



Anne Bloom, CPHR-BC, SHRM-SCP

A resourceful Human Resources Executive who is strategic and highly effective in executive coaching, guiding talent, culture, and business operations.

Anne 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. She is a trusted, forward-thinking coach, advisor and consummate relationship manager who builds cultures of inclusivity, diversity, equity, and collaboration to help businesses succeed. Anne works closely with business leaders to achieve timely results, minimize risk, and ensure compliance in all areas. Her experience as an HR consultant and executive provides a strong template for success in executive coaching, advisory services, Interim and HR Project work including Workplace Investigations.

SERVICES

- Executive/leadership coaching
- Environmental, Sustainability and Governance (ESG)
- Diversity, Equity, Inclusion and Belonging (DEIB)
- Company and department transformation
- Workforce planning
- Organizational development
- Performance Management design and implementation
- Succession planning
- Compensation, Benefits and Pension Design and Implementation
- Job Descriptions
- Policy Manual
- Research and Implementation of systems and tools (HRMS)

SELECTED EXPERIENCE

- Coach to leaders on performance management, career goals, and goal setting.
- Coach 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.
- Wrote and implemented strategy plans on diversity and inclusion, EST, DEIB, compensation and workforce planning resulting in building culture and employee engagement for several public and private sector clients in small to mid-size organizations.
- Restructured a 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.
- Implemented transformation of large-scale operations department including evaluating job descriptions, provided training on new and enhanced performance management tools.
- Managed redundancy of 85 employees. Led HR board committee through negotiations of CEO contract.

QUALIFICATIONS

- For profit, Not for Profit, Private and Public Sector extensive experience
- Canadian Centre for Diversity and Inclusion certification
- Health and Safety certification
- Accessibility for Ontarians with Disabilities Act certification
- Project Management, HRP certification
- HealthPartners, Governance and Nominations Committee, 2021 - Present
- Rotman School of Business, Advisory Board, HR Curriculum, 2020 - Present
- Strategic Capability Network (SCN), Governance and Programming Committees, Board of Directors – Treasurer 2017-Present
- HealthPartners, Governance and Nominations Committee, 2021 - 2022
- Rotman School of Business, Advisory Board, HR Curriculum, 2020 - 2022
- 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

