



# Eric Preston

An experienced public sector executive, 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.
- 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.
- Developed and implemented a hospital based Enterprise Risk Management program that satisfied the Board and senior management's need to assess and manage clinical, reputation and business risks associated with achieving the organization's goals and objectives.
- Balanced public relations, organizational reputation, legal, labour relations, clinical management and patient care considerations to lead the organization's response to a major workplace violence incident resulting in the establishment of a Workplace Violence Prevention Committee with union representation, and the development of a comprehensive workplace violence prevention program to improve employee and patient safety while forging stronger union relationships.
- Co-led an organization wide reengineering and reorganization project at MPAC to upgrade the quality and consistency of the property values product and improve the timeliness, accessibility and quality of customer service.

## PRIOR EXPERIENCE

- The Osborne Group – Principal
  - Markham Family Health team
  - Ontario Centre of Excellence for Child and Youth Mental Health
  - Central Region Developmental Services
  - Burk's Falls Family Health Team
- 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 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

