



**People-Centric**

# HR and Organizational Transformation Agent, Human Capital Management, Coach, Professor, Professional Speaker



High energy, passionate Human Resources professional with a Doctorate and MBA, with 23 years of experience in labour legislation, employment law, and Human Resources Management as well as experience in teaching, coaching, facilitation, strategy development, and curriculum design/implementation.

**People-Centric** the difference that makes the difference in training



**Name:**

**Function:**

**Languages:**

**Educational background  
Certifications:**

**Core competencies and  
specialisations:**

**Career experience:**

**Robert St-Jacques**

Senior Consultant, Facilitator, and Trainer in all areas of people management, as well as graduate level Professor for Change Management, Human Resources, Negotiation, and Employment Law.

Fluently Bilingual in English and French

- **Baccalaureate in Social Science** (Canada)
- **Master of Business Administration** (Belgium)
- **Juris Doctor** (USA)
- Certifications:
- Mediator: 1995
- SPHR – 2001

- Performance Management
- Learning and Development Strategy Creation and Execution
- Recruitment Process Creation and Execution
- Leadership Development, Coaching and Mentoring
- Instructional Designer and Corporate University Creation
- Pre-hire and development assessment and evaluation
- Creation and management of assessment centres
- Sales Training
- Coaching Training
- Competency Design and Implementation
- International Labour and Employment Law
- Safety Training

- 3 years - working for in Canadian politics for Members of Parliament
- 5 years - International Labour and Employment Attorney
- 15 years - Senior Leadership positions in HR (Fortune Magazine Best Places to Work and Fortune 150 companies)
- Managed the entire HR function for workforces of up to 12,000 people on 4 continents: North America, Europe, Asia, and Africa

**Industry Experience:**

Retail  
Airline  
Oil & Gas  
Construction and Engineering  
Media  
Banking  
Professional Services  
Hospitality and Leisure  
Healthcare  
Real Estate