

### 1. AREA OF EXPERTISE

Getting people and unions engaged in Lean; progressive people/HR management that drives sustained business results.

### 2. BIOGRAPHICAL INFORMATION

Six years as Vice-President of Human Resources and Business Transformation (Lean) at a complex international manufacturer and marketer. During these six years, revenue grew from \$300M to \$2B.

Eleven previous years in progressive hands-on leadership roles including culture change, recruitment, HR strategy, employee engagement, teambuilding, coaching, compensation, pay for performance, labour relations, internal communications and other areas.

Lean results included halving initial new product development lead time, and multi-millions in savings and profitability and flow improvement. Company named as one of Canada's Top 100 Employers (Maclean's magazine) for fourth consecutive year.

Reduction of grievances by 80% and increase in employee pride from 46% to 96%.

Engaged unions in Lean transformation to become supportive partners. A progressive thinker on the subject and importance of culture in sustaining Lean transformation.

Two years as a part-time professor of Human Resources focusing on making HR a key driver of business success. Very effective facilitation and teaching approach.


MBA (focus on HR and Marketing) and BA Industrial Relations.


### 3. CONTACT


If you are interested on expanding your knowledge and understanding how to manage your own People/HR Lean we would port you with the Faculty member.

Please contact:

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