

Value Proposition

Colleen is passionate about helping leaders and high-potential professionals unlock their full potential, guiding them to align personal and professional growth. With over 20 years of experience in human resources and leadership across both unionized and non-unionized environments, Colleen brings a strategic foundation to the coaching practice. Her success is rooted in her insights into business requirements and their symbiotic relationship with human resources. Known for her dedication, personal integrity, and intuitive style, she has earned a reputation as a trusted advisor with a keen ability to navigate complex organizational issues. Her curiosity, passion for people, understanding of human behavior, and commitment to employee engagement have driven the creation of highly successful team and leadership programs. Direct, engaging, and solution-focused, she collaborates effectively with senior leadership to shape and drive initiatives that align with broader business goals. Her insights are backed by a unique educational background and years of experience across diverse industries. Additionally, her not-for-profit board experience and certification as a skilled facilitator uniquely position her to support development in that sector. Together, these qualities make her a versatile partner in fostering growth at all levels.

Selected Achievements

- Created a competency-based career pathing program to develop hourly and skilled trades employees. This retention strategy reduced turnover by 39%.
- Achieved a 44% reduction in voluntary turnover and saved \$489,000 in recruitment costs by designing and implementing succession-focused recruitment and retention strategies across field, shop and office positions.

Experience

- Osborne Interim Management:
 - Tourism Calgary: Executive HR Advisory (August 2023)
 - Alberta Fish and Game Association: HR Advisory and Policies (April - June 2022; August 2022)
 - Sun Peak Resorts: HR Advisory and Recruitment (April - May 2022)
 - Crop Management Network: HR Advisory (November 2021 - February 2022)
 - 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; Shared Services
- Manager, Human Resources & Corporate Administration

Qualifications

- Master of Arts, Leadership, Royal Roads University
- Board Certified Coach: Leadership, Business and Executive Designations
- Certified Mastermind Executive Coach
- Erickson International Life Coach, Level 1-IV
- Certified Human Resources Professional (CPHR and SHRM-SCP)
- Certified Master Behaviour Practitioner and Advanced Behaviour Analyst
- DiSC Certified Trainer; Registered Professional Trainer
- Board Member in numerous community organizations including Quest Theatre, The Calgary Bridge Foundation, and currently the President of the Canadian Intensive Care Foundation, Alberta Chapter

