



# Gabrielle Bochynek, CHRL

## Human Resources and Labour Relations

A senior Human Resources leader with extensive experience in the not-for-profit and healthcare sectors, Gabrielle has a notable reputation for developing talent and creating engaged and energized teams recognized with the Top 100 Employer and Top 10 Most Admired Culture awards. Specializing in support for organizations requiring in-depth human resources expertise, she is a solution focused leader with expertise in strategy and operational excellence. Gabrielle has a demonstrated track record of achieving results in highly regulated, publicly funded and unionized organizations.

### SELECTED ACHIEVEMENTS

- Revamped St. John's Rehab Hospital's recruitment strategy including employment branding, and implementation of Behaviour Based Interviewing for all leaders
- Developed retention and change management strategy to support St. John's Rehab Hospital leaders and staff through a merger and created a cultural shift to facilitate transition to amalgamation with Sunnybrook Health Sciences Centre.
- Led the human resources strategic planning process for North York General Hospital's strategy on employee engagement, diversity, inclusion, learning and leadership development leading to recognition as "Top 10 Most Admired Cultures, Broader Public Sector" and "Top Performing Hospital status for Employee Engagement".
- Changed health and safety processes resulting in a \$500K Workers Compensation rebate.
- Developed a complaint decision making model which improved leadership ability to assess and follow up on bullying, harassment, conflicts and performance issue complaints.
- Successfully negotiated memorandums of understandings with ONA, OPSEU, and CUPE, resolving grievances without referral to arbitration.

### PRIOR EXPERIENCE

- The Osborne Group
  - Bellwoods Centres
  - PACE Independent Living
  - LOFT Community Services
  - Greenpeace Canada
  - Youthdale Treatment Centres
  - World Renew
  - REEL Canada
  - Active Exhaust
  - LLP Insurance
  - North York Women's Shelter
  - Imagine Therapeutic Services
  - Breakaway Addiction Services
  - Government of Yukon
- Gabrielle Bochynek Human Resources Consulting: President Health Care/Community Clients: Casey House, West Park Health Care Centre, 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

- University of Toronto – Bachelor of Arts, Sociology and Employment Relations
- Humber College – General Business Diploma
- Certified Human Resources Leader, Human Resources Professional Association
- Rotman School of Business – University of Toronto Advanced Health Leadership Program
- Stitt, Feld, Handy/University of Windsor – Faculty of Law Executive Certificate in Conflict Management

