

Heidi Weigand

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EDUCATION

- 2017 PhD Saint Mary's University, Halifax, Nova Scotia, Canada, Management
Dissertation: Accentuate the Positive: Organizational and Personal
Consequences
- 2008 MBA Saint Mary's University, Halifax, Nova Scotia, Canada, Management
- 2006 BA Dalhousie University, Halifax, Nova Scotia, Canada, Languages (French
Major)

ACADEMIC EMPLOYMENT

- 2020, July–Present Assistant Professor of Management, Dalhousie University
- 2021, Feb–2022 Research Associate, Centre for the Study of Sport and Health
- Feb 2018–June 30, 2020 Assistant Professor of Management, Mount Saint Vincent
University
- 2017–2018 Term Position, Management, Mount Saint Vincent University

RESEARCH INTERESTS

Positive leadership • Indigenous perspectives • Innovation mindsets • Emotional intelligence •
Leadership ethics • Diversity and Inclusion • Intergenerational and Intercultural dynamics •
Well-being at work • Healthcare policy and inclusion

FUNDED RESEARCH

Mitacs Accelerate Grant (2022), awarded, principal investigator, student: Katherine Wagar,
Contagious Resilient Leadership Workshop Series Evaluation Research Project, \$15,000.

Mitacs Accelerate Grant (2021), awarded, principal investigator, students: Nyasha Mandeya and
David Kerr, *Economic Prosperity Collaborative Research Project*, \$30,000.

SSHRC Connections Grant (2021), in progress, principal investigator, *Decolonization of Contagious
Resilient Leadership and Dissemination to Gen Z and Alpha Youth*, \$50,000.

Rowe School of Business Research Grant (2021), in progress, principal investigator, *A Unicorn
Effect? Exploring the unfathomable forgiveness in Rwanda post the 1994 genocide*, \$4,500.

Mitacs Business Strategy Internship Grant (2021), completed, co-applicant with Dr. James Barker, student: Riasat Ahmed, *Pharmaceutical Training COVID-19*, \$10,000.

SSHRC Partnership Engagement Grant (2020), in progress, co-applicant with Dr. Daphne Rixon, *Mental Health and COVID-19: Bridging the Gap*, \$25,000.

SSHRC awarded to Canadian Philanthropy Research Network (2020), completed, sub-applicant, principal investigator Jean-Marc Fontan, *Indigenous Philanthropy in Atlantic Canada*, \$2,500.

SSHRC awarded to Borders in Globalization (2017), completed, sub-applicant, principal investigator Victor Konrad, *Globalization and the Bordering Process: The Iroquois National Lacrosse Team and the Issue of Contested National Identities*, \$6,000.

Mental Health, Children's and Addictions Branch, Department of Health and Wellness Grant (2013–2016), completed, principal investigator, *Cultural Youth Resiliency: Motivation for Success study*, \$75,000.

INTERNAL GRANTS

Faculty Internal Research Grant (2021) – \$15,000

Rowe School of Business, Dalhousie University

New Scholar's Grant (2019) – \$10,000

Business and Tourism, Mount Saint Vincent University

Open Education Resources Grant (2022) – \$6,965.62

Leading in Organizational Complexity and Management Skills Development

Co-applicant Jim Barker.

Dalhousie University

Relevant Research Contributions

REFEREED CONTRIBUTIONS

Weigand, H., Webb, S. R., Mills, A. J., & Helms Mills, J. C. (2017). The Junctures of Intersectionality: Race, Gender, Class, and Nationality and the Making of Pan American Airways, 1929–1989☆. In *Insights and Research on the Study of Gender and Intersectionality in International Airline Cultures* (pp. 417-444). Emerald Publishing Limited.

Weigand, H., Mills, A., (2015). Analysis of the Role of Sports in the Management Textbook: A Study of Sports Images in Organizational Behaviour Textbooks from 1992 to 2011, *International Journal of Sports Science*, 3, pp. 246-256. Impact factor: .48.

Kelloway, K., Weigand, H., McKee, M., and Das, H., (2013). Positive Leadership, *International Journal of Leadership and Organizational Studies*, 20(1), 107-117. Impact factor: 1.697

Weigand, H., Mills, A., (2011). The Olivieri Case: An Ethical Dilemma of Clinical Research and Corporate Sponsorship, *International Journal of Case Studies in Management*, 9 (4).

Edited Book Chapters

Weigand, H., Mackinnon, H., Hepworth, J., & Weigand, E. (2021). Intergenerational stories of kindness: A catalyst for bouncing back. Chapter in M. Thomason (Eds.), *Kindness and Management and Organizational Studies*, Emerald Publishing. (In Press)

Williams, K., & Weigand, H. (2021). Exploring the meaning of kindness: Prevailing ideas from millennials and generation Z. Chapter in M. Thomason (Eds.), *Kindness and Management and Organizational Studies*, Emerald Publishing. (In Press)

Williams, T., & Weigand, H. (2021). Dear Masie: A Story-net of Kindness. Chapter in M. Thomason (Eds.), *Kindness and Management and Organizational Studies*, Emerald Publishing. (In Press)

Price, S. T., Fogarty, M., Sheppard DA., Campbell, G., Cartwright, S., Ito, K., MacDonald, R., Guzman Skotnitsk, S., Weigand, H., * Smith, K. (2021). Dear Masie: Leading with Compassion: Co-design Workshop That Responds to a Report of Sexual Harassment or Discrimination with Unbiased Compassion. Chapter in M. Thomason (Eds.), *Kindness and Management and Organizational Studies*, Emerald Publishing. (In Press)

*Weigand, H., & Howell, C. (2021). Sport, Globalization, and the Bordering Process: The Iroquois National Lacrosse Team and the Issue of Contested National Identities. Chapter in V. Conrad (Eds.), *Borders in Globalization*. (In Press) - Main Author.

Weigand, H., Webb, S. R., Mills, A. J., & Helms Mills, J. C. (2017). The Junctures of Intersectionality: Race, Gender, Class, and Nationality and the Making of Pan American Airways, 1929–1989☆. In *Insights and Research on the Study of Gender and Intersectionality in International Airline Cultures* (pp. 417-444). Emerald Publishing Limited.

Weigand, H.A, Webb, S., Mills, A., and Helms-Mills, J., (2014). The Junctures of Intersectionality: Race, Gender, Class and Nationality and the Making of Pan American Airways, 1929-1989. In D. Bridges, S.J. Neal-Smith & A.J. Mills (Eds), *Absent Aviators: Gender Issues in Aviation* (pp. 15-42). London: Ashgate.

Weigand, H., & Mills, A. J. (2013). The Olivieri case. *The Dark Side 2: Critical Cases on the Downside of Business*, 2, 223.

OTHER REFEREED CONTRIBUTIONS

Conference Presentations

Weigand, H., Williams, K.S., Okoroafor, S., Liuzzo, G., & Weigand, E. (2021, Month) Does kindness matter? Intergenerational discourses on kindness and motivation in COVID-19. Paper to be presented at Academy of Management, Virtually, no location specified.

Weigand, H., & Williams, K.S., (2021, July), At the intersection of BLM and COVID-19: Investigating to be presented at European Group for Organizational Studies, Virtually in Amsterdam, The Netherlands.

Weigand, H., Williams, K.S., Wagar, T., & Webb, M. (2021, June), Missing the Maradona's: Relative age effects in youth soccer. Paper presented at Administrative Sciences Association of Canada, Virtually, no location specified.

Jamjoom, L. A., Williams, K. S., Winham, N., Hendricks, K., Weigand, H., Price, S., & Deal, N. (2021). Personal reflections and collective resistance: Motherhood and caregiving at the intersection of PhD pursuits. EDI Conference Online July 12–14, 2021.

Rixon, D., Weigand, H. & Brown, L. (2020, Oct), *Healthy Minds Co-operative*. Paper presented at North American Case Research Association, Virtual.

Weigand, H., Price, T., Weigand, E., & Wanless, M. (2020, June), Positive Support: Development and Validation of a Measure of Spectator Behaviour In Youth Sport. Paper presented at Administrative Sciences Association of Canada, Virtually in St. John's, Newfoundland.

Barker, J. R., Beaton, C., Hartt, C., & Weigand, H. (2020, October). Common technical errors in community pharmacy today. Pharmacy Association of Nova Scotia Annual Conference. Halifax, Canada.

Weigand, H. (2019, May), *Accentuate the Positive: Organizational and Personal Consequences of Positive Leadership*. Paper presented at Administrative Sciences Association of Canada, St Catherine's, Ontario.

Weigand, H., & Yue, A. (2018, May). *Building Self-Efficacy in Underserved Youth Through Learning Goal Development*. Paper presented at Canadian Industrial Relations Association, Montreal, Quebec.

Melenchuk, M., Weigand, H., & Wagar, T. (2018, May). *To Hire and Retain the Best Lifeguards, Aquatic Leadership Must Use an Effective Hiring Process*. Paper presented at Administrative Sciences Association of Canada, Toronto, Ontario.

Weigand, H., Webb, S., & Wagar, T. (2016, October). *Relative Age Effect in Soccer*. Paper presented at Atlantic School of Business, Halifax, Nova Scotia.

Weigand, H., Webb, S., & Wagar, T. (2016, October). *Relative Age Effect in Soccer*. Paper presented at Atlantic School of Business, Halifax, Nova Scotia.

Melenchuk, M., Wagar, T., & Weigand, H. (2015, November). *Examining Selection and Performance Management: Evidence from Surf Legends*. Paper presented at World Conference on Drowning Prevention, Penang, Malaysia.

Weigand, H., Mills, A. (2012, May). *A Picture is Worth a Thousand Words, Analysis of the Role of Sport in the Management Textbook: A Study of Sports Images in OB Textbooks from 1992 to 2011*. Paper presented at Administrative Sciences Association of Canada, St John's, Newfoundland.

Weigand, H., Webb, S., Helm-Mills, J., & Mills, A. (2012, July), *The Junctures of Intersectionality: Race, Gender, Class and Nationality and the Making of Pan American Airways, 1929-1989*. Paper presented at European Group of Organization Studies, Helsinki, Finland.

Weigand, H. (2010, August). *The Olivieri Case: An Ethical Dilemma of Clinical Research and Corporate Sponsorship*. Paper presented at Academy of Management Darkside Case Competition Finalist, Montreal, Quebec.

NON-REFEREED CONTRIBUTIONS

Invited Talks

Weigand, H. (2022, January). Beating Burnout at the National Meeting for the Student-Athlete Mental Health Initiative, Ottawa - Virtual, Canada.

Weigand, H. (2021, March). Generational Differences in Leadership at the GoverNext Annual General Meeting for the Nova Scotia Provincial Government, Halifax, Nova Scotia.

Weigand, H. (2021, March). How to talk to your teammates about mental health. Keynote speaker, Student-athlete mental health initiative at Dalhousie University, Halifax, Nova Scotia.

Weigand, H. (2021, January). Leadership Resiliency During the Pandemic. Keynote speaker, Nursing Homes of Nova Scotia Association, Halifax, Nova Scotia.

Weigand, H., & Bell, K., (2020) The Secret to Inspiring Gen Z Leadership, Ted Talk at Saint Mary's University,
https://www.ted.com/talks/heidi_weigand_kanaar_bell_the_secret_to_inspiring_gen_z_leadership_may_2020/up-next

Weigand, H. (2019, July). Youth Leadership Resiliency. Research and Applied talk during Counsellor Recruitment Week, Mount Saint Vincent University, Halifax, Nova Scotia.

Weigand, H. (2019, April). Research talk at the Rwanda 25th Commemoration, Saint Mary's University, Halifax, Nova Scotia.

Weigand, H. (2018, August). Youth Leadership Resiliency. Research and Applied talk during PACK Leadership Development Weekend, Saint Mary's University, Halifax, Nova Scotia.

Weigand, H. (2017, July). Youth Leadership Resiliency. Research and Applied talk during Shinerama Leadership Development Week, Saint Mary's University, Halifax, Nova Scotia.

Weigand, H. (2017, June). Accentuate the Positive: Resilient Leadership Strategies. Research and Applied talk during Canadian College and University Food Service Association, Westin Hotel, Halifax, Nova Scotia.

Weigand, H. (2017, June). Positive Leadership and Innovation. Research and Applied talk during Canadian Business School Conference, Dalhousie University, Halifax, Nova Scotia.

Weigand, H. (2017, June). Student Resilient Leadership. Research and Applied talk during Advanced Placement Conference, Saint Mary's University, Halifax, Nova Scotia.

Weigand, H. (2017, March). Leadership Resiliency. Research and Applied talk during Scotiabank Quarterly Kickoff. Scotiabank Atlantic Halifax, Nova Scotia.

Weigand, H. (2015, November). Mental Health: Developing a Healthy and Resilient Working Climate. Research and Applied talk at the 2015 International Federation of Employee Benefit Plan: Raising Resilience: Protecting Mental Health at Work Conference, Las Vegas, Nevada.

FORTHCOMING CONTRIBUTIONS

Journal Publications

Weigand, H., Williams, K.S., Okoroafor, S., Liuzzo, G., & Weigand, E. (2021, January) Does kindness matter? Intergenerational discourses on kindness and motivation in COVID-19.

Publication under review with the Journal of Business Ethics (Impact Factor 1.6)

Williams, K.S., Weigand, H., Okoroafor, S., Liuzzo, G., & Weigand, E. (2021, June) Kindness informed allyship praxis.

Publication under review with Equality, Diversity, and Inclusion (Impact Factor 1.27)

Hart, C., MacDonald, A., Weigand, H., Barker, J., & Mackinnon, N. (2021, September). Pharmacists' Perceptions of Error Reporting Systems.

Submission to the Exploratory Research in Clinical and Social Pharmacy (Impact Factor 2.8)

Weigand, H. (2021, November), Accentuate the Positive: Organizational and Personal Consequences of Positive Leadership.

Submission to Journal of Leadership and Organizational Studies (Impact Factor 1.6)

Weigand, H., & Yue, A. (2021, November). Building Self-Efficacy in Underserved Youth Through Learning Goal Development.

Submission to the Journal of Adolescent Research (Impact Factor 2.1)

Weigand, H., Webb, S., & Wagar, T. (2021, November). Relative Age Effect in Soccer.

Preparing for Submission to Sport Management Review (Impact Factor 7.6)

Edited Book Chapters

*Weigand, H., Price, S.T., & Williams, T. (2021, June). The Clayoquot Biosphere Trust: A UNESCO biosphere region preserving place as sacred space. Chapter in J.M. Fontan: Editorial team (Eds.), *Philab*. (Forthcoming) – Main Author

*Price, S.T., Weigand, H., & Mills, B. (2021, June). The Gordon Foundation's empowering Canada's north: Locating place as a sense of home. Chapter in J.M. Fontan: Editorial team (Eds.), *Philab*. (Forthcoming) – Co-author

Other Research Contributions in past 6 years

SERVICE TO THE ACADEMY

Committee member, Administrative Sciences Association of Canada Management Education (ME) Program Editor (2021)

Conference Paper Reviewer

Reviewer, Administrative Sciences Association of Canada, Management Education (2018-2021)

Reviewer, Atlantic Schools of Business Conference, Ethics and Social Issues division (2019)

Reviewer, Atlantic Schools of Business Conference, Management Education (2012-2017)

Reviewer, Academy of Management, Human Resources (2018)

Reviewer, Academy of Management, Organizational Behaviour (2018)

Reviewer, Administrative Sciences Association of Canada, Human Resources (2013-2018)

Reviewer, Administrative Sciences Association of Canada, Organizational Behaviour (2012-2016)

MEDIA COVERAGE

McDuff, E. (2019, April 11). Marking 25 years since the Rwandan genocide – Mount student recalls her profound encounter with Retired Lt.-Gen Romeo Dallaire. [Coverage of the Rwanda Generation Z leadership project – the initial days by Dr. H Weigand.]. MSVU News. Retrieved from <https://www.msvu.ca/en/home/aboutus/news/FammyUwantege.aspx>

McDuff, E. (2018, August,23). Leading Change: Meet Dr. Heidi Weigand. [Coverage of the research on positive leadership project by Dr. H Weigand.]. MSVU News. Retrieved from <https://www.msvu.ca/en/home/aboutus/news/HeidiWeigand.aspx>

Sanderson, B. (2016, August,23). How athletes keep their spirits burning after the Olympics. [Coverage of the research on student-athlete mental health project by Dr. H Weigand.]. CBC News. Retrieved from <https://www.cbc.ca/news/canada/olympic-athletes-after-rio-1.3730048>

Rhodes, B. (2015, September 09). Saint Mary's University counters rape chant with workshops. [Coverage of the applied research on student-athlete mental health project by Dr. H Weigand.]. CBC News. Retrieved from <https://www.cbc.ca/news/canada/nova-scotia/saint-mary-s-university-counters-rape-chant-with-workshops-1.3221539>

Wong, J. (2013, June,13). Update: Ex-Olympian spirals into depression, calls for more mental health education in sports. [Coverage of the research on student-athlete mental health project by Dr. H Weigand.]. Global News. Retrieved from <https://globalnews.ca/news/612249/ex-olympian-spirals-into-depression-calls-for-more-mental-health-education/>

Most Significant Career Contributions

Mental Health, SSHRC PEG Grant, Co-Applicant (2020–2021) (\$25,000) Mental Health: Developing a Framework for Support. Principal Applicant Dr. Daphne Rixon, Saint Mary's University, Partnering with Healthy Minds Co-operative. The purpose of this grant is to explore

opportunities to reduce the wait times for mental health support between crisis and mental health clinical support in Nova Scotia. We will be working with key mental health agencies and partners in Nova Scotia to create a framework for support.

Mental Health, Children's and Addictions Branch, Department of Health and Wellness Grant (2013–2016) (\$75,000) Cultural Youth Resiliency: Motivation for Success study, Halifax, Nova Scotia. I was the lead researcher exploring a workshop methodology to engage At-Risk Youth from the Nova Scotia Mi'kmaq Community to engage in self-development resilient leadership work. The development of this paper is ongoing with colleagues from the health and well-being sector in Nova Scotia.

Resilient Leadership Research

Weigand, H. (2019, May), Accentuate the Positive: Organizational and Personal Consequences of Positive Leadership. This is my doctoral studies focused on how leaders influence followers thriving and languishing behaviours. This is based on my development of resilient leadership workshops, and peer support networks for Generation Z leaders. The publication is forthcoming.

Positive Leadership Research

Kelloway, K., Weigand, H., McKee, M., and Das, H., (2013). Positive Leadership, *International Journal of Leadership and Organizational Studies*, 20(1), 107-117. Impact factor: 1.697. I was the lead researcher on study 2, which looked at how positive leadership would be incremental to transformational leadership. This collaboration led to me future doctoral studies.

Generation Z Responsible Leadership Research

Weigand, H., (2020) How to motivate generation z leaders to drive social change. This research involved a mixed methods research process with over 100 Gen Z leaders participating a day long research event on November 4, 2019. A key finding from the research is the role of empathy and unfathomable forgiveness to motivate Rwandan Gen Z leaders to drive change post the 1994 Genocide. This paper is in progress and has led to a co-presented TED Talk with Gen Z leader Kanaar Bell, an advocate for Generation Z mental health and leadership in vulnerable communities.

Social Sciences and Humanities Research Council (SSHRC) Borders in Globalization (2017) (\$6,000) Government of Canada. This has resulted in a co-authored upcoming chapter in an edited book with Dr. Colin Howell, professor Emeritus in Sport History. Weigand, H., Sport, Globalization, and the Bordering Process: The Iroquois National Lacrosse Team and the Issue of Contested National Identities. I was the lead researcher working with Haudenosaunee First Nation.

Contributions to Training

Thesis Committee Member

Doctoral Committee Member for Tamsyn Brennan – Interdisciplinary Program, Dalhousie University. Supervisor Dr. Michael Unger, Topic: Development of a business model to support social worker mental health. Defence Date: 2025

Doctoral Committee Member for Nyasha Mandeya –Interdisciplinary Program, Dalhousie University. Supervisor Dr. George Frempong, Topic: Rethinking SDGS in the New Normal: Developing Appropriate Knowledge Management Systems, Defence Date: 2024

Doctoral Committee Member for Ashley MacDonald –Agricultural Sciences., Dalhousie University. Supervisor Dr. Chris Hartt, Topic: Why they do what they do: An Actor-network and Non-Corporeal Actant Theory Approach to Dairy Farmers Decision-Making, Defence Date: Winter 2022

Doctoral Committee Member for Corey Sigvaldson – Doctoral Student in Management., Saint Mary's University. Supervisor Dr. Terry Wagar, Committee Members: Dr. Heidi Weigand. Topic: Deliberate Practice in High Performing Teams. Defence Date: 2022

Master's Committee Member for Seana Jewer – MA in Education. Mount Saint Vincent University. Supervisor Dr. Patricia Gouthro, Committee Members: Dr. Heidi Weigand. Topic: Striking the Balance: Understanding the Executive Director Learning Path through Life History. Defence Date: 2021.

Masters Co-Supervisor for Tammy Williams – MA in Women and Gender Studies., Saint Mary's University. Supervisor Dr. Sherry Pictou, Committee Members: Dr. Heidi Weigand and Elder Debbie Eisen. Topic: Developing a Mi'kmaq research paradigm from an urban L'nu perspective. Defence Date: Fall 2020 – Completed successfully.

Grad Student Research Support

2020-2021- Jessica Hepworth, Bachelor of Social Work student at Dalhousie University. Jessica is developing her skills in literature reviews, data analysis, and focus group facilitation with the Mental Health Framework SSHRC Grant (2020-2021).

2020-2021- Diana Serban, Master of Industrial and Organizational Psychology student at Saint Mary's University. Diana is developing her skills in literature reviews, survey development, data analysis, and community survey engagement with the Mental Health Framework SSHRC Grant (2020-2021).

2020-2021- Siobhan Wiggins, Master of Library Sciences student at Dalhousie University. Siobhan is developing her skills in literature reviews, for pharmaceutical and opioid distribution methods during the pandemic.

2020-2021- Brandi Mills, master's in business administration graduate student at Dalhousie University. Brandi is developing her skills in grant writing, research, and data analysis working on projects in healthcare management research.

2019– Morgan Wolfe, 4th year Commerce student with Saint Mary's University – Centre for the Study of Sport and Health. Morgan developed her skills in program management, and qualitative research. Morgan was engaged with research in the field of inter-generational workforce dynamics.

2018– Brent Martindale, 4th year criminology student with Saint Mary's University – Centre for the Study of Sport and Health. Brent developed his skills in program management, and peer support for Mental Health with Student-Athletes.

2017– Kanaar Bell and Andreas Robinson, 4th year criminology and commerce students with Saint Mary’s University – Centre for the Study of Sport and Health. Both developed their skills in resilient leadership program development and delivery, and peer support program management for Mental Health with Student-Athletes.

2016– Laura Langille and Barrinique Griffin, 5th and 4th year psychology and commerce students with Saint Mary’s University – Centre for the Study of Sport and Health. Both developed their skills in resilient leadership and cultural awareness program development and delivery and setting up the first student-athlete peer support program for Student-Athletes.

Relevant Experience

COMMUNITY SERVICE

Prudentia Institute, Advisory Committee	2021 - Present
Chair of the Board, Motivate Canada	2014 - Present
Board Member, Venture 2 Impact	2017 - Present
Board Member, Bryony House	2018 - 2019
Mentor, Professional Mentorship Program for ISANS	2018 - 2019
Co-chair Recreation and Mental Health Nova Scotia Advisory Committee	2014 - 2016
Board Member, Canadian Centre for Ethics in Public Affairs	2011 - 2014
Council Member, Executive MBA Alumni Council	2012 - 2013
Volunteer Chair, 2011 Canada Games, Assistant Division Chair, Marketing	2009 - 2011
Coach, Halifax City Soccer	2008 - 2010
Volunteer, IWK Major Gifts Team,	2005 - 2006
<i>Chapter President</i> , The Xerox Women’s Alliance, Halifax Chapter	2004 - 2005
<i>Co-chair</i> , Canadian Cancer Society, Diamond Ball	1999 - 2000

Applied Mental Health Leadership Development Experience

Experience coaching student leaders from the athletic, international and business communities to develop and implement leadership programs to help community youth and first year university students thrive and cope with mental stress. Projects have ranged from student-athlete mental health promotion, resiliency workshops, sexual consent workshops, cultural safety, and a student-led “Here for Peers” – peer mentor program for 110 first year students at Saint Mary’s University. The projects typically encompass primary and secondary research to identify innovative strategies to engage youth and communication strategies to create bi-directional flow of communication with program participants. Participants include Nova Scotia sporting associations, first year university students, students in grades 10-12 from both public and private education institutions.

Supervised Student-Developed and -Led Programs at Saint Mary’s University

Here for Peers Peer Mentoring Program, (2015-17)
 Varsity Coach Mental Health 101 Training (for SAMHI Canada), Student-Athlete Resiliency Workshop (STAR), (2017)

Sexual Consent Workshop, Welcome Week (2015-2017)

Cultural Safety Workshop, Welcome Week (2015-2017)

TEACHING EXPERIENCE

Management, Leadership, Strategy, and Change Management (2012 – present) Multiple Universities in Halifax, Edmonton, and Whitehorse.

- I have taught multiple courses at the undergrad and master's level since 2012.
- BUSI 6994 Leading in Context, Dalhousie University, (2021) – Master
- COMM 3310 Reflections in Leadership, Dalhousie University (2021) – Undergrad
- BUSI 6313 Organizational Change, Dalhousie University (2020) – Master
- BUSI 6326 Management Skills, Dalhousie University (2019) – Master
- MBAC 6106 Leadership, Cape Breton University (2012–2019) – Master
- MBAC 6233 Change Management, Cape Breton University (2013–2019) – Master
- BUSI 4414 Leadership, Mount Saint Vincent University (2018–2019) – Undergrad
- BUSI 4400 Business Policy and Strategy, Mount Saint Vincent University, 2017 – Undergrad

New Non-Profit Leadership Program (2019–present) at Mount Saint Vincent University in Halifax.

- Faculty Champion to launch the degree and certificate program across all university disciplines.
- Developing and Teaching 4 of the 6 core courses (e.g. Busi 2601, 3602, 3603, 3338)
- Working with External Affairs to promote the new program to the non-profit sector.
- Chair of the Non-Profit Advisory Committee

Organizational Behaviour (2012–present) Multiple Universities in Halifax.

- I have taught multiple courses at the undergrad level since 2012.
- COMM 2303 Micro Organizational Behaviour, Dalhousie University (2019)
- MGMT 2383/2384 Micro/Macro Organizational Behaviour, Saint Mary's University (2010–2019)
- BUSI 2214/2215 Micro/Macro Organizational Behaviour, Mount Saint Vincent University (2010–2019)

Ethics and Corporate Social Responsibility (2012 - present) Multiple Universities in Halifax.

- I have taught multiple courses at the undergrad and master's level since 2012.
- COMM 2310 Micro Organizational Behaviour, Dalhousie University (2019) – Undergrad
- GPRL 6106 Public Relations Ethics, Mount Saint Vincent University (2012–2017) – Master
- COMM 3017 Ethics in Communications, Mount Saint Vincent University (2016) – Undergrad

Additional Teaching

- Human Resources at multiple universities at the undergrad level, 2012–2019.
- Marketing and Communications at multiple universities at the undergrad and master's level, 2009–2019.
- Entrepreneurship at Mount Saint Vincent University, 2017–2019.

Most recent teaching evaluations: Dalhousie University 2018-19: Scores: (4.46, 4.33, 4.4); Intro to Mktg: (4.32, 4.17); Mktg Comm: (4.43); Saint Mary's University Fall 2018 Scores: 4.8, 4.4, 4.3, 4.3 out of 5.

Innovative Pedagogical Advancement

- Test Instructor for use of Tophat in Ethics and Corporate Social Responsibility 2310 (Dal 2014–2017).
- Test instructor for use of Nelson Publishing MindTap interactive curriculum for Introduction to Marketing (SMU – 2017).

HONOURS AND AWARDS

Commerce Professor of the Year (2018)
Saint Mary's University, Halifax, Canada

Commerce Professor of the Year (2017)
Saint Mary's University, Halifax, Canada

Commerce Professor of the Year (2015)
Saint Mary's University, Halifax, Canada

Darkside Case Competition Award Finalist (2009)
Darkside Case Competition, Montreal, Canada.

PROFESSIONAL WORK EXPERIENCE

Management Consulting Experience

Senior Management Consultant, Atlantic First Nations and SMEs 2006–2017
Over twelve (12) years of experience working with Atlantic Canadian Businesses and First Nation Communities to help improve organizational effectiveness by building strong foundations for success. Projects have ranged from strategic plans, business plans, market plans, market research, governance strategies, and talent management planning. The projects typically encompass extensive market research in both North American and International markets through the use of focus groups, surveys and interviews to identify the target markets, consumer preferences and staffing requirements for Tourism, Fisheries, Retail and Forestry markets. Clients include over 35 Atlantic Canadian First Nation Communities and 100 Atlantic Canadian Businesses.

Business Analysis Experience

Certified Black Belt, North American Lean Six Sigma Operations, Rochester, NY 2004–2006
Led multiple Lean Six Sigma projects in North America focused on reducing error levels and streamlining business processes to maximize the bottom line performance. Responsibilities included the facilitation of projects to draw out expertise from subject matter experts, data analysis using statistical tools such as Minitab to ensure the objectivity of the data and solution brainstorming with implementation and control measures to provide a close loop process of evaluation.

Corporate Management Experience

Corporate Executive, Toronto, Canada & Rochester, New York

1998–2006

Recruited and managed several Canadian and North America marketing and sales teams in a wide variety of topics. Some of these included product marketing, channels marketing as well as advertising and promotions. Each role required significant focus on transferring of knowledge to junior and senior sales and marketing representatives during significantly difficult financial times for Xerox. Marketing and Sales was considered the lifeblood of Xerox's future and needed an infusion of motivation to beat out the competition. This role required ingenuity, dedication and passion to drive Xerox to the front of the leader board once again.

Sales and Engineering Experience

Sales Executive, Toronto, Canada

1987–1998

Superior client management skills developed through extensive training with both Xerox and IBM account management development staff. Experience in a variety of industries including Banking, Insurance, Graphic Arts, Real Estate, Education, Forestry, Federal and Provincial Governments, First Nations and the small and medium general marketplace. Prior to joining sales, held systems engineering positions responsible for the AS/400 and RS/6000 products lines with IBM Canada Ltd.