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## **Patricia Belben MSc, CHRP, FCIPD** **CEO & Senior Practitioner – Human Resources and Training**

With over twenty years of Human Resource Management experience from grass roots to Director Positions, Patricia works with clients to provide practical and timely human resource and developmental outcomes that not only add immediate value but provide sustainable, meaningful solutions. Patricia has worked for large (134,000 employees) and small companies (50 employees), public, private, not for profit, union and no-union in Canada and Europe. Patricia is also a Professor at Kwantlen Polytechnic University, School of Business.

Patricia holds a Masters Degree in Human Resource Management, is a Certified Human Resource Professional, a Fellow of the Chartered Institute of Personnel and Development and a Licensed Myers Briggs Type Indicator (MBTI®) practitioner.

With her ability to clearly see the whole business impact of people decisions and her passionate, trusting and inspirational approach to development, Patricia connects businesses and individuals to success.

### ***Professional Experience***

- Provided facilitation services to Federal Government to support development of National Initiatives.
- Engaged stakeholders and employees in Organizational Reviews.
- Developed Organizational Development and Strategic Plans, Employee Engagement strategies and surveys and provided Culture Definition Workshops that assist businesses to get all employees on the same page.
- Executive and leadership coaching.
- Managed Human Resources Department Start-ups and carried out Human Resources Audits.
- Streamlined Human Resource functions utilizing technology, implemented Electronic Human Resources Information Systems and developed company policies and procedures.
- Created job descriptions and contracts; recruited and selected all levels of employees including CEOs and navigated Immigration Issues.
- Developed Balanced Score Cards and Metrics along with Business Process Improvement and Change Management processes.
- Developed systems to support Supervisory and Management Development, Personal and Career Development Frameworks and Performance Management.
- Training Program Development and Group Facilitation including MBTI.
- Conference speaker.

### ***Affiliations***

- British Columbia Human Resource Management Association
- Fellow of Chartered Institute of Personnel and Development
- North Vancouver Chamber of Commerce
- Forum for Women Entrepreneurs
- Northshore Arts Council

### ***Volunteer Work***

- Co-chair BCHRMA Northshore Round Table
- Committee Member for Awards of Excellence BCHRMA
- Mentor to Canadian Youth Business Foundation