

## GAIL EVANS, MBA, CHRP

Gail has worked in the field of Human Resource Management for over 20 years. Prior to founding THE WYNFORD GROUP in 1991, she honed her compensation and performance strategies at major energy industry companies, such as Gulf Canada and NOVA Corporation, where she led the compensation group. From this base she has developed a solid reputation in providing consulting services including; Strategic Management, Compensation Strategies, & Performance Effectiveness.

She has played a lead role in major projects for a wide variety of organizations in technology, energy, engineering/construction, manufacturing and many others industries across Canada.

As a consultant she focuses on Leveraging Business and People Strategies through:

- **Aligning HR strategies with Business Imperatives**
- **Total Compensation & Reward Strategies**
- **Executive Compensation Strategies**
- **Accountability Banding and Performance Processes**
- **Human Capital Benchmarking & Diagnostics**

Gail is well-known for conducting customized and broad-based surveys national surveys including The Canadian Compensation Surveys, Construction Survey, well as the Canadian Human Capital Benchmarking Survey.

She uses a collaborative approach to develop innovative processes with practical results. She has extensive experience in developing integrated HR and organizational programs that support organizational goal alignment through increased performance, productivity and engagement.

Gail received her MBA from the University of Calgary, and has published numerous articles on Performance & Reward Strategies in national and international publications. In addition, she is a frequent presenter for professional groups such as HRPAO, BCTIA, HRAC, HRIA, WorldatWork (Canadian Compensation Association), Canadian Advanced Technology Alliance (CATA) and Canadian Information Processing Society (CIPS), Petroleum Services Alliance of Canada (PSAC) and numerous Human Resources professional associations across Canada.

Gail also authored a thesis on "Human Resource Planning in a Downturn Economy" in the 1980's that provides insight into issues in today's environment.



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