

DEIRDRE A. PICKERELL PHD, CPHR, GCDF-I

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SUMMARY OF QUALIFICATIONS

Deirdre Pickerell has close to 25 years' experience as a career development specialist, human resource professional, manager, and educator. With a background in both career development and human resources management, Deirdre's focus has been to create a stronger bridge between the career development and HR sectors, striving to fully integrate career development/management principles within an organization's HR strategy to maximize engagement. Deirdre "pushes the envelope" in all of her work – seeing needs, championing change, measuring outcomes, evaluating progress, and tirelessly working to ensure that her clients' and colleagues' expectations are constantly exceeded.

PROFESSIONAL BACKGROUND

EDUCATION

Degrees

- PhD (Human and Organizational Systems), Fielding Graduate University, 2013
 - Dissertation topic: Examining the Career Engagement of Canadian Career Development Practitioners
 - Supervisor: Dr. Leonard Baca
- MA (Human Development), Fielding Graduate University, 2011
- MEd (Educational Leadership), Simon Fraser University, 2002

HONOURS, AWARDS, AND ACHIEVEMENTS

- Stu Conger Award for Leadership in Career Development and Career Counselling (2014)
 - Canadian Career Development Foundation
- Dr. Vance Peavy Travel Bursary (2013)
 - Career Counsellors Chapter, Canadian Counselling and Psychotherapy Association
- Career Management Award of Excellence, Team Category (2009)
 - British Columbia Career Development Association
- Award of Excellence (2006)
 - British Columbia Human Resources Management Association

ACCREDITATIONS

- Global Career Development Facilitator – Master Trainer (GCDF-i)
- Human Resources Management Association – Chartered Professional in Human Resources (CPHR)

PROFESSIONAL MEMBERSHIPS AND SERVICE (CURRENT)

- American Counseling Association, Journal of Employment Counseling, Manuscript Reviewer
- BC Career Development Association, Certification Committee
- Canadian Council of Career Development, Evidence-Based Practice Sub-Committee
- Human Resources Management Association, Member
- International Association of Educational and Vocational Guidance, Member
- National Career Development Association / National Employment Counseling Association, Member

TEACHING INTERESTS

- Career Development in Organizations
- Career/Employee/Work Engagement
- Employee Training and Development
- Ethics
- Psychometric/Psychological Assessments
- Theories and Models of Career Development
- Research Methods

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GRANTS AND ENDOWMENTS

- Canadian Career Development Foundation, Building for the Future: Endowment Fund recipient (Life Strategies)
 - *So you want to be a case manager? A career practitioner's toolkit* (2016)
 - *Where's the work: Helping career practitioners explore their career options* (2012)
 - *Managing diversity at work* (2010)
- Canadian Education and Research Institute for Counselling, Learning and Professional Development partnership (Life Strategies) – *Look before you leap: Self-employment survival strategies* (2011)

RESEARCH INTERESTS

- Career Engagement
- Employee / Work Engagement
- Career Management / Development in Organizations

RESEARCH EXPERIENCE

- Life Strategies Ltd. (2013). *Investigating the barriers and challenges of the foreign credential recognition process for internationally trained professionals: Integration strategy report*. Report submitted to S.U.C.C.E.S.S. FCR Loan Project.
- Life Strategies Ltd. (2013). *Skill requirements for BC's career development practitioners: An exploratory study*. Report submitted to CfEE - available at <http://www.cfeebc.org/reports/skill-requirements-for-BC-career-development-practitioners.pdf>
- Life Strategies Ltd. (2010). *Employer engagement and needs in career development activities*. Report submitted to the Forum of Labour Market Ministers – Career Development Services Working Group.
- Life Strategies Ltd. (2009). *Federal/Provincial/Territorial project on website dissemination of labour market information*. Reports submitted to the Forum of Labour Market Ministers – Labour Market Information Working Group.
- Life Strategies Ltd. (2009). *Use of assessment processes, models, and tools in career development services*. Report submitted to the Forum of Labour Market Ministers – Career Development Services Working Group.

PUBLICATIONS

REFEREED ACADEMIC JOURNALS

- Pickerell, D. A., & Neault, R. A. (2016). Examining the career engagement of Canadian career development practitioners. *Canadian Journal of Career Development, 15*(1), 4-14.
- Neault, R. A., Pickerell, D. A., & Saunders, C. M. (2012). Look before you leap: The role of self-employment coaching self-efficacy in facilitating client's success. *Canadian Journal of Career Development*. Retrieved from: http://ceric.ca/cjcd/current/v11-n1/look_before_you_leap.pdf
- Neault, R. A., & Pickerell, D. A. (2011). Career engagement: Bridging career counseling and employee engagement. *Journal of Employment Counseling, 48*(4), 185-188.
- Furbish, D., Neault, R. A., & Pickerell, D. (2009). The Global Career Development Facilitator credential: An international perspective. *Journal of Employment Counseling, 46*(4), 187-189.
- Neault, R., & Pickerell, D. (2008). Making the case: Demonstrating the impact of career and employment services. *Journal of Employment Counseling, 45*(3), 98-107.
- Neault, R. A., & Pickerell, D. A. (2005). Professional women in dual career families: The juggling act. *Canadian Journal of Counselling, 39*(3), 187-198.

BOOK CHAPTERS AND CONTRIBUTIONS

- Neault, R., Massfeller, H., & Pickerell, D. (2016). Supervision of career counsellors and practitioners. In Shepard, B., Robinson, B., & Martin, L. (Eds.). *Clinical Supervision of the Canadian Counselling and Psychotherapy Profession*. Ottawa, ON: Canadian Counselling and Psychotherapy Association.
- Pickerell, D. A. (2014). Work search strategies. In B. Shepard & P. Mani (Eds.) *Canadian Perspectives on Career*

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Development Practice. Toronto, ON: CERIC Canadian Education and Research Institute for Counselling
Neault, R., & Pickerell, D. (2011). Assessment selection. In M. Pope, C. A. Minor, & T. M. Lara (Eds.), *Experiential activities for teaching career counseling classes & facilitating career groups, Volume III* (pp 147-150). Broken Arrow, OK: National Career Development Association.

PROFESSIONAL JOURNALS

- Neault, R. A., Pickerell, D. A., & Nhundu, P. (Winter 2016). Beyond advocacy: Partnering internationally to impact career development in Zimbabwe. *Career Developments Magazine*.
- Pickerell, D. & Neault, R. (Winter 2016). Resilience within the career development sector. *Careering*, 16-19.
- Pickerell, D. (2015). Using career engagement to conceptualize clients' career concerns. *Career Developments*, (31)4
- Pickerell, D. & Neault, R. (Winter 2015/2016). Points to ponder: Ethical use of technology in vocational rehabilitation settings. *Rehab Matters*.
- Pickerell, D. (2014). What's trending in career development? *The Bulletin* [On-line]. Retrieved from: <http://contactpoint.ca/2014/01/whats-trending-in-career-development/>
- Neault, R., & Pickerell, D. (2011). 10 tips for career development. *HR Voice*. Retrieved from: <http://www.hrvoice.org/10-tips-for-career-development/>
- Neault, R. & Pickerell, D. (2011). Growing your HR leadership capacity. *HR Voice*. Retrieved from: <http://www.hrvoice.org/growing-your-hr-leadership-capacity/>
- Neault, R., & Pickerell, D. (2011). What's the real problem with "balance"? It's not sustainable. *The Bulletin* [On-line]. Retrieved from: http://contactpoint.ca/index.php?option=com_content&view=article&id=1006:whats-the-real-problem-with-balance-its-not-sustainable-&catid=101:winter-2011&Itemid=37
- Neault, R., & Pickerell, D. (2010). Building working relationships online. *The Bulletin*. [On-line]. Retrieved from: http://www.contactpoint.ca/index.php?option=com_content&view=article&id=968:building-working-relationships-online&catid=100:fall-2010&Itemid=37
- Neault, R., & Pickerell, D. (2010). Career management as an employee engagement strategy. *HR Voice*. Retrieved from: <http://www.hrvoice.org/career-management-as-an-employee-engagement-strategy/>
- Neault, R., & Pickerell, D. (2008). Career assessments: What's new? what's next? *Rehab Review*.
- Pickerell, D., & Neault, R. (2008). Overworked and understaffed, so...hire and hope. *HR Voice*, 4(28).
- Pickerell, D. (2008). Ethical practice: Everything you wanted to know but were afraid to ask. *Rehab Review*.
- Neault, R., & Pickerell, D. (Eds.). (2007). A year in review. *ENET*, 5, 1-36.
- Pickerell, D. (Ed.). (2007). Beyond government contracts. *ENET*, 4, 1-25.
- Pickerell, D. (2007). Employee engagement – A role for career management professionals in organizations. *Contact Point Bulletin*.
- Neault, R., & Pickerell, D. (2006). Career management as an employee engagement strategy. *HR Voice*, 2(41).
- Neault, R., & Pickerell, D. (2006). Effective use of psychological tests for employee and leadership development. *HR Voice*, 2(39).
- Neault, R., & Pickerell, D. (2006). *Effective use of psychological tests for recruitment and selection*. *HR Voice*, 2(2).
- Pickerell, D. (2006). Career management within organizations. *Career Manager Connection*.
- Neault, R., & Pickerell, D. (2005). That elusive work-life balance. *HR Voice*, 1(28).
- Neault, R., & Pickerell, D. (2004, Fall). 2010 Olympics: Job boom...or bust? *Career Manager*, 3.
- Neault, R., & Pickerell, D. (2004). Importance of career services in the private training industry. *BC Career Colleges Association News*.

CONFERENCE PROCEEDINGS

- Neault, R., Pickerell, D., Amundson, N., Arthur, N., Bright, J., Pryor, R., & Krumboltz, J. (2013). *Thoughts on theories: Case conceptualization from five perspectives*. VISTAS. Retrieved from: <http://www.counseling.org/docs/default-source/vistas/thoughts-on-theories.pdf?sfvrsn=10>

WORKBOOKS, AND TRAINING MANUALS

- Pickerell, D. A., & Neault, R. A. (2016). *So you want to be a case manager? A career practitioner's toolkit*. Aldergrove, BC: Life Strategies Ltd.

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- Pickerell, D. A., & Neault, R. A. (2013). *Personality Dimensions® train the trainer toolkit: PD in a virtual world*. Concord, ON: Career/LifeSkills Resources.
- Pickerell, D. A., & Neault, R. A. (2012). *Where's the work? Helping career practitioners explore their career options*. Aldergrove, BC: Life Strategies Ltd.
- Neault, R. A., & Pickerell, D. A. (2011). *Look before you leap: Self-employment survival strategies*. Aldergrove, BC: Life Strategies Ltd.
- Pickerell, D. A., & Neault, R. A. (2010). *Leadership lessons for transformational times*. Aldergrove, BC: Life Strategies Ltd.
- Neault, R., & Pickerell, D. (2007). *Personality Dimensions® train the trainer toolkit: Conflict management*. Concord, ON: Career/LifeSkills Resources.
- Neault, R., & Pickerell, D. (2005). *Personality Dimensions® toolkits (3 titles: Work-life balance; Sales, marketing, and customer service; Leadership development)*. Concord, ON: Career/LifeSkills Resources.
- Neault, R., & Pickerell, D. (2004). *Personality Dimensions® train the trainer toolkit: Essential elements for conducting a level 1 training program*. Concord, ON: Career/LifeSkills Resources.

POST-SECONDARY COURSES FOR CAREER PROFESSIONALS AND COUNSELLORS

COURSES DEVELOPED

- Neault, R., & Pickerell, D. (2012). *GCAP 647, Career Development in Organizational Settings*. Athabasca University, Calgary, AB.
- Neault, R., & Pickerell, D. (2004 – present). *CPE 510: the fundamentals of psychometric assessments: Understanding validity, reliability and other important stuff*. Life Strategies Ltd., Aldergrove, BC.
- Neault, R., & Pickerell, D. (2004 – present). *CPE 521: Psychometric assessments: selection, administration and interpretation of "B" level tools*. Life Strategies Ltd., Aldergrove, BC.

COURSES DEVELOPED AND TAUGHT

- Neault, R., & Pickerell, D. (2004 – present). *Career management professional program; courses included Career Coaching Skills, Career Development Foundations, Emerging Theories and Models, Career Management at Work: Keeping Employees Engaged, Employment Readiness: Preparing for the World of Work, Ethics Essentials for Career Practitioners, Group Facilitation Strategies for Career Programs*. Life Strategies Ltd., Chilliwack, BC.
- Neault, R., & Pickerell, D. (2004 – present). *Life Strategies LearnOnline Certificate Programs; courses included Case Manager, Job Developer, Job Club Coach, MajorsPTI™ and MajorsPTE™ Qualification Training, Personality Dimensions® Facilitator Certification*. Life Strategies Ltd., Chilliwack, BC.
- Redekopp, D. & Pickerell, D. (2013). *Career Development in Community*. Life Role Development Group, Edmonton, AB.
- Pickerell, D. (2011). *Consultants and organizational systems: Tips for successful interactions*. Life Strategies Ltd., Aldergrove, BC.
- Pickerell, D. (2003-2006). *Basic Counselling, Vocational Counselling Theories, Ethics for Career Practitioners, Administering and Interpreting Assessments, Overview of Career Development Community* delivered as part of Employment Counselling Diploma Program. Cornerstone International Education, Vancouver, BC.

COURSES TAUGHT

- Pickerell, D. (2015 – present). *Research methodologies*. Yorkville University, Fredericton, NB.
- Pickerell, D. (2014 – present). *Psychological assessment*. Yorkville University, Fredericton, NB.
- Pickerell, D. (2014 – present). *Career and employment counselling*. Yorkville University, Fredericton, NB.
- Pickerell, D. (2014 – 2015). *Theories of personality*. Yorkville University, Fredericton, NB.
- Pickerell, D. (2014 – 2016). *Career and Employment Administration, Work Search Strategies, Labour Market 101, and Using Tests and Tools*. Life Role Development Group, Edmonton, AB.

PRESENTATIONS

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KEYNOTES AND FEATURED PRESENTATIONS

- Pickerell, D. (2015, June). *Technology in career practice: Embraced, avoided, or a little bit of both?* Presented at the International Symposium of Career Development Public Policy 2015, Des Moines, IA.
- Pickerell, D. (2010). *Career development in organizations*. Career Development Association of Alberta. Calgary, AB
- Neault, R., & Pickerell, D. (2010, March). *Diversity dialogue*. Employer and service provider dialogue sessions for Surrey Board of Trade's Tomorrow's Workplace project, Surrey, BC.
- Pickerell, D. (2006, May). *Career development landscape in British Columbia*. Saskatchewan, SK
- Pickerell, D. (2006, March). *Human resource strategy for career development sector* (invited panelist). Career Management Association of BC. Vancouver, BC.
- Neault, R., & Pickerell, D. (2006, February). *Take it online: Is facilitated e-learning an option within your organization?* A workshop for HR Professionals. Burnaby, BC.

NATIONAL AND INTERNATIONAL

- Bezanson, L., Hopkins, S., Jarvis, P., Neault, R., Pickerell, D., & Redekopp, D. (2017, January). *That was then . . . this is now*. Panel presented at CANNEXUS, 2017, Ottawa, ON.
- Neault, R. & Pickerell, D. (2017, January). *Assessment tools/tests for employee recruitment, development, and engagement*. Presented at CANNEXUS, 2017, Ottawa, ON.
- Neault, R. & Pickerell, D. (2017, January). *Case management: An emerging area of specialization*. Presented at CANNEXUS, 2017, Ottawa, ON.
- Pickerell, D. (2016, January). *Using Twitter but not to tweet*. Presented at CANNEXUS 2016, Ottawa, ON
- Pickerell, D., Neault, R., & Franklin, M. (2016, January). *Stories and strategies highlighting career management in the workplace*. Presented at CANNEXUS 2015, Ottawa, ON
- Neault, R., & Pickerell, D. (2016, January). *Maximizing career engagement: Practical applications for diverse clients*. Presented at CANNEXUS 2016, Ottawa, ON
- Pickerell, D., Borgen, W., Roy, V., Hopkins, S., MacDonald, K., & Wischoff Yerama, P. (2016, January). *Highlights from the international symposium on career development and public policy*. Presented at CANNEXUS 2015, Ottawa, ON
- Pickerell, D. (2015, August). *Using Twitter but not to tweet*. Recorded for Career Professionals of Canada Virtual Conference, 2015.
- Pickerell, D. (2015, January). *Supporting strategic career decision making through career engagement*. Presented at CANNEXUS 2015, Ottawa, ON
- Pickerell, D. & Neault, R. (2014, June). *Using career engagement to support strategic career decision making*. Presented at the International Association of Educational and Vocational Guidance (IAEVG) Conference 2014, Quebec City, QC
- Neault, R., & Pickerell, D. (2014, June). *Customized career resources for newcomers*. Presented at the International Association of Educational and Vocational Guidance (IAEVG) Conference 2014, Quebec City, QC
- Brawley, K., Furbish, D., Hopkins, S., Neault, R., & Pickerell, D. (2014, June). *Helping career development practitioners through training, certification, and credentialing*. Presented at the International Association of Educational and Vocational Guidance (IAEVG) Conference 2014, Quebec City, QC
- Gurr, S., Neault, R., & Pickerell, D. (2014, January). *Skill disconnects in career development practitioners*. Presented at CANNEXUS 2014, Ottawa, ON
- Pickerell, D. (2014, January). *Overwhelmed, underutilized, or engaged with your career?* Presented at CANNEXUS 2014, Ottawa, ON
- Amundson, N., Arthur, N., Bright, J., Krumboltz, J., Neault, R., Pickerell, D., Pope, M., & Pryor, R. (2013, July). *Thoughts on theories: Building theoretical foundations, exploring future directions*. Presented at the National Career Development Association's Annual Conference, Boston, MA.
- Pickerell, D. (2013, January). *Where's the work? Career options for career practitioners*. Presented at CANNEXUS 2013, Ottawa, ON
- Neault, R., Pickerell, D., Arthur, N., & Redekopp, D. (2012, May). *Thoughts on theories: A Canadian career counselling perspective*. Presented at special meeting for the career development chapter, CCPA 2012 Annual Conference, Calgary, AB.

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- Bright, J., Neault, R., & Pickerell, D. (2010, June). *Chaos theory of careers Masterclass 2: Counselling, creativity, and metaphors to support change*. Presented at NCDCA 2010, San Francisco, CA.
- Neault, R., & Pickerell, D. (2010, June). *Introducing Canada's largest underserved population – the employed*. Roundtable presentation at 2010 NCDCA-IAEVG-SVP International Symposium. San Francisco, CA.
- Pickerell, D., & Neault R. (2010, June). *Career development initiative at the South Texas Project*. Presented at NCDCA 2010, San Francisco, CA
- Pickerell, D. (2007, June). *Building diverse career services teams in a virtual world*. Presented at NCDCA 2007, Seattle, WA
- Pickerell, D. (2006, January). *Making the case: Career management professionals and employers*. Presented at the National Consultation on Career Development, Ottawa, ON.
- Pickerell, D. (2006, January). *Career management professional program*. Presented at the National Consultation on Career Development, Ottawa, ON.

PROVINCIAL

- Pickerell, D. (2016, March). *Highlights from the international symposium on career development and public policy*. Presented at the Career Development Conference, Vancouver, BC
- Pickerell, D. (2016, March). *Re-imagining Career Engagement*. Presented at the Career Development Conference, Vancouver, BC
- Roy, V., & Pickerell, D. (2015, October). *Highlights from the international symposium on career development and public policy*. Presented at the ASPECT Conference, Vancouver, BC
- Pickerell, D. (2015, April). *Refreshing your testing toolkit*. A Presented at the Contact Conference, Saskatoon, SK.
- Pickerell, D. (2015, March). *Using Twitter but not to tweet*. Presented at Career Development Conference, Richmond, BC.
- Pickerell, D. (2015, March). *Selecting, administering, and interpreting psychological assessments*. Presented at Career Development Conference, Richmond, BC.
- Pickerell, D., & Neault, R. (2014, March). *Career engagement: Maximizing individual and organizational Success*. Presented at Career Development Conference, Richmond, BC.
- Pickerell, D. & Neault, R. (2014, March). *Leadership lessons for transformational times for BC's CDPs*. Presented at Career Development Conference, Richmond, BC.
- Neault, R., & Pickerell, D. (2014, March). *The new reality of e-learning*. Presented at Career Development Conference, Richmond, BC.
- Pickerell, D. (2013, March). *Career development in organizations: A unique opportunity for employers and career development practitioners*. Presented at Career Development Conference, Vancouver, BC.
- Pickerell, D., & Neault, R. (2013, March). *Overwhelmed or underutilized? Examining the career engagement of BC's career practitioners*. Presented at Career Development Conference, Vancouver, BC.
- Pickerell, D., & Neault, R. (2012, March). *10 tips for identifying themes & patterns across assessment*. Presented at Career Development Conference, Vancouver, BC
- Pickerell, D. (2012, March). *Reflecting on your own career engagement*. Presented at CDC Conference. Vancouver, BC
- Neault, R., & Pickerell, D. (2011, March). *Look before you leap: Self-employment survival strategies*. Presented at Career Development Conference, Vancouver, BC.
- Neault, R., & Pickerell, D. (2010, March). *What's new in the world of career theory?* Presented at the Career Development Conference, Vancouver, BC.
- Neault, R., & Pickerell, D. (2010, March). *Look before you leap: Survival strategies for self-employed career consultants*. Presented at the Career Development Conference, Vancouver, BC.
- Pickerell, D. (2009, February). *Adopt a career development culture and drive employee engagement*. Presented at the BC Human Resources Management Association (BCHRMA) HR Outlook – Engaging Key Talent in the Current Economy Forum, Langley, BC.
- Pickerell, D. (2008, October). *Beyond retention: Why employee engagement is key to your success*. Presented at the Community Social Services Employer's Association (CSSEA) Conference, Kelowna, BC.
- Pickerell, D. (2008, October). *Psychometric tests: Positive additions to your HR toolkit or a recipe for disaster?* Presented at the Community Social Services Employer's Association (CSSEA) Conference, Kelowna, BC.

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- Pickerell, D. (2008, June). *Career management: A lifelong adventure*. Presented at the BC Post-Secondary Support Staff Conference, Simon Fraser University, Vancouver, BC.
- Pickerell, D. (2008, June). *Getting unstuck: Creating change in your own post-secondary career*. Presented at the BC Post-Secondary Support Staff Conference, Simon Fraser University, Vancouver, BC.
- Pickerell, D. (2008, May). *Effective use of psychological tests*. Presented at the BC School Business Officials Conference, Penticton, BC.
- Neault, R., & Pickerell, D. (2007, November). *Making the case: Demonstrating the impact of career services*. Presented at the Association of Service Providers for Employability and Career Training Conference, Victoria, BC.
- Neault, R., & Pickerell, D. (2007, October). *Let's CHAT!: A communication and coaching model*. Presented at the Association of Service Providers for Employability and Career Training Conference, Victoria, BC.
- Neault, R., & Pickerell, D. (2007, October). *Recruitment and retention: Attracting and hiring the right people and keeping them engaged*. Presented at the Community Social Services Employer's Association (CSSEA) Conference, Victoria, BC.
- Neault, R., & Pickerell, D. (2006, May). *Using assessments for recruitment, retention, and employee development*. Presented at the British Columbia Career Colleges Association Conference, Richmond, BC.
- Pickerell, D. (2006, March). *Career management professional program*. Presented at the Career Development Conference sponsored by Career Management Association, Vancouver, BC.
- Neault, R., & Pickerell, D. (2005, June). *Personality Dimensions®: Learning styles and strategies for adult educators*. Presented at the British Columbia Career Colleges Association Conference, Vancouver, BC.
- Neault, R., & Pickerell, D. (2005, June). *Taking your soft skills training online*. Presented at the British Columbia Career Colleges Association Conference, Vancouver, BC.

SEMINARS / WORKSHOPS

PROFESSIONAL DEVELOPMENT FOR COUNSELLORS, INSTRUCTORS, HR PROFESSIONALS, AND CAREER PRACTITIONERS

- Pickerell, D. (2015). *Refreshing your testing toolkit*. A workshop for the team at the Douglas College – Work BC Site, Maple Ridge, BC.
- Pickerell, D. (2014). *Career engagement: Maximizing individual & organizational success*. An e-course for the BC Human Resources Management Association, Burnaby, BC.
- Neault, R., & Pickerell, D. (2013, October). *Career Engagement: Maximizing Individual & Organizational Success*. A workshop for the BC Human Resources Management Association, Burnaby, BC.
- Pickerell, D. (2013). *Strengthening teams and enhancing communication*. A Personality Dimensions workshop for Telus, Burnaby, BC.
- Neault, R., & Pickerell, D. (2011, March). *Career development*. A workshop for the BC Human Resources Management Association, Kelowna, BC.
- Neault, R., & Pickerell, D. (2011, June). *Leadership lessons for HR professionals*. A Workshop for the BC Human Resources Management Association, Burnaby, BC.
- Neault, R., & Pickerell, D. (2010, November). *Professional writing*. A seminar for the BC Career Development Association, Abbotsford, BC.
- Bright, J., Amundson, N., Neault, R., & Pickerell, D. (2009, July). *Career development theories*. A 20 hour course for Career Practitioners, Burnaby, BC.
- Neault, R., & Pickerell, D. (2008, January). *Skillbuilding for career practitioners: The process of helping and coaching*. A workshop for the Training Innovations (Tii) Team, Burnaby, BC.
- Pickerell, D. (2008, May). *Engaging the multigenerational workforce*. A workshop for the BC Human Resources Management Association, Vancouver, BC.
- Pickerell, D. (2008, June). *Recruitment and retention initiatives for the social services sector*. A workshop for the Community Social Services Employers' Association, Surrey, BC.
- Neault, R., & Pickerell, D. (2007, October). *Recruitment and retention: Attracting and hiring the right people and keeping them engaged*. A seminar for the Community Social Services Employers' Association, Vancouver, BC.
- Neault, R., & Pickerell, D. (2007, October). *Topping up your testing toolkit: What's new, what's revised, what are you*

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- missing*. A training workshop for ENET, Victoria, BC.
- Pickerell, D. (2007, October). *BC career development community and career practitioner certification in BC*. A seminar for ENET, Vernon, BC.
- Pickerell, D. (2007, October). *Coaching and mentoring: Benefits in the workplace*. A seminar for the Community Social Services Employers' Association, Vancouver, BC.
- Pickerell, D. (2007, October). *Ethics: Everything you wanted to know but didn't ask*. A seminar for ENET, Vernon, BC.
- Neault, R., & Pickerell, D. (2007, September). *Strategic recruitment: When "hiring" just anyone isn't enough*. A seminar for career practitioners for the BC Human Resources Management Association, Vancouver, BC.
- Neault, R., & Pickerell, D. (2007, September). *Topping up your testing toolkit: What's new, what's revised, what are you missing*. A training workshop for ENET, Abbotsford, BC.
- Neault, R., & Pickerell, D. (2006, May). *Effective use of psychological tests*. A workshop for the BC Human Resources Management Association, Victoria, BC.
- Neault, R., & Pickerell, D. (2006, February). *Career development essentials: What your students really need to know*. A workshop for the Career Education Society, Vancouver, BC.
- Neault, R., & Pickerell, D. (2006, January). *Effective use of psychological tests*. A workshop for the BC Human Resources Management Association, Vancouver, BC.
- Neault, R., & Pickerell, D. (2005, Ongoing). *Blueprint for life-work designs: Orientation*. Various locations, including Cornerstone Academy and UBC. Vancouver, BC
- Pickerell, D. (2005, December). *Everything you wanted to know about ethics, but were afraid to ask*. A workshop for NETWERCC, Maple Ridge, BC.

PROFESSIONAL DEVELOPMENT FOR MANAGERS AND FRONT-LINE WORKERS

- Pickerell, D. (2016). *Personality Dimensions: Teambuilding*. A workshop for staff at the Surrey North Delta Division of Family Practice, Surrey, BC.
- Pickerell, D. (2016). *Team strengthening using the Myers-Briggs Type Indicator (MBTI), Step II*. A workshop for the leaders at Canada's Food Inspection Agency, Sidney, BC.
- Pickerell, D., & Barron, J. (2013). *Launching the performance improvement plan*. A workshop for the leadership team of Vancouver Fire and Radius Security, Richmond, BC.
- Pickerell, D. (2007-2010). *Crafting your career*. A workshop for Credential / Ethical Funds Inc., Vancouver, BC.
- Pickerell, D. (2007-2009). *Effective career conversations: A workshop for managers and supervisors*. A workshop for BC Housing, Vancouver, BC.
- Pickerell, D. (2008). *Career development: Getting started*. A workshop for South Texas Project Nuclear Operating Company, Wadsworth, TX.
- Pickerell, D. (2008). *Effective career conversations*. A workshop for South Texas Project Nuclear Operating Company, Wadsworth, TX.
- Pickerell, D. (2008). *Interview preparation*. A workshop for South Texas Project Nuclear Operating Company, Wadsworth, TX.
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