



Helen Oosterholt, M.Ed.

Organizational Change and Culture Architect

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Senior Human Resources and Organizational Effectiveness Executive AIM Change Management Practitioner

Helen Oosterholt has spent over twenty years working in the areas of Human Resources, Change Management, Talent Management, Leadership Development, Organizational Effectiveness, High-Performance Service Culture design, and leading business transformations in a wide variety of excellent companies. Her broad industry experience includes: Manufacturing, Distribution, Technology, Engineering, Consumer Packaged Goods, Financial & Professional Services, Healthcare, and Retail.

Helen's Human Resources experience includes twelve years as a senior executive in corporate roles including ten years as Vice-President, Human Resources. She has also been engaged as an outsourced VP Human Resources / Transformational Leader for a variety of companies while operating the management consulting practice that she founded. Her past corporate successes with direct operating accountability in tough, turnaround situations, along with her Change Leadership background, have demonstrated her abilities as a pragmatic business coach and strategic leader.

As a passionate builder of organizational, leadership and talent management capabilities, Helen takes a broad systems approach to custom organizational design and has many successes to her credit in facilitating organizational transformations.

Helen's strategic approach involves expert organizational diagnosis and the design of the critical few human capital systems and processes that improve business effectiveness. Her use of change management techniques underlies her strong, decisive leadership as a means of involving and coaching senior decision-makers in the creation of customized people solutions. Helen is an accredited AIM Change Management practitioner and her approach includes the use of the robust tools and principles that comprise the **Accelerated Implementation Methodology*.

Helen has a Master's degree specializing in Organizational Development, and has also been a guest speaker at the *Human Resource Professionals Association of Ontario*, the *Ontario Society for Training and Development*, the *National Society for Performance and Instruction*, and the *Canadian Management Centre*. Helen is also an accredited Executive Coach.

**Accelerated Implementation Methodology (AIM) – Implementation Management Associates (IMA) --
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