



SIEDO TZOGOEFF, CHRP
SENIOR ADVISOR

PROFILE

VALUE PROPOSITION

Siedo is results oriented with demonstrated ability to effectively lead teams in developing and implementing human resource management initiatives across a wide range of manufacturing and service industries, the public sector and NGO's. Turning around dysfunctional employee cultures, developing and implementing new human resource-employee relations programs and establishing innovative/effective labour relations programs are among his specialties.

SELECTED ENGAGEMENTS

- Developed and implemented a Human Resources Assessment/Capacity Model for five Vancouver Island (West Coast) First Nations that finalized treaty negotiations in 2011.
- Conducted workplace harassment and breach of confidentiality investigations for several clients in BC.
- Changed Human Resources Departments in a petro-chemical company and at a post-secondary educational institution from a transactional to a transformational mode.
- Established a comprehensive insured benefits program for two employer groups resulting in net group savings of over \$150,000 and over \$180,000 respectively.
- Developed and implemented key human resource policies covering human rights, conflict of interest, workplace relationships, on-boarding programs, violence in the workplace.
- Developed a recovery plan after a joint job evaluation plan overpaid employees by \$10 million. Final outcome was a recovery of nearly \$5 million.
- Developed an essential services model for the health care sector for the Saskatchewan government.
- Planned, developed and implemented "situational interest-based collective bargaining" for two major public sector unions, reducing time for bargaining and disputes, resulting in negotiated agreements without 3rd party assistance.
- Directed and supervised a large scale investigation into the inappropriate use of computer technology, resulting in the development of comprehensive policies on computer usage.
- Negotiated in excess of three-hundred collective agreements, with only two work stoppages over 25 years.
- Worked with several NGO Boards to restructure their vision, mission and goals.
- Facilitated numerous labour relations seminars on developing an effective disciplinary process and managing a unionized workforce.

QUALIFICATIONS

- B.A. (Poli. Sci) - University of British Columbia
- CHRP (Certified Human Resource Professional) Professional Development: Advanced Management Program - University of Western Ontario
- Negotiation Skills Program - National Training Labs & Cornell University
- Marketing Management - University of British Columbia
- Strategic Management - Simon Fraser University