

Value Proposition

Warren is a strategic human capital and business leader who possesses the unique ability to transform, enable and inspire organizations. He has more than 30 years of success in influencing hyper growth and emerging organizations ranging from local start-ups to Fortune 500 companies with operations in North America, Europe and Asia. Warren has held senior positions in diverse industries including government, academia, telecommunications, tourism, e-commerce, software development and professional services. Additionally, he offers strong governance experience with his extensive Board involvement. Over the years Warren has nurtured and developed government and higher institution relations globally in promoting the brand of organizations for which he has worked.

Selected Achievements

- Integral member of executive teams that increased top line company growth by up to 23x.
- Architect of human capital ecosystem that forms the basis of company human capital strategies that effectively and rapidly attracts, develops, rewards and retains top talent.
- Created and implemented recruitment structure that increased headcount from eight to 1,000 within three years.
- Designed cost effective and competitive compensation and employee health benefits programs in multiple international jurisdictions.
- Working with leadership, ensured high employee net promoter score (“eNPS”) and high employee retention.
- HR lead in several mergers and acquisitions of companies in Canada, United States and Europe.
- Championed “tech for good” that positively impacted the lives of Syrian refugees and young students in rural Mexico.
- Eliminated traditional performance management processes by introducing the concept of CARE – Communicate, Acknowledge, Respond and Engage.
- Championed and managed career ladders showing line of sight for career development and expectations.
- Developed job competencies and values’ dictionaries to ensure consistent language and organizational alignment.
- Introduced and implemented organizational wide climate surveys and management upward feedback dashboards.
- Managed and led employee investigations at company and Board levels.

Experience

- Executive Vice President, Talent & Culture: Appnovation
- Vice President & Chief Talent Officer: Elastic Path
- Vice President of HR & Administration: DDS Wireless International
- Vice President People & Organizational Development: Burntsand (acquired by OpenText)
- Vice President HR & Corporate Services: Orion Technologies
- Director of HR: SHL Systemhouse (acquired by MCL WorldCom)
- Director of Employee Experience: Intrawest (acquired by Fortress Investment Group)
- Senior HR Manager and Canada HR Leader: eBay
- Senior HR Manager: Microsoft Research Asia
- Manager of Employment and Job Classification: The University of British Columbia
- Employment Supervisor: Government of Canada

Qualifications

- Bachelor of Arts (Communications), Simon Fraser University
- Certified Human Resources Professional (CHRP)

