



Sarah Hisey, MBA

Helping organizations with their human resources challenges.

A bilingual business leader with a proven success in change management and people leadership while delivering measurable results. Expertise includes aligning Human Resource strategies with the objectives of the company, strategic thinking, planning, communication, and total rewards. Sarah has a passion to ensure the compensation, pension and benefits plans offered in an organization match the organization's culture and goals.

SELECTED ACHIEVEMENTS

- Managed planning, roll-out and communications strategy for a major plant closure involving 78 active employees not long after a difficult strike. Developed and implemented the strategy and prepared documentation. The result was a seamless closure, both on time and on budget with no negative press or employee relations' issues.
- Led the HR due diligence for all acquisitions and divestitures while at two different manufacturing organization who were looking for expansion and streamlining opportunities in North America.
- Audited the payroll processes to eliminate processing errors and implement a verification process.
- Reviewed and negotiated new agreements with pension investment and administration suppliers in order to reduce cost structure and increase net rates of return for the pension plans. Reduced annual costs by 6%.
- Led 3 payroll departments and 3 accounting departments through a transition changing the processing and tax treatment of expatriate payrolls to fit the new process Corporate HR in France had implemented.
- Identified and guided team to automate several administrative processes eliminating manual work with high risk of error.
- Converted a salaried DB pension plan to DC design to bring consistency in pension offerings to a major corporation. This included developing financial education to bring all salaried employees up to a minimum level of financial knowledge.
- Provided third party HR support to small businesses such, performance management, employee relations, and compensation structure and design.
- Completed Quebec Pay Equity analysis and filings for 2 different business units of an international bank operating in Canada.

PRIOR EXPERIENCE

The Osborne Group - **Not for Profit**

- PACE Independent Living
- Madison Community Services
- Central West Specialized Development Services
- ISAC (Income Security Advocacy Centre)
- Mainstay Housing
- St. Jude Community Homes
- Crossroads International
- Fred Victor
- CleanFARMS
- Beaver Valley Outreach
- Unison
- Assoc. of Community Legal Clinics of Ontario
- A-Way Express Courier

The Osborne Group - **For Profit**

- Goose Digital
- Tuesday Afternoon Media
- seclonLogic
- Eckler
- Thales Group
- All Points Relocation Services Inc.
- Workplace Harmony - Managing Director
- Nexans North America Inc. - Vice President, Human Resources and Communications; Director – Human Resources
- Norbord Inc.- Manager, Compensation and Benefits; Payroll Supervisor
- Danka Canada - Human Resources Representative
- Kodak Canada - Human Resource Specialist; Account Manager, Major Accounts

QUALIFICATIONS

- Dalhousie University – MBA
- Queens University – BA, Psychology
- Certified Compensation Professional – World at Work – in progress
- Canadian Securities Course
- Heart & Stroke Foundation, Person to Person Campaign – Team Captain – Current
- Fairlawn Neighborhood Centre, Board member since 2011

