

## **PROFESSIONAL SUMMARY**

---

A creative career consultant with over 32 years experience, approaching career with holistic approaches that cultivate hope, practical spirituality, creativity, imagination, and career integrity. An effective communicator both in one-on-one situations and in large- or small-group contexts. A recognized trainer, workshop facilitator, and keynote presenter who has equipped life/career practitioners, and teachers, as well as students and clients, both nationally and internationally. A program developer with broad experience in the development of employment counselling programs and resources.

## **INTERESTS**

---

- I am of Metis descent and grew up amidst much dysfunctionality. I struggled deeply with learning and a debilitating low self-esteem. I am committed to others who like myself never feel like they fit in. As a result I have worked to develop alternative career approaches that are meaningful to those who don't relate well to mainstream counselling, such as many Aboriginal peoples, immigrants, people with disabilities, corrections inmates, to name a few.
- I have also sought to develop approaches and materials that reflect values, such as practical creativity, spirituality, community, integrity, and life balance, which are integral to the lives of many people whatever their background or outward circumstances.
- I particularly focus on hope. Whatever the context, my desire is that everyone with whom I work, will walk away with a deeper sense of hope that will enable them to walk a meaningful career journey no matter their circumstances.

## **PROGRAM DEVELOPMENT AND IMPLEMENTATION**

---

- As a founding partner with Dr. Norm Amundson in Ergon Communications, participated in the development and writing of numerous career counselling projects, programs, and resources
- Program development has involved researching material, assisting in pilot projects, facilitating pilot projects and workshops, interviewing project leaders, developing new material, synthesizing and/or editing existing material, designing and producing graphics and layout.
- Projects involved consulting with diverse organizations or agencies, such as Canada Employment and Immigration, Human Resource Development Canada, Canada-Saskatchewan Career and Employment Services, the Toronto District School Board, the Aboriginal Human Resource Council, the London Business School, Workplace Training Systems a division of the Open Learning Agency

## PUBLICATIONS

---

- Along with Dr. Norm Amundson, under Ergon Communications, published numerous books and workbooks, involving co-authoring and/or editing text, designing and producing graphics and layout for printing.
- Titles include *Hope-filled engagement: Creating new possibilities in life/career counselling*; *Guiding circles: An Aboriginal guide to finding career paths, Step 1: understanding yourself*; *Guiding circles: An Aboriginal guide to finding career paths, Step 2: Finding new possibilities*; *Career pathways*; *Career crossroads: A guide to active career decision making*; *Careerscope: Looking in, looking out, looking around*; *Career pathways: Quick trip*; *Employment counselling theories and strategies: A book of readings*; *Career exploration handbook: RCMP Edition*.
- Several of these books have been translated into a total of over 19 languages.
- Have written or co-authored several unpublished documents including *Guiding circles: Booklet 1: Coaches manual*, *A survey of assessment tests for employment counselling*, *The future is yours: A guide to finding employment*.
- Have written or co-authored several articles including *Hope-filled engagement: New possibilities in life/career counselling*, *Leveraging your weaknesses into strengths*, *Career creativity: Explorations in the remaking of work*, *Job link: An employment counseling program for immigrants*.

## SELECTED COURSES, PRESENTATIONS, AND WORKSHOPS

---

- Have been a teacher or guest lecturer at several universities and seminaries.
- Presented numerous keynotes, presentations, and workshops for life/career practitioners/teachers nationally and internationally on topics such as
  - *A better story*
  - *Active engagement*
  - *Careercraft*
  - *Career crossroads*
  - *Career integrity and values*
  - *Careerscope*
  - *Crafting a career worthy of God's calling*
  - *Cross-cultural communication*
  - *Discover uncharted entrepreneur potential*
  - *Diversity Improv*
  - *Guiding circles step 1: Understanding yourself*
  - *Guiding circles step 2: Finding new possibilities*
  - *Hope-filled engagement*
  - *Hope-filled engagement through mattering*
  - *Imagination & career*
  - *Job search, resumes, and interviews*
  - *The portfolio conversation*
  - *Job training and ethnocultural considerations (Addressing the needs of ethnocultural offenders)*
  - *Resiliency through Hope-Filled Engagement*
  - *Resolving conflicting values*
  - *The unsung potential of weakness*
  - *The vocation-all lifeline*
  - *Vocation, work, and ministry*
  - *Workshop activities and strategies for Aboriginal career counselling*

## **INTERNATIONAL TRAINING AND FACILITATION:**

---

- I have presented in over 60 remote communities, towns, and cities throughout Australia, New Zealand, and Europe.
- I have presented 9 conference keynotes/featured presentations and 23 regular sessions.
- I have spoke at or facilitated over 160 talks and workshops ranging in size from half-day or less to 4-day.
- I have presented for a wide range of associations and organizations such as education departments in Australia (Victoria, South Australia, Northern Territories, New South Wales, Australia Capital Territory, Tasmania), in New Zealand; career associations ( Australia, New Zealand, Finland, Sweden, Denmark);The International Association of Educational and Vocational Guidance; universities and colleges (Australian National University, Canberra, ACT, Australia; Curtin University of Technology, Perth; Auckland University of Technology, NZ; London Business School, UK); AITEC School Business Community Partnership Brokers, Adelaide, SA, Australia; Australia; USA ;Onkapinga Council, Adelaide, SA Australia; Euroguidance: EKEP (Educational and Vocational Guidance Association / Greece), Greece; GE Foundation.

## **NATIONAL TRAINING AND FACILITATION:**

---

- I have presented in over 70 remote communities, towns and cities throughout Canada from West to East and North to South.
- I have presented 12 conference keynotes/featured presentations at national and 68 regular conference sessions at provincial conferences and forums across the country.
- I have spoke at or facilitated over 260 talks and workshops ranging in size from half-day or less to 5-day.
- I have presented in a very diverse range of situations. Many were random workshops especially associated with the Hope-Filled engagement/Guiding Circles approach. Some specific Canadian groups were
  - Aboriginal groups (Mi'kmaq Confederacy of PEI; Ontario Native Education Counselling Association; Prince George Nechako Aboriginal Employment & Training Association; Adams Lake Indian Band, BC; First Nations Social Development Society, BC; Leq'a:mel First Nation, BC; Tsartlip First Nations, BC; Kativik Regional Government, Kuujjuaq, QC; Ontario Native Welfare Administrators' Association, Thunder Bay, ON; Whistler, BC; Skownan First Nation, Skownan, MB; Carcross First Nations, Carcross, YT; Six Nations, ON; Iqaluit, Nunavet)
  - Government organizations (Canadian Forces, CFB Edmonton, AB; Canada-Saskatchewan Career and Employment Services, SK; Terrace and District Community Services Society; Public Service Commission, YT; BC Ministry of Social Development;

Career Education Society, BC; Corrections Canada; Canadian Mental Health Association; Housing First, Vancouver; Royal Canadian Mounted Police;

- Schools and school boards (Vancouver, BC; Burnaby, BC; Delta, BC; Lethbridge, AB. Calgary, AB; Red Deer, AB; Regina, SK, Winnipeg, MB; Toronto, ON).
- Universities and colleges (University of BC; Simon Fraser University, Burnaby; BC Douglas College, BC; Nova Scotia Community; Nova Scotia Community College College School of Access; North West Regional College, North Battleford, SK; Nicola Valley Institute of Technology, Burnaby, BC; Saskatchewan Institute of Applied Science and Technology, Saskatoon, SK; University of Manitoba, Winnipeg, MB; University of Calgary, Calgary, BC).
- Local, national and provincial associations and organizations (Cannexus, National Consultation for Career Development conference, BC, Alberta, Saskatchewan, Ontario, New Brunswick, Nova Scotia, Yukon, and North West Territories Canadian Association of Prior Learning Assessment; Canadian Association of Prior Learning Assessment; SUCCESS. Burnaby, BC; North Island Employment Foundation Society, Campbell River, BC; Skeena Diversity Society, Terrace, BC; National Career Development Association of America).

## **COUNSELLING, COACHING, MENTORING**

---

- I counselled and coached hundreds of individuals and mentored dozens over the last 40 years.
- I have worked with a wide range of people, both men and women,, such as youth, young adults, adults, and seniors; mainstream, Aborigines, immigrants, and people with multiple barriers; secondary students, university students, professionals, social assistance recipients.

## **AWARDS AND INFORMAL RECOGNITION**

---

- I am widely recognized for my dynamic practical and inspirational training of career practitioners, teachers and client/students both nationally and internationally.
- In 2012, I received the Stu Conger Award for Leadership in Career Counselling and Career Development for visionary leadership, exemplary achievement, and inspired dedication to the advancement of excellence in career development in Canada.

## **SELECTED EMPLOYMENT RECORD**

---

- 1991      Ergon Communication. Private Consultant specializing in employment counselling  
-Present    programs and resources: Teaching, training, counselling, coaching, mentoring,  
                 program development, program delivering, research, writing, desktop publishing,,  
                 graphic design, marketing.
- 1989      H. Klein and Associates, Burnaby, BC.

-1992 New Canadian Job Link: Researched, developed, wrote and piloted a cross-cultural vocational model; Job Entry: Delivered program.

## **SELECTED POST-SECONDARY EDUCATION**

---

- 1993 Completed a graduate course on Group Counselling, Department of Counselling Psychology, University of British Columbia, Vancouver, BC.
- 1990 Completed course on Basic Technical Writing, Simon Fraser University, Burnaby, BC.
- 1987 M.A. in New Testament Studies (Summa Cum Laude), Trinity Evangelical Divinity School, Deerfield, Illinois.
- 1976 Diploma, Prairie Bible College, Three Hills, AB.
- 1971 B.Sc. (Computer Science, Mathematics), University of British Columbia, Vancouver, BC.