



## Gabrielle Bochynek

Gabrielle is a senior Human Resources Leader with extensive experience in the community and healthcare sectors. She is a hands-on leader who builds relationships by being a trusted advisor to senior teams, leads by example, and develops collaborative and transparent relationships with staff, management and Board members. She has cultivated a notable reputation for developing talent and creating engaged and energized teams. Gabrielle has led and been an integral team member contributing to Top 100 Employer and Top 10 Most Admired Culture awards. Specializing in providing interim, contract or project support for organizations requiring human resources expertise and services, Gabrielle is a solution focused leader with expertise in both strategy and operational excellence and cultivating positive working environments by increasing employee engagement through talent management, recognition and workplace wellness strategies. She has a demonstrated track record of achieving results within highly regulated, publicly funded, unionized organizations.

### SELECTED ACHIEVEMENTS

- Provided interim Human Resources leadership for health care organizations with focus on establishing systems and policies, executive recruitment and compensation, employee engagement strategies. Provided effective consultative services to managers with respect to employee/labour concerns, providing advice and support on policies and procedures, issues such as human rights, harassment, investigations, performance management, attendance management, progressive discipline and terminations; administered and interpreted collective agreements to ensure language was implemented in a consistent and appropriate manner
- Developed retention and change management strategy to support leaders and staff through a merger and creating a cultural shift to facilitate the transition to a new amalgamated organization. Qualitative feedback showed high levels of employee engagement and productivity resulting in maintaining excellent patient care.
- Revamped the Hospital's recruitment strategy which included employment branding, redesign of all recruitment templates, and implementation of Behaviour Based Interviewing for all leaders. This strategy led to increased successful probationary hires and confidence level of leaders.
- Led the human resources strategic planning process for the Hospital's corporate strategy focusing on employee engagement, diversity and inclusion, learning and leadership development. The following year the hospital achieved "Top 10 Most Admired Cultures, Broader Public Sector" awarded by Waterstone as well as Top Performing Hospital status for Employee Engagement in 2015 awarded by National Research Corporation Canada.
- Embedded health and safety as a key priority for the hospital related to modified work by increasing focus on supporting staff in returning to work; the changed processes led to a \$500K WSIB rebate the following year from a \$250K surcharge the previous year
- Developed a complaint decision making model to support the Hospital's RESPECT Program which increased leadership capacity to assist leaders in assessing and following up on complaints related to bullying, harassment, conflicts and performance issues.
- Successfully negotiated memorandums of understandings with multiple union groups: ONA, OPSEU, CUPE, allowing the organization to successfully meet its business objectives and resolve grievances, with very few referred to arbitration.
- Reviewed and implemented a reward and recognition strategy to meet emerging hospital business needs: Provided opportunities for staff to increase their skill set and health and wellness; designed two new recognition programs; developed a management recognition presentation and toolkit, which provided managers with practical and easy solutions to reward and recognize their staff.



## **PRIOR EXPERIENCE**

- Gabrielle Bochynek Human Resources Consulting:
  - Health Care: Casey House, West Park Health Care Centre,
  - Community Sector: REENA, Surex
- North York General Hospital: Vice President, People and Organizational Development
- Sunnybrook Health Sciences Centre: Director of Human Resources
- St. John's Rehab Hospital: Vice President, Human Resources & Organizational Development
- Surrey Place Centre: Vice President, Human Resources & Organizational Development
- Covenant House Toronto: Manager, Human Resources

## **QUALIFICATIONS**

- ◆ Bachelor of Arts, Sociology and Employment Relations, University of Toronto
- ◆ General Business Diploma, Humber College
- ◆ Certified Human Resources Leader, Human Resources Professional Association
- ◆ Advanced Health Leadership Program, Rotman School of Business, University of Toronto
- ◆ Executive Certificate in Conflict Management, Stitt, Feld, Handy & University of Windsor, Faculty of Law
- ◆ Board Member, Bellwoods Centre for Community Living

