



Aly Bandali

Aly is a business-focused, results-oriented HR professional who is passionate about making a difference. He has experience in integrated talent management, employee engagement, organizational effectiveness, leadership development, employee relations, compensation, and HRIS. His operational experience includes administration, strategic planning, and board governance, and has demonstrated skills in communication, leadership, relationship building, team engagement, and problem-solving.

Career Highlights:

- Appointed Chair of Canadian Council of HR Associations (CCHRA) in 2015 to restructure the organization. Implemented new Governance, Operational, Funding and Membership structures to increase effectiveness.
- Oilweek Magazine 2013 Class of Rising Stars for Oil and Gas Sector
- 2005 Human Resources Institute of Alberta Award of Distinction
- Successfully worked with organizations and executives to develop, and implement innovative HR systems to address organizational culture, turnover, change management, conflict resolution and employee engagement
- Developed strategies to link the HR function to the bottom line within business strategies by linking people and their performance to business goals and objectives
- Engaged with over 50 different organizations to better understand HR systems and processes as they relate to organizational development, talent management and the linkage to the business enterprise
- Participated on a National HR team with the Canadian Cancer Society to establish equitable and consistent HR strategies, shared services, policies and practices, as well as providing input into the development of national programs, benefits and pensions
- Developed and executed a Pan-Canadian People Plan as National Co-chair with the Canadian Cancer Society. In addition, built capacity of the organization to achieve key milestones with regular reporting and gap analysis