



## WAYNE PENNEY

Consulting Associate, Strategic Consulting Partnership

Principal, Wayne Penney & Associates Inc.

Cell: 604-961-2680

E-mail: [wayne\\_penney@telus.net](mailto:wayne_penney@telus.net)

### About Wayne:

Wayne has more than 35 years of experience in industry, government and consulting. His primary consulting interests are in the fields of social and organizational change and development.

Wayne has completed many successful projects in these areas including social enterprise development, strategic planning, multi-stakeholder consultation and interventions, joint union-management and employee-employer interventions, team building with management and functional teams, coaching-mentoring, cross functional organizational effectiveness programs, management training and development, and programs to diagnose and re-align corporate culture.

In summary, he has:

- highly developed interpersonal and communication skills
- the ability to work collaboratively, respectfully and effectively with people from a wide range of backgrounds, orientations and needs
- managed teams and helped individuals develop the self-awareness, skills and knowledge necessary to achieve success, including conflict management, critical thinking, problem solving and decision making
- engages the heart, as well as the mind

### Education, Training, and Experience:

B.A. in Psychology and Sociology

- M.Sc. in Sociology and Community Health
- Partial Ph. D. in Human and Organizational Systems
- Various Management and Leadership Development programs, including Niagara Institute
- Extensive experience in the not-for-profit sector as an Executive Director and at the board level

### Three Recent Projects:

- Developed several social enterprise business plans for non-profits in BC, providing a basis for the client organizations to develop additional revenue streams and advance their mission.
- Coordinating the development of an “Ask the HR Expert” web page for the not-for profit sector.
- Coached the senior professional staff of a public sector organization to improve their ability to meet the performance standards and benchmarks for client service and satisfaction.