

Danae Johnson, BSc, CHRP, CEC



BACKGROUND

Danae Johnson is a dedicated Certified Executive Coach (CEC) with over 15 years experience in human resource leadership and business management. She is the owner of Thinking Partners, a consulting and coaching practice committed to improving the quality of life for individuals and organizations through coaching and strategic human resource planning.

Danae has utilized her management and leadership expertise, coaching experience, a degree in Communications and her proven track record as a Certified Human Resource Professional (CHRP) in creating business improvement, strategic change and leadership development in both the profit and non-profit sectors.

SELECTED WORK EXPERIENCE

Change Management

Serving as project manager for a large-scale company reorganization, Danae led the transition and implementation process to transform the real estate division of Intrawest from a resort-based structure with 17 offices, to a regional structure located in six urban offices in Canada, USA and Europe, affecting all 250 employees.

Executive Coaching

Danae has coached professionals from the public and private sector as well as individuals working on personal growth

and transition in her practice. She has also initiated, developed and implemented an Executive Coaching Program for senior leadership within the real estate division of Intrawest. This was the first program of its type within Intrawest and has since been expanded to other levels of management and divisions.

Coaching Skills Workshops

Danae has designed, developed and delivered several leadership and coaching skills workshops for a diverse range of clients. She has delivered and/or developed 12 workshops for adult learners and business professionals.

Strategic Human Resource Planning

Danae created a start-up human resource function for a rapidly growing real estate organization. She grew the human resource team from one to 10 members, contributing to doubling the company's revenues and size while demonstrating increased buy-in to the strategic role of people practices to the overall business success.

Learning and Development

Danae has designed, developed and facilitated learning and development programs for adult learners on several disciplines including; Coaching, Leadership and Management Development, Recruitment and Selection, Behavioral Interviewing, Orientation, Performance Management, Recognition, Harassment, Conflict Resolution, and Communications.

Talent Management

Danae has developed and implemented a talent management system to provide senior leaders with a common language and objective criteria for assessing employee performance and identifying growth edges. This resulted in enhanced performance and increased retention of top performers through succession planning.

Recruitment and Selection

Danae has designed and developed high volume recruitment systems for multiple operations departments. She has trained and coached a 30 member recruitment team, resulting in successful hiring of up to 4000 employees and volunteers annually for a world-leader in resort operations and real estate development.

SELECTED EDUCATIONAL EXPERIENCE

- Certified Executive Coach (CEC), *Royal Roads University*
- Certified Human Resources Professional (CHRP) designation
- Member of the British Columbia Human Resource Management Association (BCHRMA)
- Bachelor's of Applied Sciences, *Major in Communications Simon Fraser University*
- Various courses from educational institutions in; conflict resolution, mediation, negotiation, facilitation, behavioral interviewing, salary administration, employment law, meditation and development of healthy workplaces and organizations.

INTERESTS

Expanding her view of community, Danae has volunteered in South America to help build homes for families in need, and was invited as an advisor to the Mackenzie Leadership project involving First Nations, private sector forestry companies and the BC Forest Service. Danae volunteers as a coach with the Minerva Foundation and is an active member of the Vancouver Chapter of the International Coach Federation (ICF). She served on the Board of Directors for Whistler Community Services Society while residing in Whistler. She now lives in Vancouver and spends free time on the Sunshine Coast or in the mountains hiking and snowshoeing.