



Ingrid Wilson, CHRL, CMS

Senior Human Resources Executive

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Biography/Summary

I am an accomplished senior human resources executive and CHRO with 30 years of experience in corporate human resources, board and business strategy and governance. I have organizational experience with non-for-profit, public sector, private and public companies, in highly regulated environments, with global expertise working for organizations with diverse operations across Canada, including the US and Europe. I am a strategic partner and trusted advisor to boards; CEOs and senior executive leaders building diverse teams focused on achieving the strategic goals of the organization in transformational and growth environments, including start up organizations and organizations in transformational and growth environments..

Skills and Expertise

My subject matter expertise is in Board Governance; Executive Compensation and Human Resources Committee expertise and strategies; Board and Organizational Strategy Facilitation and Development; Strategic Human Resources; Mergers and Acquisitions and Growth Strategies; Risk and Crisis Management Strategies; ERM Frameworks; Board and Senior Executive Succession Planning and Talent Management Strategies; Diversity, Equity, Inclusion and Accessibility (DEIA) strategies; Psychological Safety and Mental Health Strategies; Culture Transformation and Change Management Strategies; Communication Strategies and Employer Branding; and Organization Policy development and design.

Industry Experience

My business expertise spans several industries including Non-for-Profit, Public Sector, Information Technology and Healthcare with a focus on the Financial Services and Insurance industry over the last eighteen plus years.

AREAS OF EXPERTISE

Corporate and Board Governance and Leadership:

- (Current) Board Member and Director, Governance & Audit, Canadian Association of Black Insurance Professionals (CABIP)
- (Current) Board Member, Black Mentorship Inc (BMI)
- (Current) Member, HR Advisory Committee, Executive Programs, University of Toronto - Rotman School of Management
- (Current) Regulatory, Appeals Committee, Human Resources Association of Ontario (HRPA)
- (Past) Board Nominating Committee, Human Resources Association of Ontario (HRPA)
- (Past) Advisory Board Member RipeMetrics
- (Past) Advisory Board Member, The Center for International Career Advancement
- (Past) Advisory Board Member, College Food Network
- (Past) Enterprise Risk Management, IT Steering, and Executive Advisory Committee member, Echelon Insurance
- (Past) Board Chair and Board member, Conflict Mediation Services of Downsview
- (Past) Board Chair and Board member, Community Justice Initiative

Leadership

- Advise CEOs through acquisitions and mergers – moving from private to public company environments. Built strategy plans for the realignment of senior leaders and teams and lead communication and change management strategies.
- Transition CEOs on behalf of the board of directors and executed on talent management strategies for senior leadership on behalf of the board of directors.
- Develop executive, board and organization compensation strategies that align both with corporate strategy, regulatory and public company requirements.
- In 2018 led the HR Transformation for Echelon Insurance in preparation for the sale of the company and growth strategies for the future, which encompassed transitioning HR advisors to strategic business partner roles, and establishing a Centre of Excellence, resulting in more effective HR operations.
- In 2019 created and led the overarching change strategy and plan for Echelon Insurance on behalf of CAA moving the business structure from a regional focus to a product and service line focus and re-aligning senior leadership into new roles and moving Echelon from a public to private company. Led the organizational restructuring, built human capital plans and budgets, and led associated communication and change management activities.
- Community Leader and C-Suite Mentor to Human Resources and Black and Indigenous professionals at BMI Mentorship Inc and at the Human Resources Student Association at Ryerson University.

Strategic Planning

- Over the last 20 years advised board of directors; the CEO and senior leaders regarding board and executive strategic planning and facilitation, human resources committee and governance practices, strategic human resources, CEO and corporate succession planning, board renewal and succession planning and strategic corporate and business planning.
- Develop governance, compensation and human resources committee strategies, structure, and policies for board of directors for formation and established boards.
- Facilitate strategic planning sessions with senior leadership on behalf of CAA for the re-alignment of Echelon Insurance after the purchase of Echelon Insurance by CAA in 2019, focused on three pillars – People, Processes and Technology.
- Consult to senior leaders within Insurance, Non-for-Profit and Public Sector companies regarding the impact of the Pandemic regarding people, business continuity and operation and Diversity, Equity Inclusion and Accessibility strategies and to enable significant corporate-wide change within their organizations.

Diversity, Inclusion, Equity and Accessibility (DEIA)

- Develop and executed on Corporate DEIA strategies through inclusive Talent Management, Leadership Development, Psychological Safety, Wellness and Total Reward Programs, Employee Engagement and Accessibility strategies to eliminate systemic issues and physical and technological barriers to foster an inclusive and safe work environment.
- Develop Employee Engagement and Culture surveys and assessments to identify cultural issues or concerns and builds employee engagement. Develop action plans and strategies to address issues and helped shape the culture aligned to Company values.
- Conduct Benchmark, research analysis, and develop metrics to monitor and report on DEIA initiatives.
- Deploy diversity programs in partnership and in collaboration with various stakeholders across the organization and with senior executives.

Corporate and Business Experience:

- Senior Director, Diversity, Equity and Inclusion, Walmart Canada – (Head of Enterprise-wide DEI), June 2021 to present
- Senior HR Executive and Diversity, Equity & Inclusion Strategist, GridFern Strategic HR, December

2019 – Present

- HR Strategy Council, Co-Founder, July 2020 – Present
- Echelon Insurance, Vice President, Human Resources and CHRO, May 2002 to November 2019
- Interim Human Resources Consultant, Bridgepoint Hospital, November 2001 – May 2002
- Oracle Canada, Senior Manager, Human Resources, May 1995 - November 2001
- Human Resources Manager, Wellesley Central Hospital, April 1992 – May 1995

EDUCATION	CERTIFICATIONS
<ul style="list-style-type: none">• Institute of Peace and Conflict Studies, Conrad Grebel University College, Advanced Conflict Management Conflict Management and Mediation, 2006• ADR Institute of Ontario, Mediation and Negotiation Skills, 2004• Sheridan College, Human Resources Management, 2004• Sheridan College, Management Studies, Human Resources, 2002• Queens University, Advanced Human Resources, 2000• Sheridan College, Business Management Studies (OMDP) – Leadership Skills, 1997• Seneca College, Business Administration, 1983	<ul style="list-style-type: none">• Certified Human Resources Professional (CHRP), 2007• Certified Human Resources Leader (CHRL), 2014• Compensation Management Specialist (CMS), 2010• Thomas Assessment Tools, 1999• Trait Emotional Intelligence Questionnaire (TEIQue) Assessment Tool, 2012• Queens Leadership Development Program, Understanding Strengths to Maximize Organizational Innovation and Results, 2014• Board Human Resources Committee Program, University of Toronto, Rotman School of Business, 2016• Accessibility for Ontarians with Disabilities Act (AODA) - Understanding Human Rights, 2016• Queens University, Faculty of Health Sciences, Workplace Mental Health Leadership Certificate Program, 2017• Getting Board Ready (GBR) Program, Women Get On Board, 2020• Mental Health First Aid Standard (MHFA), Mental Health Commission of Canada, 2020• Inclusive Leadership: The Power of Workplace Diversity, University of Colorado, 2021• Diversity and Inclusion for HR Professionals, University of California, Irvine, 2021• Indigenous Canada, University of Alberta, 2021• Leading for Equity, Diversity and Inclusion in Higher Education, University of Michigan, 2021• Mental Health First Aid Supporting Youth, Mental Health Commission of Canada, 2021