

Curriculum Vitae



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Personal Statement

As a seasoned leadership and organization development consultant my passion is revealing what needs to be understood and acted upon in order for individuals, teams and organizations to achieve their highest potential. With 20 years experience as a catalyst and facilitator, I foster collaborative creation of innovative plans and actions that enhance leadership capabilities, organizational change, and building high performance cultures.

Consulting Focus Areas

Change and Transformation Consulting
High Performance Team Building
Leadership Development
Critical Analysis and Decision Making
Inter-organizational collaboration

Multi-stakeholder Consultation Processes
Engagement Strategies
Teams in Conflict
Values and Visioning
Large and Small Group Facilitation

Education

Master of Arts, Leadership and Training

Royal Roads University, Victoria BC.

Group Benefits Associate (designation)

Dalhousie University, Halifax NS

Diploma in Human Resource Management

Conestoga College, Kitchener ON

Bachelor of Arts, Psychology

University of Waterloo, Waterloo ON.

Specialized Training

Human Systems Dynamics Training

Human Systems Dynamics Institute (2012)

Organization & Relationship Systems Coaching

Center for Right Relationship Global (2011)

Shadow Work Facilitator Training

Shadow Work Seminars Inc (2010-2011)

Process Work (100+ hours training for individual & group coaching)

Process Work Institute (2008-2010)

Myers-Briggs Type Indicator Qualified

Psychometrics Canada (1996)

Recent Work Assignments

President West Coast Approach Consulting (WCA) Inc.

2003 – Current.

West Coast Approach Consulting Inc. offers a suite of services to assist leadership teams in co-creating change, building high performance cultures and enhancing stakeholder engagement. With expertise in multi-stakeholder engagement strategies, inter-organizational collaboration, large-scale strategic planning and organization change, WCA assists leaders in leading positive change at the personal, team and organizational levels.

Knowledge Philanthropist Vantage Point

2012 - 2015

With a strong back ground in board governance consulting, I provided education and skill training to Board chairs, members and executive directors through affiliation with Vantage Point (formerly Volunteer Vancouver). Vantage Point's programs support non-profit organizations plan, lead, govern and engage the right people to deliver their missions.

Director-at-Large Gymnastics BC

2006-2012

Served as board member for six years completing a last term as Chair for the Succession Planning Committee. During the six years, I led the board through a 5 year strategic planning process and board renewal work leading to a clear shift from a technical-operations focused to a highly functional policy-focused board with stronger connections to their members. In 2010, my volunteer work with the board was recognized by being awarded the prestigious honour of "Volunteer of the Year".

Sample Consulting Assignments

Culture Transformation and Organization Change

A specialist in engagement and collaborative change strategies often utilizing large group methodologies such as Conferencing Model, Future search, World Café, Open Space, ToP Participative Planning to drive mutual understanding, inclusive solutions, and shared responsibility for the desired change. My facilitation and consulting approach for change work is aimed at maximizing multi-stakeholder input into shared visioning, collaborative decision making and organization/planning and committed implementation and sustainment activities. Sample work:

- Preparing for Treaty, Ditidaht First Nation
- Downtown East Side Vancouver Integrated Health Service Model of Care, Vancouver Coastal
- Frail Adult Community Based Care Model, Langley BC
- 48/6 Organization-wide Implementation (Design through Sustainment), Fraser Health Authority, BC
- Tertiary Perinatal Program Model of Care, Fraser Health Authority, BC
- Culture Change Strategy, Canada Bread, Western Operations
- Organizational Change Strategy, Dragon Boat BC
- Seamless Perinatal Care Initiative, Fraser Health Authority, BC
- Surrey Memorial Hospital OB Model of Care, Fraser Health Authority, BC
- Visioning for Perinatal Services, Prevention Directors Council, BC
- Culture Change Strategy, Board of Directors, Phoenix Gymnastics, BC

- Strategy consulting for the restructuring the organizing structure to programmatic management, Fraser Health Authority, BC
- Change Planning for New Residential Care Facility, Fraser Health Authority, BC
- Visioning/ Planning for New Rehabilitation Facility, Fraser Health Authority, BC
- Tertiary Palliative Care Planning, Surrey Memorial Hospital, Surrey BC
- Primary Chronic Care Redesign, Fraser Health Authority, BC

Strategy, Planning, and Consultative Processes

In partnership with content and subject matter experts my role is that of designer and facilitator for consultation processes and planning that are creative, inspiring and provoke shared accountability for implementation. Sample work:

- National Standard Implementation Plan for Psychological Health and Safety, Fraser Health
- Child Youth Mental Health Substance Use, Nanaimo Divisions of Family Practice
- Strategies for Dealing with High Volumes, Surrey Mental Health and Substance Use
- Building a Centre of Excellence for PTSD in Veteran Village Surrey, Royal Canadian Legion
- Community Consultation Processes Capacity Building for IC-IMPACTS (University of British Columbia)
- Community-based Health System for Seniors, Abbotsford
- Ditidaht First Nation Land Use Planning
- Central Okanagan Divisions of Family Practice
- Shuswap North Okanagan Division of Family Practice
- Maternal Infant Child and Youth Program, Fraser Health
- Comprehensive School Health Strategy (multi-sectoral)
- Women's Heart Health Summit, BC Women's Hospital and Health Centre
- Population Health Strategy, Fraser Health Authority, BC
- Women's Health Strategy, Fraser Health Authority, BC (multi-sectoral)
- Global HR Team, Teekay Shipping Corporation, BC
- Board of Directors, Horse Council, BC
- Board of Directors, Coaches Association of BC
- Board of Directors, Gymnastics BC
- Client Development & Sales, Pacific Blue Cross
- Clinical Practice Leads, Surrey Memorial Hospital
- Human Resources Strategy, North Shore Credit Union

Leadership Development

In today's environment, leading change is at the heart of virtually every leader's accountability. With a special emphasis on power systems West Coast Approach leadership development approach taps into often overlooked influences that can create significant breakthroughs. Whether working with individuals, groups or teams, my aim remains the same: building leadership awareness, capacity, confidence and alignment with internal motivation centres. Sample work:

- NICU Front-line leadership development, Fraser Health Authority, BC
- Front-line leadership development, Hain-Celestial, BC
- Maternal/Infant/Child/Youth Program leadership consulting and coaching, Fraser Health, BC

- Middle layer leadership capacity building at Surrey Memorial Hospital included leadership dialogue circles, fundamental skill training, communication skill training, visioning and planning activities. Trained and coached over 60 middle management leaders
- Hosting front-line values conversations, Public Health, Fraser Health, BC
- Middle and Senior Leaders, District of Saanich
- Marketing Team Development, TIC Insurance

Team Building

New team development, Reorganization, & Teams in Conflict. Sample teams:

- Discovery Youth & Family Substance Use Services, Vancouver Island Health
- Health Informatics, Fraser Health
- Administration, Ditidaht First Nation
- Nanaimo Divisions of Family Practice, Obstetric Services Community of Practice
- Transportation Alternatives for Surrey City Centre (multi-sectoral)
- Maternal/Gynecological Leadership Team Retreat, BC Women's Hospital
- Oak Street HIV Clinical Team Retreat, BC Women's Hospital and Health Centre
- HEAL Clinic Team Retreat, Fraser Health Authority, BC
- Tri-cities Health Unit Visioning, Team Charter and Planning, Fraser Health
- Maternal Fetal Medicine Team, Fraser Health Authority, BC
- Senior Leadership Team: Maternal/Infant/Child, Youth, Women's Health, Health Promotion, and Health Protection Portfolio, Fraser Health Authority, BC
- NSQIP Team Building, Fraser Health Authority, BC
- Eating Disorders Program, Mental Health and Substance Use, Fraser Health
- Olympic Transportation Team, Translink
- Staff and Board of Directors, Gymnastics BC
- Senior Leadership Team, Surrey Memorial Hospital
- Acute Care for Elderly, Surrey Memorial Hospital
- Pharmacy Management Team, Surrey Memorial Hospital
- Strategic Talent Management Team, BC Hydro
- Audiology & Speech Therapists, Surrey Memorial Hospital
- Family Birthing Unit Interdisciplinary Team, Surrey Memorial Hospital
- Gymnastics BC Board, Staff and Technical Chairs,
- Psychiatry Interdisciplinary Team, Royal Columbian Hospital

Volunteer Activities

- Stakeholder Engagement Facilitator for Gabriola Health & Wellness Collaborative Development
- Governance Lab, Vantage Point Vancouver
- GROWLS Wildlife rescuer, Gabriola
- Neighbourhood Emergency Planning/preparation
- Gymnastics BC Board Member
- BC Organization Development Network, Director-at-Large
- KW Sexual Assault Crisis Line
- Canadian Mental Health Human Resources Committee Member
- Canadian Mental Health One-to-One Program Volunteer