

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, Succession Planning and Strategic Business Planning.**

As an Executive Coach, she works with senior management in the areas of Vision, Leadership and Wellness. She integrates and links these three areas with their Strategic Business Plans to measure and report on Return on Investment (ROI).

Gail has more than 20 years 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 has 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** primarily for corporate executives and high potential candidates to maximize their performance, find purpose and passion, and achieve a better balance in life.
2. **Consulting to organizations in Succession Planning and Strategic Business Planning** to achieve their desired outcomes.

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

With the insight that corporate executives need to ensure clarity and focus, she knows when and how to support and challenge her clients to achieve their results. Gail is known for her new perspectives and ideas, 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 a Better Balance in Life**" for her clients. She coaches corporate executives to "get" and "stay" laser focused on their own clarity and purpose to excel in their organization and personal goals. Her **Mission** is to inspire and influence her clients to achieve extraordinary high levels of effectiveness. She acts as a strategic sounding board, designs and develops customized training modules that build on the Leadership strengths of the client, uses carefully selected assessment and diagnostic tools and provides 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 and within five years 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 – The Sports Network, TV Ontario and The Oshawa Group (now Sobeys). **She was able to define her market niche as an expert in Executive/Leadership Development, Lifestyle Management/Wellness, Succession Planning, Strategic Business Planning and Career Management.** Her competitive edge is her unique combination of background.

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, she holds a Bachelor of Arts Degree and also has a Certified Human Resources Professional designation (C.H.R.P.). 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 is certified in Myers-Briggs and Emotional Intelligence and has completed additional courses in finance, organizational behavior and international career transition. Gail also completed a course on "Improving Board Governance Practices" (2008).

An active speaker and presenter for corporations, associations and universities, Gail also participates in panel discussions, health and 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"
- "Work/Life Balance -- The Major Challenge of the 21st Century".

Gail's article on "When to Use an Internal versus External Coach" was featured in *The Magazine for Human Resource Professionals* (2001). She was included in a "Women and Wellness" feature on Can West Global TV *Body and Health Program* (2002) and interviewed for the following articles: "Human Resources Professionals Coach Executives into Game Shape" published in the *Globe and Mail* (2003) and "Secrets of Leadership Success – Taking Your Organization to New Heights" in *Toronto Metroland Business News* (2004). Gail wrote an article on Succession Planning called "Should organizations develop talent or hire it?" which was published in the *Canadian HR Reporter* (2007) and contributed to the feature article on "What is Holding Women Back?" published in the *National Post* (2008).

She is currently writing a book titled: **"All Together Now – Aligning Vision, Leadership and Wellness to Achieve Extraordinary Success"**.

Gail is a member of the Faculty and National Coaching Team for the Banff Executive Leadership Program. Her professional development memberships/activities include: Human Resources Professionals Association of Ontario (H.R.P.A.O.); The International Coach Federation (I.C.F.); The Strategic Leadership Forum (S.L.F.), American/Canadian Societies of Training and Development.

An active participant in the community, Gail has served in a variety of roles in volunteer activities including public speaking, advisory board capacities for Heart and Stroke Foundation, Cancer Society and The United Way of Greater Toronto. She was on the Board of Directors of a Toronto Family Centre for three years and continues to act as an Advisory Member to several Charity Boards of Directors. She was a committee member of the Brazilian Carnival Ball (\$6 million raised in 2004 for health care research) and supports the Canadian Breast Foundation (\$300,000 raised at Fundraiser in 2006). Gail is an avid ballroom dancer and enjoys travel, tennis, skiing, sailing and golf.