

HIGHLIGHTS OF QUALIFICATIONS

- Recipient of the
 - ❖ **2013 Dr. Vance Peavy Travel Bursary – Career Counsellors Chapter of the Canadian Counselling and Psychotherapy Association**
 - ❖ **2009 Career Management Award of Excellence – Team Category**
 - ❖ **2006 British Columbia Human Resources Association Award of Excellence**
- Certified career practitioner and human resource management professional
 - ❖ **Specializing in career management and employee engagement**
- Over 21 years' experience in career development, human resources, and business consulting
- Sought after speaker; topics include career development, employee engagement, psychometric assessment
- Exceptional facilitation skills in face-to-face and online environments
- Author of several journal articles and career development workshops for practitioners and clients
- Extensive training and experience in program/curriculum development

SUMMARY OF PROFESSIONAL EXPERIENCE

INSTRUCTING / FACILITATING / PUBLIC SPEAKING / PROGRAM AND CURRICULUM DEVELOPMENT

- Deliver presentations and workshops on career and employee development/engagement themes
- Train career practitioners, HR professionals, and corporate managers throughout North America
- Specialize in customizing and updating curriculum and programs – online or classroom-based
- Co-developer/Instructor of online Career Management Professional Program (33 short courses)
- Co-developer of several comprehensive training programs for online and face-to-face delivery

CORPORATE CONSULTING

- Senior Consultant, Life Strategies Ltd.; international consulting/training/program development contracts
- Coordinate comprehensive research projects – recent/current topics include use of assessments in Canadian career services, LMI Website comparison, cultural diversity, recruitment and retention
- Consult to corporations, educational institutions, governments, and non-profit agencies regarding innovative career, leadership, recruitment, engagement, teambuilding, and entrepreneurial strategies
- Results driven; known for seeing needs, championing change, measuring outcomes, evaluating progress, and tirelessly working to ensure that client expectations are constantly exceeded

COUNSELLING / COACHING

- Career coach for groups and individuals
- Certified to administer, interpret, and integrate results from full range of career/academic assessments
- Certified Personality Dimensions (Level 3 – Master Trainer), True Colors trainer, Survivability trainer

HUMAN RESOURCES MANAGEMENT

- Design and implement fee for service contracts and confidentiality agreements
- Supervise, coach and mentor consultants and employees
- Recruit and select consultants and instructors; assign contractors to appropriate projects
- Design, implement and support training plans designed for employees and consultants

WRITING / RESEARCH

- Author of articles on career and human resource management topics published in peer-reviewed and business/professional journals; topics include engagement, career management, recruitment/selection
- Co-author of training materials for career practitioners and HR professionals

ADMINISTRATIVE / ENTREPRENEURIAL

- 20+ years in self-employment endeavours
- Excellent computer skills including use of Internet for research, teaching, and communication
- Extensive experience in fiscal management including budget development/management, A P/R, payroll

PROFESSIONAL AFFILIATIONS

- Human Resources Management Association of BC – Certified Human Resource Professional
- GCDF – Global Career Development Facilitator (Master Trainer)
- Asia Pacific Career Development Association (APCDA) – Director, Bylaws Committee,
- National Career Development Association / National Employment Counseling Association – Member

EDUCATION

PHD (HUMAN AND ORGANIZATIONAL SYSTEMS) , Fielding Graduate University	13
▪ <i>Dissertation: Examining the Career Engagement of Canadian Career Development Practitioners</i>	
MA (HUMAN DEVELOPMENT) , Fielding Graduate University	11
MEd (LEADERSHIP) , Simon Fraser University	02
▪ <i>Final Project: Leadership vs. Management: A comparative analysis</i>	
CAREER DEVELOPMENT / COACHING	
- Survivability Facilitator / Coach	07
- Fundamentals of Psychometric Assessments, “B” Level Assessment Qualification, Yorkville University	04
- Personality Dimensions® Master Trainer	04
- Personality Dimensions® Facilitator Trainer	03
- Myers Briggs Type Indicator®; Emotional Quotient Inventory® (EQ-I) Certified User	00 - 01
- Employment Counselling Diploma, Douglas College, New Westminster	97
- True Colors™ Level I and Level II Trainer; Unified Transition Theorist	96 - 00

RELEVANT EMPLOYMENT HISTORY

SENIOR CONSULTANT	2002 – Present
Life Strategies Ltd., Coquitlam, BC	
<i>Current/recent contracts include:</i>	
❖ GOVERNMENTS (provincial and federal)	
▪ Forum of Labour Market Ministers – Career Development and LMI Working Groups	
❖ ORGANIZATIONS	
▪ BC Housing, Credential Financial Services, South Texas Project Nuclear Operating Company, Canada Ticket, Training Innovations, The Education Company, Building Opportunities for Business	
▪ Professional Associations: Christian Labour Association of Canada, ENET, HRMA, ASPECT, Community Social Service Employers Association	
❖ COLLEGES AND UNIVERSITIES	
▪ Simon Fraser University, Cornerstone Academy	
DIRECTOR, PRINCIPAL, AND PARTNER	1998 – 2002
Joslin Group – IT Training and Career Management, White Rock, BC	
<i>Duties included:</i>	
❖ Organizational Leadership and Development	
❖ Human Resource Management	
❖ Financial and Administrative Management	
ASSOCIATE DIRECTOR AND PRINCIPAL	1992 – 1998
Joslin Group – IT Training and Career Management, White Rock, BC	
<i>Duties included:</i>	
❖ Program / Contract Development	
❖ Marketing and Promotion	