

Value Proposition

Colleen has 20 years of comprehensive human resources leadership and has excelled in providing innovative corporate wide initiatives in both unionized and non-unionized environments. Her success has always incorporated her insights into business requirements and its symbiotic relationship with human resources. As a consummate HR professional, her curiosity and passion for people, and her dedication to employee engagement has resulted in highly successful teams and leadership programs. Her dedication and personal integrity have earned her the reputation as a trusted advisor with a keen ability to navigate complex organizational issues. Direct, engaging and solution-focused, she has an impressive track record in effectively engaging senior leadership in formulating and driving initiatives. Her perspective and recommendations are grounded in years of experience developing and implementing solutions. Her not-for-profit board experience combined with her distinction as a certified coach and facilitator uniquely position her to assist development in that sector. Colleen has experience in a diverse set of industries including mining, energy, insurance, outsourced HR and payroll, construction, manufacturing and telecommunications.

Selected Achievements

- Coached CEO, VP, GM, RM, SM and Director levels as well as succession candidates, salary and hourly high-potential employees in health and safety, finance, business development/sales, shop, field, and technical services.
- Created a competency-based career pathing program to develop hourly and skilled trades employees. This retention strategy reduced turnover by 39%.
- Reduced voluntary turnover by 44% and lowered recruitment spend \$489,000 by developing and implementing succession driven recruitment and retention strategies.
- Trimmed legal, relocation and immigration expenses \$763,000 by renegotiating service contracts, integrating best practices and updating HR policies and employee contracts.

Experience

- Osborne Interim Management:
 - Glenbow Ranch Park Foundation: HR Advisory (September 2021 - Present)
 - Glacier FarmMedia: HR Advisory (August - September 2021)
- Senior Manager, Human Resources
- Senior Manager, Operations
- Director, Human Resources & Corporate Projects
- Operations Manager, Managed Human Resources, HRO Employee Service Centre
- Manager, Strategic HR and Talent Management
- Manager, Human Resources & Corporate Administration
- Manager, Shared Services

Qualifications

- MBA, Edinburgh Business School, Heriot-Watt University (in progress)
- Master of Arts, Leadership, Royal Roads University
- Board Certified Coach: Leadership, Business and Executive Designations
- Certified Human Resources Professional (CPHR and SHRM-SCP)
- Accredited Executive Compensation Professional – Global Governance Advisors
- Certified Master Behaviour Practitioner and Advanced Behaviour Analyst
- DISC Certified Trainer
- Board Member in numerous community organizations including Quest Theatre, The Calgary Bridge Foundation, and the Canadian Intensive Care Foundation

