

OVERVIEW OF CONSULTING EXPERIENCE

(details available upon request)



STRATEGY

critical analysis of individual and organizational potential
environmental scanning; role studies
strategic futuring and planning
organizational (re-)design
building partnerships and strategic alliances

Government

- **Advisory Committee on Health Delivery and Human Resources** (Health Canada) - Strategic prioritization
- **Advisory Committee on Health Human Resources** (Health Canada) - Organizational redesign; Strategic planning
- **Community Programs Directorate, First Nations & Inuit Health Branch** (Health Canada) - Strategic planning (several different engagements)
- **First Nations & Inuit Health Branch, Office of Nursing Services** (Health Canada) – Strategic planning
- **Health Canada, Office of Nursing Policy** - Strategic planning; interface with Advisory Committee on Health Delivery and Human Resources
- **Human Resources Development Canada** (Health Canada) & Advisory Committee on Health Human Resources - Partnership Strengthening
- **First Nations and Inuit Health Branch, Ontario Region Nursing Services** (Health Canada) - Organizational redesign
- **Ontario Ministry of Health and Long-term Care, Institutions and Community Services Branch** - Organizational redesign
- **Ontario Ministry of Health and Long-term Care-Central East Region** - Strategic planning

Healthcare

- **Champlain District Health Council** (Ontario) - Stakeholder facilitation
- **Collingwood Marine & General Hospital** (Ontario) - Strategic planning
- **Dartmouth General Hospital** (Nova Scotia) - Role review
- **Grand River Hospital** (Ontario) – Merger facilitation
- **Markham Stouffville Health Care** – Strategic prioritization and alignment
- **North York General Hospital** (Ontario) - Strategic Futuring
- **Saint Boniface Hospital** (Manitoba) - Environmental scanning
- **Sherbourne Health Centre** (Ontario) - Strategic planning
- **South East Health Care Corporation** (New Brunswick) - Strategic planning
- **The Scarborough Hospital** (Ontario) - Strategic planning
- Three different regional groups of healthcare providers: Strategic futuring re: vertical integration
- **Victorian Order of Nurses, Ontario** - Organizational redesign
- **Victorian Order of Nurses, Canada** - Strategic planning; Merger facilitation

Education

- **Centennial College** (Ontario) - Strategic planning
- **Humber Institute of Technology & Advanced Learning** (Ontario) - Role review

Professional Associations & NGOs

- **Aboriginal Nurses' Association of Canada** – Strategic planning; Relationship redesign
- **Dorothy Ley Hospice** (Ontario) - Strategic planning
- **Nursing Leadership Network of Ontario** - Strategic planning
- **Ontario Nurse Executives & Provincial Nursing Administrators Interest Group** - Merger facilitation
- **The Advocates' Society** (Ontario) - Organizational redesign; Strategic planning
- **Toronto Association for Quality in Health Care** (Ontario) - Strategic futuring
- **Toronto Palliative Care Network** (Ontario) - Strategic planning

International

- **GRASP Systems International Companies Ltd** (Colorado) - Organizational redesign; Strategic planning
- **Pan American Health Organization** – Scoping Mission re Caricom/Health Canada Partnership Opportunities Other

OPERATIONS

*operational review & planning, operations support
organizational review
process improvement, work redesign, reengineering
workload measurement/management*

Government

- **First Nations and Inuit Health Branch, Manitoba Region Nursing Services** (Health Canada) – Organizational review
- **First Nations and Inuit Health Branch, Office of Nursing Services** (Health Canada) – Organizational review
- **First Nations and Inuit Health Branch, Office of Nutrition Policy and Promotion & Community Programs Branch** (Health Canada) – Partnership Review
- **First Nations and Inuit Health Branch, Ontario Region** (Health Canada) – Nurse staffing analysis
- **First Nations and Inuit Health Branch, Pacific Region Nursing Services** (Health Canada) – Organizational review
- **Meadow Lake Tribal Council & First Nations and Inuit Health Branch**, Health Canada – Nurse staffing analysis
- **Ontario Ministry of Health and Long Term Care & Grey-Bruce Health Services Corporation**- Operational review
- **Ontario Ministry of Health and Long Term Care & Peterborough Hospitals** - Operational review
- **Ontario Ministry of Health and Long-Term Care, Nursing Secretariat** - Review of 2000-2001 Nursing Plans

Healthcare

- **Bridgepoint Health System** (Ontario) - Operational review
- **Copernicus Lodge** (Ontario) - Organizational review
- **Guelph General Hospital** (Ontario) - Operations support
- **Hospital for Sick Children** (Ontario) – Reengineering
- **IOOF Senior Citizen Homes Incorporated** (Ontario) - Operational review
- **Lakeridge Health Corporation** (Ontario) - Resource optimization study; Operational review
- **Miramichi Health Region and Hospital** (New Brunswick) - Operational review
- **Newfoundland Department of Health** – Western Region - Operational review
- **Northern Interior Regional Health Board and Prince George Regional Hospital** (BC) - Resource optimization study; Operational review
- **North Simcoe Muskoka Local Health Integration Network** - Operational review
- **Saint Elizabeth Health Care** (Ontario) - Internal & external evaluations of Care Delivery Model
- **Saint Joseph's Hospital** (Hamilton, Ontario) - Resource optimization study
- **Victorian Order of Nurses, Canada** - Process redesign
- **West Park Hospital** (Ontario) – Reengineering
- **Winnipeg Health Sciences Centre** (Manitoba) - Operational Review

Professional Associations & NGOs

- **College of Nurses of Ontario** - Workload measurement
- **College of Psychologists of Ontario** - Operational review

International

- **GRASP Systems International Companies Ltd.** (Colorado) - Operational planning & Executive coaching; Operations support
- **Pan-American Health Organization** - Workload Measurement

Other

- **Stratford Festival of Canada** - Organizational Review

FACILITATION, KNOWLEDGE EXCHANGE & MOTIVATION

information sharing consensus building
teambuilding to improve productivity and morale
stimulating creativity and peak performance

Government

- **Canada Health Infoway** and Canadian Nurses Association - Facilitation
- **Canadian Health Services Research Foundation** – Facilitation
- **Health Human Resources Strategies Division** (Health Canada – Recruitment & Retention Initiative – Facilitation
- **Health Services Restructuring Commission of Ontario & Community Care Providers** - Visioning
- **Office of Nursing Policy**, Health Canada – Consensus building; Facilitation; Knowledge exchange (multiple engagements)
- **Office of Nursing Services**, First Nations & Inuit Health Branch, Health Canada –Teambuilding
- **Ontario Hospital Association** - Collective bargaining
- **Orillia Soldiers Memorial Hospital** - Facilitation
- Primary Care Division, Office of Nursing Policy, and Health Human Resources Strategies Division, **Health Canada** – Interdisciplinary Education for Collaborative Practice - Strategic planning

Healthcare

- **Homewood Health Centre** (Ontario) - Facilitation
- **The Scarborough Hospital** (Ontario) - Facilitation and Teambuilding

Professional Associations & NGOs

- **Quality Worklife, Quality Healthcare Collaborative** – Facilitation

International

- **EU Northern Dimension Partnership in Public Health and Social Well-being** & First Nations & Inuit Health Branch, Health Canada – Workshop design
- **Pan-American Health Organization** – Facilitation
- **World Health Organization** – Office of the Chief Nurse Scientist – *Global Forum for Nursing and Midwifery* – Design and Facilitation

Other

- **Stratford Festival of Canada** - Teambuilding

DOCUMENT PREPARATION

data gathering information synthesis & analysis
issues identification model and options generation

Government

- **Office of Nursing Policy**, Health Canada - 4-year progress report
- **Office of Nursing Services**, First Nations and Inuit Health Branch, Health Canada – Synthesis and analysis of significant risk management issues

Healthcare

- **Centre Grey General Hospital** (Ontario) – Response to restructuring options

Education

- **Nursing Utilization, Effectiveness, and Outcomes Evaluation Unit** - Costing of clinical nursing education for the Council of Ontario University Programs in Nursing

Professional Associations & NGOs

- **Canadian Nurses' Association** – Feasibility study on development of magnet hospital program
- **Ontario Hospital Association** - Briefing paper outlining the status of home care

International

- **Regional Nursing Advisor, African Region, World Health Organization** & Office of Nursing Policy, Health Canada - Synthesis of published competencies for nursing leaders; Process for enhancing the competency of nurse leaders in Africa; Tool to support a scoping mission

Other

- **Change Foundation** (Ontario) - *Case Pathways and Clinical Practice Guidelines* module

TRAINING & DEVELOPMENT

leadership development
influencing healthcare policy
small and large group interventions in change management
executive coaching

Healthcare

- Annapolis Valley District Health Authority (Nova Scotia) - Leadership development (multi-phase, multi-year initiative)
- Canadian Nurses Association – *Influencing Policy: Strategies & Tactics* workshop – 3 national offerings
- Dorothy M. Wylie Nursing Leadership Institute – Designer and co-facilitator since 2001 (more than 1800 participants to date)
- Halton Health Services (Ontario) - Leadership development
- Headwaters Healthcare (Ontario) - Leadership development & coaching
- Health Leaders Institute – Designer and co-facilitator since 2005 (more than 500 participants to date)
- Nova Scotia Department of Health (Nova Scotia) - Leadership development
- Orillia Soldiers Memorial Hospital (Ontario) - Executive coaching
- Paramed Health Services (Ontario) - Leadership development
- South West Nova & Annapolis Valley District Health Authorities (Nova Scotia) – Nursing leadership development
- Saint Elizabeth Health Care (Ontario) - Leadership development
- St. Joseph's Healthcare (Toronto, Ontario) - Leadership development & Coaching
- St. Michael's Hospital (Toronto, Ontario) - Leadership development
- Southlake Health Care Corporation (Ontario) - Leadership development
- Winnipeg Regional Health Authority (Manitoba) - Leadership development

Professional Associations & NGOs

- The Advocates' Society (Ontario) - Leadership assessment & Executive coaching
- Canadian College of Health Service Executives – Toronto Chapter - Change Management
- Canadian Nurses Association - Influencing Healthcare Policy in Canada

International

- DENOSA (the South African Nurses Association), SANNAM (a 14 country alliance of nursing leaders created to leverage nursing knowledge and skill in the fight against HIV/AIDS) & the Canadian Nurses Association - *Influencing Healthcare Policy* in Africa
- *Strengthening Nurses' Capacity in HIV Policy Development in Sub-Saharan Africa and the Caribbean* - Teasdale Corti study group - Influencing Healthcare Policy

Other

- Workplace Safety and Insurance Board (Ontario) - Leadership Development

ASSOCIATE RELATIONSHIPS

Deloitte & Touche, Management Solutions Practice, Canada (DT) - Associate Senior Manager; Providing direct client services, practice, and business development support, 1998 to present

Ernst & Young, Canada (EY) - Associate Principal Consultant; Provided direct client services, and business development services, 1995 to 1998.

Health Sector Renewal Partnership Inc. (HSR) - Project Associate, 1996 to 1999.

John Atkinson Health Care Professionals (JAHCP) - Project Associate, 1996 to 1999.

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