



## BACKGROUND

Ingrid helps her clients make positive career choices that reflect their vision, values, talents, abilities and life goals. A highly respected Certified Executive Coach (Royal Roads University 2002) specializing in career exploration and transition issues as well as Leadership and Executive Development, Ingrid supports each person as they discover more about how they like to work and opens possibilities that can lead to courageous decisions regarding fulfilling career, promotion and development options. Ingrid is a pioneer in the creation of the Narrative 360 process which supports the collection of invaluable developmental feedback. She is passionate in her belief that the right kind of work and the right environment exist for all of us if we play to our strengths.

## EDUCATION AND DESIGNATIONS

Ingrid holds a Bachelor of Arts in Administrative Studies, an Advanced Certificate in Human Resource Management and Certificates in Mediation/Conflict Resolution, Labour Relations and a variety of assessment tools including Birkman, Lumina, Insights, and MBTI. She is an active member of the Vancouver Island Chapter of the British Columbia Human Resource Management Association (BCHRMA) and the Vancouver Island Coaches Association (VICA). She is a Certified Human Resource Practitioner (CHRP), she has

been granted the PCC (Professional Certified Coach) designation by the International Coach Federation and she is a Certified Meditation Instructor through the Chopra Centre.

## ORGANIZATIONAL LEADERSHIP

Ingrid led the Vancouver Island office of a large international HR Consulting firm that specialized in Career Transition and Talent Management. Ingrid has also held Director and VP level positions with the Manitoba Civil Service Commission in Winnipeg, the Saskatchewan Institute of Applied Science and Technology in Saskatoon and Camosun College in Victoria where she provided strategic HR, labour relations and organization development advice and guidance. Her experience also includes expertise in compensation and classification, employee wellness and policy development. She has held responsibility for leading and developing all aspects of the human resources function.

## ACCOMPLISHMENTS

Quadrupled talent management sales in the Vancouver Island based office of a major international HR Consulting firm leading the country in several areas.

Consistently receives outstanding evaluations from executive coaching clients and developed a reputation as one of the best coaches on Vancouver Island.

Developed a workbook designed to help coaching clients discover their Vision, Purpose and Values enabling them to identify a personally satisfying career direction.

Project Manager for a major policy re-development initiative designed to change HR policies for the Manitoba Government from a rules-based format to a principles-based format.

Secretary to the Corporate Steering Committee on Human Resource Management – a committee of Deputy Ministers chaired by the Clerk of Executive Council – whose mandate included rationalization of the HR Community while maintaining quality service standards.

Created the role of the HR function in a large educational institution by implementing a collegially developed Role and Mission Statement, articulating Values and Principles, describing the Labour Relations Philosophy, Program Mandates, and Communication Guidelines.

Re-established a collaborative labour relations climate in an organization in which trust had been broken.

## OTHER INTERESTS

Ingrid believes in the value of community leadership and has leant her time and expertise as a committee member and mentor for Leadership Victoria. She also acts as a volunteer mentor for the BCHRMA.

In her spare time Ingrid enjoys the arts, especially dance (which she intends to learn herself some day) and painting (which she can actually do a bit). She actively engages in activities that promote and enhance the fitness of her body, mind, heart and spirit.