

**Stephen S. Hinds**

**STEPHEN S. HINDS, MA, CPHR, CHRL, COC, PCC**

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## **PROFESSIONAL SUMMARY**

### *Skills Summary*

strategic planning - business consulting - leadership development and executive coaching - employee engagement planning - learning and development - conflict management - public speaking - organizational change management leadership.

## **EXPERIENCE**

### **FACILITATOR & COACH (2022 - Present)**

#### THE HUMPHREY GROUP (THG)

*With over 500 clients and 30 years in business, THG purpose is to teach and promote inspiring communication at work and everywhere. We believe that inspiring communication creates more human workplaces and a more human world.*

- Facilitate Leadership communications education solutions (*Speaking as a Leader and Authentic Leadership*).
- Facilitate Diversity, Equity, and Inclusion learning options (*Inclusive Leadership, Inclusive Communication and Visible Leadership*)
- Averaging 8.85/10 on end of course evaluations.
- Executive Coach for THG executive clients

### **FACILITATOR & COACH (2022 - Present)**

#### ESSENTIAL IMPACT

*An internationally award-winning, corporate coaching company based in Vancouver Canada, with a national network of affiliated coaches and facilitators.*

- Facilitate, Coach and mentor leadership coaching programs with corporate clients.
- Feedback Coach and Facilitator for ICF approved courses.
- Provide 1:1 coaching to leaders and teams of Essential Impact clients.

### **SESSIONAL INSTRUCTOR-MBA Program (2022-Present)**

#### UNIVERSITY CANADA WEST

*UCW offers a globally recognized ACBSP and NCMA-accredited MBA program. UCW's Master of Business Administration degree challenges students in areas vital to business operation and administration and thoroughly prepares students for undertaking various kinds of business roles. It develops core competencies in critical thinking, persuasive communication, system analysis, leadership, and business ethics.*

- Sessional instructor for HRMT 624 (Recruiting and Retaining Talent), HRMT 622 (Talent Management - OB), HRMT 623 (HR Strategy) and MGMT 660 (Leadership and Decision making) graduate level courses in the Leadership and People Management department leading to a CPHR designation for students.
- Use of online instructing tools including, Moodle, MS Teams, Turnitin, Connect and Tophat to engage and communicate with students, provide course content, feedback/grades, and student course evaluations.
- Averaging 4.85/5 on end of term student evaluations.

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## **NATIONAL DIRECTOR AND CHIEF PEOPLE OFFICER (2016 - 2025)**

### **SINGLETON URQUHART REYNOLDS VOGEL LLP**

*An award winning national professional services firm with a longstanding reputation as one of Canada's leading firms in providing legal services to the construction industry. The Firm has close to 200 employees in Vancouver and Toronto.*

This strategic general management position provided leadership, guidance, and coaching on all talent management matters including recruitment; training and development; change management; employee engagement; performance management and total compensation.

- Co-founded the firm's first Equity, Diversity, and Inclusion (EDI) Committee and implemented the firm's EDI strategy.
- Developed and implemented a firm wide mental health strategy increasing awareness of mental health concerns within the legal industry.
- Designed, and implemented an Associate Lawyer Mentorship Program which included individual coaching resulting in increased engagement among the Firm's legal professionals.
- Implemented and supported the firm's growth strategy (60% increase) with workforce planning and targeted recruitment tactics.

## **SENIOR MANAGER, HUMAN RESOURCES (2014 - 2016)**

### **MCMILLAN LLP**

*A professional services organization that prides itself on its history, client service and community involvement through offices throughout Canada and Hong Kong, this firm is committed to well-defined firm values of respect, teamwork, commitment, client service and professional excellence with over 800 employees across Canada.*

As part of the national talent management team, this position provided leadership in the Vancouver office and managed the firm's national wellness and recognition programs.

- Project lead on the design and implementation of a national service recognition strategy.
- Led the development and implementation of the national wellness strategy achieving targeted results.

## **SENIOR MANAGER, ORGANIZATIONAL DEVELOPMENT (2010 - 2014)**

### **INSURANCE CORPORATION OF BRITISH COLUMBIA (ICBC)**

*A Provincial Crown Corporation providing automobile insurance and driver licensing services to British Columbians through its 5000 employees within the province of British Columbia.*

As part of the senior OD leadership team that determined the organizational learning strategy, this position provided leadership, direction, and coaching to a team of OD professionals and learning facilitators who delivered web based and instructor led training solutions for internal and external adult learners. This position also led the annual roll out of the employee engagement survey as well as the analyses and intervention implementation.

- Led the program design, development and implementation of all competency-based leadership development programs which also included a new leadership coaching program.
- Program managed the implementation of several leadership development internal conferences to measure the effectiveness of change management strategies and associated initiatives & tactics.
- Designed and implemented an employee recognition strategy that included all leadership training and marketing collateral development.

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## **2000-2010 -HR Leadership roles**

- Vancouver Aquarium
- Lang Michener LLP
- Vancity Group
- Vancouver Coastal Health

## EDUCATION

### **Royal Roads University**

Master of Arts, Organizational Conflict Analysis and Management

### **University of British Columbia**

Completion - Organizational Coaching Program (COC)

### **Royal Roads University**

Graduate Certificate in Human Resources Management

### **University of Manitoba**

Bachelor of Arts, Criminology

## RELATED EXPERIENCE

### **International Coaching Federation – PCC Credential awarded.**

2022 - Present

- President, ICF Vancouver Charter Chapter (2023 – present)
- Co – Founder of the Black Coaches Collective

### **Canvas HR Consulting Inc.**

2018-Present

- Founder and Lead Consultant