



# Anne Bloom, CPHR-BC, SHRM-SCP

## Human Resources

Effectively leads talent, culture, and business operations with expertise in building strategy, transformation, innovation and growth in the for profit and not for profit sectors. Anne is a trusted, forward-thinking advisor and consummate relationship manager who builds cultures of inclusivity, diversity, equity, and collaboration, to help businesses achieve success. Collaborates with business leaders to achieve timely results, minimize risk and ensure compliance in all areas.

### SELECTED ACHIEVEMENTS

- Restructured total rewards program inclusive of executive, sales, incentive, and employee compensation review and implementation saving more than \$150K and providing additional employee coverage for benefits and pension. (LG Electronics) (Infosys Limited)
- Led project teams of up to 45 employees including workforce planning and budgets of \$75 million (LG Electronics) (Bank of Montreal)
- Coached employees and leadership team in building and enhancing morale, employee engagement and communication leading to a more than 13% reduction in turnover among high performers. (LG Electronics)
- Wrote and implemented strategy plans on diversity and inclusion, compensation, and workforce planning resulting in building culture and employee engagement for several public and private sector clients in small to mid-size organizations.
- Implemented transformation of large-scale operations department including evaluating job descriptions, provided training on new and enhanced performance management tools and identified key competencies.
- Managed redundancy of 85 employees. Led HR board committee through negotiations of CEO contract. (Ontario Telemedicine Network)
- Advised on, revised and implemented policies including Work from Home and Return to Workplace during COVID-19 pandemic. Managed compensation and benefits market research ensuring company paid at fair market value (MentorCity) (Lorex Technology) (LG Electronics) (Infosys Limited)

### PRIOR EXPERIENCE

- The Osborne Group
  - Covenant House
  - APCO
  - Canadian Urban Institute
  - BridgeNorth
  - Women's Habitat Etobicoke
- ALB HR Solutions – President/Founder – 2008 – Present
- LG Electronics – Director HR Canada – 2014 - 2016
- Infosys Limited – Director HR Canada – 2012 – 2014

### QUALIFICATIONS

- Canadian Centre for Diversity and Inclusion certification
- Health and Safety certification
- Accessibility for Ontarians with Disabilities Act certification
- Project Management, HRP certification
- Rotman School of Business, Advisory Board, HR Curriculum, 2020-Present
- SCNetwork, Governance and Programming Committees, 2017-Present
- Challenge Factory, Advisory Board, 2016–2021
- Ontario Telemedicine Network, Board of Directors HR Committee, 2018



- Avanti Women, Advisory Board, 2015 – 2018
- Human Resources Professionals Association, Board of Directors, Toronto Chapter, 2002 - 2015

