



Bill is an accredited Executive Coach and Leadership Performance Consultant who brings over 25 years of corporate leadership, an insightful business eye, and a deep understanding of people to a practice that focuses on helping Change Leaders deliver results.

His desire to learn, and to share this knowledge with his clients has led to an ongoing series of training and certification programs that continually enhance his expertise in assisting individual leaders and their teams in dealing with change at both an individual and an organizational and systemic level. His genuine, caring, and people-centric nature have made him not only an outstanding coach, but a master at transferring coaching skills to his clients.

Career

- Do Differently, Coaching Change, Founding Partner
- Rogers Communications Inc., Cable/Wireless Customer Care
- Bank of Montreal, multiple **operational** executive roles in Banking Areas, Cities and Regions. Led program that resulted in mBanx direct banking organization.

Professional

- Member ICF, GTA ICF & TODN
- CEP, CCUG Coach Inc coaching designations
- Trained Mediator/Mentor
- BA Economics, UofT & Advanced Executive program Ivey/Kellogg Schools of Business
- Steering Comm. Member

Canadian Values Alliance

Representative Accomplishments

- **Leader Development:** Worked with a newly appointed executive in the development of top priority goals and an operational plan to improve the performance of a Public Sector Division. Cultural assessments, personal assessments, evaluations, individual coaching, team coaching & leadership workshops, conducted over an 8 year relationship with multiple leaders and teams saw the division's performance rise from last to first, with the highest engagement scores of the **Ministry**.
- **Coaching HP Leaders:** Now entering the 4th year coaching HP leaders who attend the world renowned Schulich EMBA. Candidates selected as high performing, travel the world attending preeminent graduate schools. Coaching supports current leadership challenges as well as career optimization in their current environments and/or alternate career streams. Bill is one of 4 Coaches that serve this 40/50 person group. He has been lauded for his performance and is one of **the 2 originals** that remain.
- **Vision, Values, Engagement & Elevated Leadership :** Over 9 years, coached a senior leader and his teams, first as CIO of a BC University, and subsequently as CIO at a prominent mainland University. Used a mixture of individual and team coaching, and workshops, supported by 360's, Values & Culture assessments and other instruments to raise engagement scores at all levels, **highest within all departments of the University**. Today the CIO is an executive with Gardner, coaching other CIOs and a steady source of referrals.
- **Building a High Performing Team:** After a Cultural Assessment revealed serious disgruntlement on the part of employees, coupled with low engagement scores, Bill was engaged to coach the SVP & Chief Security Officer of a NA Transportation organization. A Coaching Workshop with the 16 member executive Team focused on Strengths awareness and building a **HPT, including** gaps as revealed by the 5 Dysfunctions of a Team. A challenging team of former RCMP/Police bought in and success led to subsequent work.