

People Leading Business.™

# 2020 / 2021

## Consultants Directory



**CPHR**  
Manitoba

CPHR Manitoba is the voice of HR in the province and, as such, we have the most qualified HR talent pool within our membership. Find the skills and expertise that you need to sustain, enhance and grow your business by viewing this Consultants Directory.

All consultants listed in this directory are members of CPHR Manitoba. Members that are designated CPHRs or CPHR Candidates are listed as such. Our members are bound by the terms of the CPHR Manitoba [Code of Ethics and Standards of Professional Conduct](#). CPHR Manitoba does not endorse individual consultants nor does CPHR Manitoba review, approve, or endorse the consultants' advice or opinions.

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An entrepreneur and business manager with a specialization in human resources. He brings a wealth of experience in developing and implementing strategic business and human resources directions for for-profit and not-for-profit organizations. He works collaboratively to transform existing processes based on his experience in financial management, accounting, and business planning.

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Lisa is an accomplished HR practitioner and coach and has extensive experience in career and leadership development, recruitment, and wellness. She has 20+ years experience as a leader and HR professional. She holds degrees in HR and Economics, is a CPHR, and has training in coaching, leadership, recruitment and facilitation.

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Barbara is a well known HR Professional offering HR services in all the functional areas. Backed by a large team, our firm is able to take assignments throughout Manitoba.

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Treena Chabot is an author, speaker, trainer, and psychological health and safety advisor. She believes that people need to build better relationships at work, so EVERYONE can thrive.

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I am semi-retired, yet in my prime, I continue sharing my experience in Executive Coaching, Organizational Development, Leadership and Recruiting. I measure my success in life, by the success of others whom I have influenced in some way. My approach is simple: fair, unpretentious and surpass expectations.

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A CPHR (Retired) with over 20 years of HR experience including international responsibilities in the US and the EU. A successful leader with extensive experience guiding organizations through transformation and change. Currently a Senior Principal skilled in coaching, leadership development, strategic planning, and organizational development.

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Duncan HR Solutions offers full-service,  
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We are based in Winnipeg, Manitoba and  
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We make HR easier! We take a systematic approach to HR that can get you ahead of the HR problems and allow you to focus on your core business.

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Janice has 28 years of experience in human resources currently as owner of The HR Basics. She focuses on providing relevant advice and knowledge in all areas of employee relations and training in both the corporate and non-profit sectors as well as teaching at various Universities and Colleges in Manitoba.

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David holds a CPHR, M.Ed, and is an MBA candidate with experience developing and facilitating training in leadership, communication, mental health, and conflict management; leading organizational analysis and design projects; conducting compensation review and salary structure design; overseeing job analysis; and managing organizational engagement, survey, and feedback processes.

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Extensive and varied experience in human resources and now providing short term, casual and contract human resource services. I can assist with leading collective bargaining, position description development, job evaluation or temporarily filling vacancies while you recruit for Director, Manager or Consultant positions.

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CPHR designated professional with 15 years of experience in all areas of HR. Specializing in diversity and inclusion, employee engagement and organizational culture, I offer a wide range of services including excellent diversity and inclusion training for companies that strive to make a difference. How can I help your company be better today?

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Ardele Karaganis, a CPHR since 2005, is a seasoned senior HR leadership professional with experience in multiple industries (agriculture, food processing, warehousing and distribution, and professional services). Ardele consults in the areas of Leadership Development, HR Strategy Development, Harassment Prevention and Investigations, Organizational Design and Effectiveness, and Respectful Workplace and Career Management.

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Laura is a casual HR professional with a customer-entered approach and over 20 years experience. Laura works with businesses as their strategic thinking partner. She builds relationships and customized solutions with her clients using a holistic approach to products and services ensuring decisions are economically, environmentally and socially sound.

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Odette Labossiere, B. Comm. (Honors) and CPHR, is a Consultant with 30 years of progressive experience as both a generalist and specialist in labour relations in both the public and private sectors, profit and non-profit. She thrives on being of service to others and the pursuit of life long learning.

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We believe in the dignity of all people which drives our passion for living encouragement and wellness. Our offerings are accountability based and encouragement focused: leadership, strategy, people, total rewards, coaching, culture, engagement, facilitation, works of colourful inspiring art, and team building events where living potential and creating art meet.

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Brittany Pedden is a creative and driven human resources professional, who is passionate about helping small to medium sized employers with their human resource needs, from mitigating risk through policies and practices, to helping find the right candidate for each organization she works with.

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As well as the CPHR designation, I have attained the RTWDM (Return to Work Disability Manager) and CCDP (Certified Career Development Practitioner). I use an "outside of the box" approach to identify the client's needs and identify a creative, results-oriented approach to vocational rehabilitation, career development and disability management.

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Janelle Robin – a Senior Consultant with People First HR Services – works across all industry sectors to find top talent needed to fill operational and senior management positions. She has extensive senior management experience as both a general manager and corporate executive, and currently specializes in human resources and bilingual positions.

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After 20 years as a senior HR executive for international public and privately-held companies, Keith returned to Winnipeg in 2004 to lead Harris Leadership Strategies. He provides consulting services in: executive search, executive coaching, leadership assessment, leadership team facilitation, organizational development, strategic planning, succession management, and board governance.

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Specializes in workplace competency-based Mentorship Programs and workplace support to Indigenous organizations. Senior Human Resources leader and Certified Mentorship professional. Multi-sector experience; private, government, non-profit, include Indigenous and government organizations. Mr. Stott's Board experience includes local, National, and International organizations. Certifications include ICMP and CPHR (Retired).

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Camilla Timmer holds a Degree in Psychology, a Business Diploma in HR, and became a CPHR in 2018. As a Co-Owner of West-Can HR in Brandon, Camilla provides a full range of support for small/large business including recruitment for permanent/term positions, policy manual development, organizational assessments and all things HR.

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