



**WENDY BULBUCK**  
SENIOR ADVISOR

## PROFILE

### VALUE PROPOSITION

Wendy is a dynamic, energetic, strategic, and results focused human resources professional with a diverse background in various industries including over 20 years of experience in all areas of human resources. She is a respected, accomplished business leader with a proven track record for establishing collaborative relationships amongst teams, clients and union partners. Bringing extensive work in policy development including needs basis analysis, she mitigates company risk and protects organizations from future litigation exposure by identifying gaps and creating action plans. She excels at managing competing priorities, problem solving complex issues, and strong decision making skills. Wendy creates and motivates high performance teams through optimal work environments, collaboration, open communication and building strong working relationships.

### SELECTED ACHIEVEMENTS

- Negotiated numerous first and renewal collective bargaining agreements.
- Extensive arbitration, mediation, and Board Tribunal presentations/representations.
- Mentored large teams to increase employee capacity, building competency and confidence.
- Incorporated employee wellness programs into organizations.
- Developed, presented and implemented numerous training programs, including harassment, respectful workplace, drug and alcohol, performance management/progressive discipline, absenteeism and working in a unionized environment.
- Demonstrated success in partner services, health and wellness, labour relations, benefits, disability management, policy development, and reorganization and restructuring.

### PRIOR EXPERIENCE

- Public speaker and mentor: CPHR, The Canadian Institute and Labour and Employee Relations (LERN).
- Extensive policy development expertise.
- Strategic planning and development – Calgary Co-op, Sodexo and Bethany Care Society.
- Mediator/negotiator.
- Variety of business sector experience including public, private, not-for-profit, federal and provincial government, oil and gas camp operations, education, healthcare, retail, and globally client relations.

### QUALIFICATIONS

- Attended the University of Winnipeg – Bachelor of Arts
- Certificate in Conflict Resolution/Negotiation/Mediation
- Leadership Certification – Banff Centre
- Train the Trainer – Global training Sodexo