

## WYNFORD GROUP ASSOCIATE: YVONNE BLASZCZYK, FCHRP

Yvonne offers eighteen years of human resources strategic and hands-on experience in developing and implementing strategies, programs, and policies. As a recognized expert with vision and energy to manage multiple priorities complemented by strong interpersonal skills and political savvy, Yvonne leads and inspires others to implement effective solutions to complex human resources challenges.

As a President and Chief Consultant, Yvonne leads development and implementation of effective HR strategies, programs and innovative initiatives in the following areas: Compensation, Pay Equity, Employment Equity, Performance Management, Incentive Compensation linking corporate success with individual performance.

Yvonne has held senior human resources positions in organizations such as: CIBC - Information Technology, Toronto Hospital, Royal LePage, The Permanent Trust, RCMP Pay Council, Pay Equity Hearings Tribunal -Adjudicator. In 2003, Human Resources Professionals Association of Ontario awarded Yvonne the Fellow level of CHRP designation, the highest Human Resources award for an exceptional and profound impact on the human resources profession, and achievement of the highest level of human resources excellence. Among Yvonne's many accomplishments, some of the most interesting include:

- Consultant to The 1999 Canadian Human Rights Act Review Panel under Justice de Forest
- Founding partner with The Globe And Mail of National CEO Forum on HR issues
- Ontario Hospital Association Advisory Board on Pay Equity
- Judge - Vision Awards Ottawa
- Founder of Federal Government Affairs Forum
- Advisory Council to Pay Equity Commission of Ontario

The Editorial Board of Who's Who in Canadian Business included Yvonne in 1996 - 2005 editions. She published her ideas in The Globe and Mail: ON THE MOVE, PAY EQUITY GUIDE and COMMUNICATIONS & PAY EQUITY COMPLIANCE MANUALS.

Her other speaking engagements included Competitive Flexible Benefits Plan Conference, Human Resources Strategy and Context for Global Competition, Refocusing the HR Function, How to Reward and Recognize your Workforce, Strategic Compensation & Benefits.

Yvonne has played major roles in Human Resources Organizations including President of HRP, Chair of the Canadian Human Resources Council and founder of the Toronto Chapter (THRPA) of HRP.



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