

## Stephen White HBA, MPA, MIR, CPC, ACC, CHRL Ontario

A Certified Management and Executive Coach, Stephen applies in-depth business acumen and seasoned Human Resources expertise to career and life-enriching consulting

Over the course of his 35+-year career, Stephen has held several senior HR generalist and specialist positions in both the public and private sectors. He has honed strong leadership and coaching skills characterized by a collaborative management style, personal initiative and a strong results orientation.

### BUSINESS EXPERIENCE

As Senior Manager, Human Resources and Policy Compliance with Scotiabank in Toronto, he was responsible for designing, developing, implementing and managing strategically aligned policies, programs and processes that enhanced employee growth and organizational effectiveness. Stephen is active in various political and community organizations. A member of the Human Resources Professionals Association since 1985, he holds the CHRL designation. He was a volunteer Mentor with the Halton Chapter of the HRP, and in 2015 initiated the first ever coaching support program for unemployed HR professionals in Ontario. Also an active member of the Burlington Chamber of Commerce, Stephen serves on their Political Action Committee as well as the Human Resources Committee of the Canadian Association for Equality.

### PROFESSIONAL EXPERTISE AND SERVICES

Executive Coaching	Leadership Training	Labour Relations
Compensation & HRIS	Succession Planning	Benefits Management
Recruitment & Talent Management	Occupational Health and Safety	

### EDUCATION & CERTIFICATIONS

Associate Certified Coach (ACC), International Coaching Federation (ICF)  
 Certified Professional Coaching (CPC) and Advanced Coaching & Personal Coaching Certification (ACPEC), College of Executive Coaching, California  
 Certificate in Adult & Continuing Education (CACE), University of Saskatchewan  
 Masters degree in Public Administration (MPA), Queen's University  
 Masters degree in Industrial Relations (MIR), Queen's University  
 Honours BA, History and Political Science, McMaster University  
 Certified Human Resources Leader (CHRL)



*"I was lucky to have Stephen as a Career Coach during a time when I needed to change my expectations, adapt to a new country and focus my job search efforts on what was achievable. I learned a lot from him about how to identify my strengths and development areas. He provided practical help to tackle challenges and choose the right path."*