

Value Proposition

Paul has a solid background supporting clients in a range of public, health, non-profit, indigenous and private sector organizations. He has worked in the UK, North America, and the Middle East and directly supported over 100 organizations to support them on their path to achieving real transformation and is a proven strategist and deliverer. Paul specializes in organizational design and is a noted speaker and writer on leadership development. An expert in understanding the people and cultural impact of transformation. Paul also brings extensive experience in stakeholder engagement, facilitation, strategic planning, project and program as well as talent management and executive and team-based coaching for senior leadership teams, boards, and front-line management.

Selected Achievements

- Organizational design workstream lead to identify over \$400 million in cost savings within a Canadian province's healthcare system and lead role in redesigning the province's leading provider of healthcare services.
- Lead role in supporting a Canadian municipality of 16,000 staff define and implement its first ever organizational talent management strategy.
- Lead role in measuring levels of organizational and individual change fatigue in Alberta's largest healthcare organization first ever initiative to measure the organization's capacity and capability to plan for and manage change.
- Developed the enterprise wide change management capacity, capability and competency of a major ministry within Ontario to provide change management support and services to its client base and other ministries.
- Through a stakeholder consultation process and global best practices review of trends, played a lead role in redefining the role of the pharmacist and pharmacy services in Alberta.
- Oversight of Canadian health ministry's first initiative to develop a one window portal for healthcare practitioners.
- Consultation support as part of an Alberta wide land use planning initiative to better understand different stakeholders' perspectives on how land in Alberta could be used and developed over the next 100 years.
- Revised several operating models of different divisions within Alberta's largest social services ministry to deliver social services to Alberta residents which resulted in enhanced accessibility to services and ability for the ministry to measure the effectiveness of such services.
- Developed an Alberta based post secondary institution's first ever 10-year strategic action plan as it repositioned itself to be a leading player and provider of post secondary education in Alberta.
- Advisory support to the CEO of Ontario's largest free legal advice agency to restructure the organization's executive team to ensure the continued provision of efficient and effective legal services to Ontario residents.
- Lead role in supporting a global energy organization in introducing the UK's first ever decarbonised fuels initiative.
- Through an organizational wide consultative process, played a lead role in a Canadian justice ministry's first ever initiative to measure the effectiveness and value provided through its portfolio of services.

Experience

- Advisory board member for a range of technology start-up ventures and non-profit organizations.
- Currently holds several senior level advisory, business development and client delivery roles with a select number of unique and complementary boutique consulting firms.
- Previous senior leadership roles for a number of management consulting firms, including Cap Gemini, Deloitte, KPMG and a range of boutique providers.

Qualifications

- MA - Social Policy & Information Technology by Research & Thesis
- BA - Joint Honors: Social Anthropology & Sociology

