



Wayne Hanna, PhD, MSW, FCMC, CHRP

Practice Leader, Strategic Consulting Partnership

Principal, Hanna & Associates

Office: 604-649 0042

E-mail: hwaynehanna@shaw.ca

About Wayne:

Wayne's practice is focused on Management and Organizational Development. Prior to entering the management consulting profession, he held senior administrative and human resource development positions in the public and not-for-profit sectors.

In over twenty years as a Management Consultant he has consulted extensively in the public, not-for-profit and private sectors. His expertise is in the areas of change management, organizational behaviour, management development, strategic planning, performance management, executive coaching, team building and organization development.

Wayne has developed and presented leadership training programs in the areas of team development, motivation, communications, problem solving and decision making to senior managers, middle managers and front line supervisors.

He is a Certified Human Resource Professional with the BC Human Resource Management Association and a Fellow with the Institute of Certified Management Consultants of British Columbia.

Education, Training, and Experience:

- PhD: Organization Behaviour, MSW: Social Group Work
- 3 years as a Social Worker and Social Work Supervisor in a provincial social services department.
- 10 years as a Senior Manager in residential and community based youth programs.
- 2 years as the National Director of Programs for the Canadian Red Cross
- Over 20 years as a management consultant (10 years with the Coopers and Lybrand Consulting Group and over 10 years with Hanna & Associates)
- *International trainer in the delivery of the Blanchard Leadership and Team Building programs. A certified user of the William Bridges Leading Organization Transition approach, the Career Architecture/Lominger Competency approach, the Birkman and the Myers-Briggs.*

Recent Projects:

- Leadership and team training to supervisors, middle managers and senior managers integrated with the development of a performance management system based on Situational Leadership II.
- Developed succession plans for senior and middle managers using a combination of a Birkman assessment, 360 input and management expectations.
- Assessed the issues facing a mid size organization through interviews and focus groups and developed organizational recommendations to become more effective and efficient. Including restructuring.
- Assisted an organization in the development of its strategic plan