

Sandi Channing BA

Ontario

A senior Total Rewards Leader who thrives on change and process improvements that drive results, maximize employee engagement and fuel Employer Of Choice status

Sandi brings a seasoned, enlightened approach to integrating best-practice Total Rewards strategies into big-picture organizational objectives. Her portfolio spans the development, implementation and analysis of programs encompassing compensation, incentives, benefits, retirement programs, recognition and rewards, HRIS, Diversity and Inclusion. She is known for building strong teams and collaborative relationships at all levels.

BUSINESS EXPERIENCE

With over 30 years of hands-on and executive-level Human Resources experience, Sandi has built a reputation for pragmatic, people-driven solutions that attract attention and win awards. She has held progressively senior roles with high-profile corporations across the hospitality, healthcare and transportation sectors. Balancing cost containment, effective vendor management and value with maximum employee attraction and satisfaction has always been a priority and is a skill that her clients especially value. Most recently with Compass Group, Canada's largest foodservice and facilities management company with over 25,000 employees, she repeatedly led the organization to annual Top Employer awards. She personally won the prestigious HR Summit Innovation in Total Rewards award.

PROFESSIONAL EXPERTISE AND SERVICES

Compensation Structure & Governance	Rewards and Recognition Programs
Benefits and Retirement Programs	Policy, Process and Systems Design
Change Management	Team Retention and Engagement
M&A Total Rewards Due Diligence	HR/Talent Strategy
Performance Management	HRIS

EDUCATION & CERTIFICATIONS

Certificate of Proficiency in Employee Benefits, Centre for Employee Benefits (CEB)
Bachelor of Administrative Studies courses, York University
Bachelor of Arts (History), York University
Certified Compensation Specialist courses, World at Work



Sandi's business experience is complemented by teaching CHRP-credit Compensation at the University of Ontario Institute of Technology and presenting at the Conference Board of Canada Compensation Conferences. She is a regular contributor to the HR Reporter.