



## Michael Dick

### Operations/Human Resources/Certified Value Builder

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, analytical and facilitation 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

- Currently assisting a private sector client with valuation of the business with the intent of developing a long-term incentive plan for senior leadership
- Completed 3 external market compensation reviews for a municipality, a private sector company and a not-for-profit agency in the past 3 years
- Assessment and enhancement of a talent management system for a 40-person agency
- Completed Organizational Health Assessments (OHAs) for a 55-person family health team and a 30-person financial services organization
- Interim Executive Director of a Family Health Team for 5 months
- 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 and 2 NPLC's
- Conducted 3 sensitive workplace investigations to determine if alleged harassment did occur
- Assisted 3 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
  - Ontario Centre of Excellence on Child and Youth Mental Health – Talent Management Plan
  - Carsons Camp Corp. – Operational Health Assessment

### 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)

