



Suzanne Weckend

IA, Leadership

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Expertise

Highly committed, big picture thinker who is self-motivated and outcome orientated. Enjoys working on complex and challenging issues that require creativity, focus and strategy. Experienced and engaged coach who naturally builds relationships and values.

> Facilitation and strategic planning

Unique ability to bring together diverse stakeholder groups and engage them in building a collaborative and responsive action plan or strategy that captures and prioritizes the achievement of goals and vision. Proven history of engaging both large and small groups and bringing together differing opinions through open communication, responsive facilitation, and leadership. Ability to unite opposing groups through conflict management by finding a solution that is founded by the group. Strong presentation and research skills.

> Project management

Comprehensive knowledge of project workflow, budgeting, scheduling, and ability to manage large scale projects and extensive experience delivering solutions, services while mitigating risk. Detail oriented with strong organizational skills and the ability to derive solutions quickly while liaising with team members, stakeholders, and management under deadline to meet project objectives. Agile management style and reflective communication ensures projects are able to quickly adapt to changing priorities by realigning team expectations through ongoing coaching and group meetings

> Human resources and leadership

Capacity to align individual strengths in order to create strategies that are clear, action based, and ultimately achievable. Successfully developed and managed multiple human resources change management and organizational development initiatives. Skilled at managing teams and working from a place of appreciation. Ability to quickly develop credibility and relationships across a variety of levels in order to build trust-based relationships and influence key stakeholders. Focused on connecting people's passions, abilities, and strengths to their day-to-day role in order to motivate them and ultimately improve project outcomes.

Employment history

Teacher

November 2016- June 2017 St. Michaels University School

- > Develop and implement daily and unit lesson plans for 7th and 8th grade, and analyze summative and normative assessments of student development.
- > Foster a classroom environment conducive to learning and promoting excellent student/teacher interaction.
- > Participate in faculty and parent conferences.

Head of Environment Stewardship

June 2014- September 2015 St. George's School, Vancouver

- > Created and implemented change management strategies and plans to maximize employee engagement and support changes.
- > Developed and delivered academic and operational action plans for environmental stewardship for five departments and grades one through 12.
- > Engaged various stakeholders through focus groups, surveys, and idea generating activities that laid the foundation for the creation of interdisciplinary experiential curriculum and project units.
- > Internal change management and communications plans created and delivered in order to impact widespread culture change.

- teaching and learning practice through interdisciplinary and experiential curriculum design.
- > Strategic alignment of organizational systems to drive meaningful engagement, operational and financial efficiency, and organizational goals.
 - > Presented to stakeholder groups, coached and trained faculty, interviewed students and parents.
 - > Represented the future of environmental stewardship at St. George's School, attended conferences and researched other like programs.

Director Aquatics

July 2007- September 2015 St. George's School, Vancouver

- > Managed pool plant and budget, ensured maintenance of the facility, compliance with all health and safety standards, staffing and scheduling.
- > Reviewed and maintained all pool policies, safety plans and emergency procedures as well as training staff.
- > Planned, developed and implemented all aquatic programs.
- > Responded to public inquires. Approved and scheduled various rental group requests based on strategic desires and financial return.
- > Promoted facility use through presentations and regular communications.
- > Successfully developed and presented strategic proposals towards cost reduction > Management, training, performance coaching, and payroll for thirteen lifeguards and staff.
- > Coached both the swim and triathlon teams.

Head of Senior School Athletics

June 2008- June 2014 St. George's School, Vancouver

- > Created and implemented change management strategies and plans to maximize employee engagement and support changes.
- > Lead, planned, controlled, and directed an inclusive athletics program.
- > Identified a need for the creation of values, vision, mission and key performance indicators for a program involving over sixty staff and involving eight hundred students.
- > Designed and led a collaborative process for the creation of a strategic plan.
- > Recruited, trained/coached and evaluated over 40 staff three times per year.
- > Fiscally managed costs and billings for 20 activities.
- > Created and managed online registration system.
- > Cross-collaborated with academic team members towards the creation of a leadership program that included sport as a critical component.

Other

- > 2010 Mission Staff Team Member, Commonwealth Games (Delhi, India)
- > 2006-2007 Administrator of Operations, Coaches of Canada
- > 2003-2006 Substitute Teacher, Victoria School District

Board Involvement

- > 2014-Present, Board of Directors, Pacific Institute of Sports Excellence (PISE)
- > 2007-2015, Board of Directors, Commonwealth Games Canada
- > 2011-2015, Executive Board of Directors, Commonwealth Games Federation
- > 2007-2014, Board of Directors, AthletesCAN

Personal Achievements

- > 2006 Commonwealth Games Athlete, Triathlon (Australia)
- > 2004 World Championships Athlete, Triathlon (Portugal)
- > 1994 World Championships (Italy) and Commonwealth Games (Canada), Swimming

Education

- > **2013 Master of Arts: Leadership**, Royal Roads University
- > **2002 Post Degree Professional Program: Education**, University of Victoria