

**Gail Voisin is a trusted Advisor to High Performers - primarily Corporate Executives
and High Potential Candidates - around issues of Leadership,
Personal/Organizational Effectiveness and Wellness.**

As CEO of her organization, Gail Voisin is a World Class Executive Coach, Speaker, Educator, Author and expert on **Executive/Leadership Development, Lifestyle Management/Wellness, Data Driven Succession Planning and Strategic Business Planning.**

As an Executive Coach, Gail has worked with senior management in Fortune 500 and 1000 organizations in the areas of Vision, Leadership and Wellness. She integrated and linked these three areas with their Strategic Business Plans to measure and report on Return on Investment (ROI).

Gail has more than 20 years of experience in senior management positions in Organization Development, Human Resources and Corporate Coaching in the consumer packaged goods, retail, high tech, utilities/energy, broadcasting, sports, entertainment, hospitality, manufacturing and financial services industries and more. Since 1997, she operated a highly successful coaching and consulting practice dedicated to two areas:

1. **One-on-one coaching in Executive/Leadership Development and Lifestyle Management/Wellness** to maximize their performance, find purpose and passion, and achieve better work-life integration.
2. **Consulting to organizations in Data Driven Succession Planning and Strategic Business Planning** to achieve their desired organizational outcomes.

Gail is **one of the first Corporate Organization Development Specialists in Canada** to design and incorporate health and wellness into corporate core management development programs, connecting work-life integration with increased productivity and Return on Human Assets (ROI) for the organization. Gail studied human anatomy and physiology, taught physical fitness for seven years, and completed extensive research on stress management and work-life integration.

With the insight that Corporate Executives need to ensure clarity and focus, she has always known intuitively when and how to support and challenge her clients to achieve life-changing results. Gail is known for her innovative ideas and perspectives, her open mind, and her unswerving ability to provide candid feedback to positively impact individuals and organizational results.

Gail's **Vision** is to "**Maximize Performance while Achieving Better Work-Life Integration**" for her clients. She coached Corporate Executives to "get" and "stay" laser focused on their own clarity and purpose to excel in their personal and organizational goals. Her **Mission** is to inspire and influence her clients to achieve extraordinary high levels of effectiveness. Acting as a strategic sounding board, Gail designed and developed customized training modules that were built on the leadership strengths of the client, using carefully selected assessment and diagnostic tools. She also provided specific and candid feedback to the client to achieve their desired outcomes.

Gail spent ten years at General Foods (now Kraft) initially in the role of HR Generalist. Within five years she specialized in Organization Development and Strategic Planning. To broaden her scope, she spent the next five years in Leadership Consulting in high tech at Wang Canada and provided Career Transition Consulting Services to executives for Right Associates International. Over the next decade, she demonstrated further proven success in fine tuning her craft in education and sports broadcasting and the food retail industry – TV Ontario, The Sports Network, and The Oshawa Group (now Sobeys). In short timelines, she easily **defined her market niche as an expert in Executive Leadership Development, Lifestyle Management/Wellness, Succession Planning, Strategic Business Planning and Career Management.** Gail's background and unique combination of skills are her competitive edge.

The following are some key accomplishments achieved in major corporations in a variety of industry sectors:

- Facilitated and guided strategic processes to create a Vision, set of core Values and Business Mission
- Customized Succession Planning Programs to identify, develop and fast track high potential managers to ensure momentum of future executive talent and sustain profitability
- Implemented Performance Evaluation Systems to measure achievements related to the Key Business Drivers in Strategic Business Plan
- Spearheaded restructuring and change management interventions with focus on building high performance teams
- Consulted/advised corporate clients on downsizing, re-employment counselling and career transition programs

Additional accomplishments achieved in specific industries include:

- Implemented a state-of-the-art Strategic Planning Organization Review Process in one of Canada's largest food retail and wholesale operations
- Directed the design and development of the first Retail Store Manager Learning Center to ensure consistency of the core Values and company philosophy and implemented adult training principles to equip managers with state-of-the-art tools, skills and techniques to build a world class retail food organization
- Researched and recommended expert strategic planners with broadcast knowledge to work with executive group to implement five year Global Strategic Business Plan
- Revitalized corporate training and development using diverse adult learning approaches to meet the specific needs of corporate staff and specialized academic providers (Ph.D.'s) of TV curriculum in education broadcasting

As a graduate of University of Western Ontario, Gail holds a Bachelor of Arts Degree and held a Certified Human Resources Professional designation (CHRP) at the Leadership level (CHRL) for over 20 years. Gail is an honorary recipient of award in the high tech industry for Outstanding Performance in Human Resource Leadership by Dr. A. Wang (Hall of Fame). She was certified in Emotional Intelligence (Dr. Reuven Bar-On) and completed additional courses in finance, organizational behavior, and international career transition. Other programs included Board Governance (Banff Executive Leadership Inc. 2008), Mindfulness-Based Stress Reduction (Meditation) Program (Jon Kabat-Zinn, Ph.D. 2015), Quantum Physics and Neuroscience of Mindcause and Effect (Dr. Joe Dispenza, D.C. 2018), Nordic Pole Walking Certification (Nordix International 2019).

Gail delivers presentations to corporations, associations and universities. She participates in panel discussions, corporate business advisory boards, and has authored articles in various publications on topics such as Integrating Business and Wellness, Retaining Top Talent and Sustaining Performance, and Work/Life Balance - The Major Challenge of the 21st Century. Gail spoke on Succession Planning at the 2012 Annual Conference for Human Resources Professional Association (HRPA), and in 2013 for the Alberta Roadbuilders & Heavy Construction Association (ARHCA).

Her book **All Together Now – Vision, Leadership and Wellness** was published by Dundurn Press in print and E-book in April 2011, followed by numerous book signings and a Podcast Interview with the CEO of Inside Personal Growth (*San Diego, California*) on her book. After eight years of success with her book, it was perfect timing for a transition, and Gail self-published the *Second Edition* of her E-Book in April 2020.

- **2019** – Interviewed by *HR Professional Magazine* for the Corporate Wellness cover page feature article called “Making Wellness Stick”
- **2018** – Contributed two key quotes to *McLean & Company* on high profile article on Designing a High-Value Succession Planning Program
- **2015** – Podcast Interview with *CEO of RedZone Technologies* (Baltimore, Maryland) on “5 Leadership Force Multipliers: Emotional Intelligence, Mindfulness, Clarity, Vision, & Health”
- **2012** – Interviewed by *Canadian HR Reporter* for article called “One-half of firms to lose at least one-fifth of executives by 2017”
- Over the prior 20 years, Gail wrote numerous articles and was interviewed by many high profile publications on Leadership, Wellness/Lifestyle Management, Strategic Planning and Succession Planning

Professional development included HRPA, The International Coach Federation (ICF), and The Strategic Leadership Forum (SLF); Advisory Boards for Charity organizations (Heart and Stroke, Cancer Society, The United Way, Toronto Fertility Care Centre). She is an avid ballroom dancer and enjoys travel, tennis, skiing, sailing and is learning golf.