



Eric Preston

Eric is a strategic thinker, a reflective and ethically principled decision maker and an effective negotiator with a breadth of knowledge in human resources, labour relations, financial management, IT, facilities and other corporate service functions. As an interim executive or an advisor to senior leadership, Eric will ensure that HR plans, programs and services are aligned with your organization's mission, strategy and values to provide leaders and employees with the skills and supports they need to achieve your organization's goals.

SELECTED ACHIEVEMENTS

- As an Osborne Principal, worked with the leadership team to develop and implement a Talent Management Strategy to reduce employee turnover and enhance succession capability for the Ontario Centre of Excellence for Child and Youth Mental Health.
- Working with the Board of Markham Family Health Team, developed a new strategic plan including a review of the mission, vision and values, stakeholder consultation, a facilitated session with the leadership team and preparation of a 5 year strategic plan, a prioritized list of projects to achieve the plan objectives and a high level implementation strategy.
- Developed and implemented a human resources strategy at CAMH that significantly increased employee satisfaction scores and helped the organization win awards as one of Greater Toronto's Top Employers, a Canada's Top Diversity Employer and a Quality Healthcare Workplace Award.
- Using a 360 assessment and extensive interviews with supervisors, peers, direct reports and other stakeholders, identified areas of development focus and recommended a development strategy to the Board Chair and the Executive Director to improve the Executive Director's leadership capabilities.

PRIOR EXPERIENCE

- The Osborne Group – Principal
 - FAME
 - Markham Family Health Team
 - Ontario Centre of Excellence for Child and Youth Mental Health
 - Central Region Developmental Services
 - Burk's Falls Family Health Team
 - CleanFARMS
- Centre for Addiction and Mental Health (CAMH) – VP Human Resources and Organizational Development
- Municipal Property Assessment Corporation (MPAC) – VP Corporate and Human Resources
- Ontario Hydro – VP Corporate Services
- Province of Manitoba – Various program analyst and management roles

QUALIFICATIONS

- Certified Human Resources Executive (Human Resources Professionals Association)
- Member of the Institute of Corporate Directors
- Member and Vice Chair of the Board of Workplace Safety & Prevention Services and Chair of the HR Committee
- The Institute of Corporate Directors and Rotman School of Management, University of Toronto – *Governance Essentials for Directors of Not-For-Profit Organizations*
- York University (Schulich School of Business) – MBA
- Queen's University (School of Public Administration) – MPA
- University of Western Ontario – Hons. BA

