

## Tannis Jarvis MA, BA

### Ontario

A Human Resources Strategist and Innovation Champion known for driving meaningful results through end-to-end project management

Tannis has a strong history of advocacy for employee engagement empowered by two-way communication, support, learning, and continuous improvement. She brings empathy and insight to every client challenge and ensures the development and implementation of people strategies that align with overarching business objectives.

#### BUSINESS EXPERIENCE

Tannis offers in-depth HR generalist expertise within the academic, financial, consumer packaged goods, and not-for-profit sectors in both Canada and the US. In the role of HR Business Partner with Coca-Cola Canada, she provided consultation and leadership to the Merchandising and Call Centre client groups in all functional HR areas: learning and development, employee relations, talent management, performance appraisals, succession planning, engagement, and change management. As HR Project Manager, she developed and implemented initiatives from conception to roll out across the country, with a special focus on employee engagement, employee innovation and diversity and inclusion.

In her most recent role within Bank of Montreal, Tannis fine-tuned her skills with people analytics, survey development and employee insights, and strategy. Concurrently, as a small business owner, Tannis has honed an entrepreneurial edge: She understands the keys to developing both a business and its people and the importance of building strong fundamental policies, processes and practices that ensure optimal operation.

#### PROFESSIONAL EXPERTISE AND SERVICES

Employee Engagement	Leadership Development	Survey Development
Curriculum Development	Change Management	HR Scorecard
HR Strategy and Alignment	HR Policy Development	

#### EDUCATION

Georgetown University, Washington, DC – Masters of Strategic Human Capital Management  
Western University – BA, Sociology



*“Tannis is able to use influence and develop relationships throughout a complex international organization to get things done. Her deliverables are always on time and she is a motivated self-starter with great ideas.”*