



# Michael Dick

Michael is a principled and results driven **Senior Human Resource Professional** who sets high standards for quality and governance in all HR disciplines. He is effective at both the corporate or operational level and has strong strategic and analytical skills, with a passion for collaboration and teambuilding that delivers results throughout the organization. He enjoys creating cultures where employees are committed to delivering on the Company's Strategic Mission and Vision.

## SELECTED ACHIEVEMENTS

- Completed 3 external market compensation reviews for a municipality, a private sector company and a not-for-profit agency in the past 18 months
- Review of administrative resources required to support a 200 + community health centre
- Assessment and enhancement of a talent management system for a 40-person agency
- Completed an Organizational Health Assessment (OHA) on a 55 person not for profit organization, took over as Interim Executive Director and implemented the majority of the recommendations within a 5-month window
- Recruited 8 organizational leaders allowing those clients to grow and expand their services to meet the clients strategic vision, mission, objectives and goals
- Lead 4 organizations through mini redesign processes that focused on establishing current job descriptions, developing a reporting and performance management process that made sense for the organization and making sure that their policies and procedures were legislatively compliant
- Completed 3 compensation reviews for Boards relative to their Executive Director positions. Rebuilt a Pay Equity process from scratch with new job descriptions, a new evaluation tool and no organizational knowledge from the original Pay Equity Plan that satisfied both union and agency leadership demands
- Customized electronic HR Policy and Procedure Manuals for 18 Family Health Teams
- Conducted 3 sensitive workplace investigations to determine if alleged harassment did occur
- Assisted 2 Boards in working through performance issues with their Executive Directors

## OSBORNE EXPERIENCE

- The Osborne Group
  - CANNEX – Organizational Review and External Compensation Review
  - Children's Treatment Network Simcoe York – External Compensation and Pay Equity Review
  - City of Vaughan – Job Descriptions Rewrites
  - The Counties – Stormont, Dundas, Glengarry – External Compensation Benchmark Review
  - Unison Community Health Centre – Administrative Review
  - Mainstay Housing Inc. – Board Governance
  - Responsible Gambling Council – Compensation Review
  - Hassle Free Clinic – HR Support, Compensation Review
  - Children's Treatment Network – Search for Director, Programs and Services
  - Ontario Centre of Excellence on Child and Youth Mental Health – Talent Management Plan
  - Carsons Camp Corp. – Operational Health Assessment
  - Markham Family Health Team – Organizational Health Assessment and Interim Executive

## PRIOR EXPERIENCE

- IBM Canada – Delivery Project Executive – Human Resources
- Procter & Gamble – Operations, Human Resources, Employee Services Leader – Canada

## QUALIFICATIONS

- Queen's University – Bachelor of Applied Science (Mathematics & Engineering)
- Human Resource Professional Association Member Barrie & District Chapter

