sector.
- Conducted pan-provincial HR policy review of the Addictions Treatment System and identified alignments to the National Addiction Treatment Framework and Competency-Based Workforce Development framework.
- Rolled out employee surveys focused on assessing the 13 factors related to psychological health and safety and made subsequent recommendations to management teams.
- Analyzed corporate structures and operations of three economic development groups and proposed two models for a collaborative partnership with consideration for organizational, financial, human resources, and membership structures.
- Contributed to a formative evaluation of provincial human resource sector councils.
- Supported six indigenous organizations, and multiple interdepartmental groups, with human resource planning and professional development.
- Provide content administration for a free provincial HR toolkit for ten consecutive years.
- Rewrote the Management and Labour Relations: Effective Management and Human Resource Planning Strategies educational resource for the tourism sector.
- Developed a recruitment and retention guide for seafood processors.
- Researched commercial driver training entrance requirements for five Canadian provinces: British Columbia, Manitoba, New Brunswick, Nova Scotia, and Prince Edward Island.
- Provided human resource planning and development services to provincial Sector Councils and industry representatives.
- Engaged in guided community-based discussions for the development of a single acute care hospital facility.
- Rolled out the first Provincial Labour Force Development Employer Perspectives Survey
- Facilitated five federally funded programs: 1) Women in Technology Career Advancement Program (Status of Women Canada); 2) Military Career Transition Services (Veterans Affairs Canada); 3) Canadian Agricultural Skills Services Program (Agriculture and Agri-Food Canada); and 4) the Older Worker Re-Entry Program (Service Canada).
- Developed occupational profiles of key occupations and an inventory of training requirements for the electricity sector.
- And more!