

Roger Guy Baguley Resume

Vice President, Human Resources

Zanchin Automotive Group, <http://www.zanchinauto.com/>

Employees: 1000 in Ontario

February 2012– Present

- *Manage all HR and related accountabilities; facilitating Health and Safety Training and compliance; responsible for the compensation/benefits programs, policy development, government and legal compliance. Manage Employee Relations, Employee training/development, all Government Inquiries/contacts and all HR/OHS Audits as well as manage compliance and governance in Employment Standards, Department of Labour, Human Rights, Leadership Development, Health and Safety Administration/Management and Organizational Design/Effectiveness.*

Manager, Human Resources

Terrasas Group of Companies, www.terrasan.com

Employed 300 in Ontario, Alberta, USA

September 2009 - December 2011

- *Human Resources Services including: Due Diligence, Strategic Planning, Change Management, Performance Management, Policy & Procedure Development, Recruiting, Succession Planning & Career Consulting, Transition Counseling, Health & Safety, Employee Communication, Training & Development, Employee & Labour Relations, and Health & Safety. This is a privately owned companies which has non-union and several unions and services industrial, commercial, residential environmental solutions.*

Manager, Human Resources/ Corporate Services

5SENSES Design/Panigas Group, Construction, Design Build, Design, Project Management, www.5senses.ca

Employed 615 in Vaughan, Ontario, Nova Scotia, Quebec, Alberta and USA

September 2000 - September 2009

- *Manage: Human Resources, Training & Development, Health & Safety, Information Technology and Corporate Services: Panigas Group has four offices in Canada. There are three business units, construction, manufacturing and display/exhibits. PG has a \$180 million revenue stream. Both union and non-union. This is a privately owned company and serviced industrial, commercial, residential, manufacturing and retail businesses*

Director, Human Resources and Training and Development

Insurance Council of Canada, Insurance Bureau of Canada, www.abc.ca

Employed 600 in Toronto, Ontario, Quebec, Alberta and Maritime Provinces

August 1997 - July 2000

- *Managing the merger of four companies: Reporting to the President, I have recreated and rejuvenated the Human Resources function. IBC/ICC is the technology, legal, public relations and government liaison leader for the Property and Casualty Insurance Industry.*

Director, Human Resources

Ontario Hydro Technologies

Employed 375 in Toronto, Ontario

May 1996 - July 1997

- *Managed the start-up operations of Ontario Hydro SOLAR: a private sector spin-off \$50 million global business. Recruited and coached account executives, sales personnel, plant technicians, systems engineers, and other business professionals including the CFO and COO positions. This Crown Company had unions which also included manufacturing responsibilities.*

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President/Consultant/Owner
Strategic Human Resources Services - SHRS
Employed 9
Ontario & British Columbia
February 1994 - April 1996

- *Operated a full service Human Resources Consulting Forensic Analysis Practice:* Focused on strategic business alignment/design, compensation, organizational development, effectiveness and design, employee communications, 'TAM' practices in process improvement through task/process mapping, HR/HRD strategic planning, competency development, performance management systems design, career consulting, payroll systems, recruitment, policy and procedure development, conflict resolution techniques and team building skills. Both union and non-union. About 50% of the client companies were retail businesses, 30% manufacturing and 20% mixed.

Director, Human Resources
Canadian Tire Corporation Limited, Petroleum, www.canadiantire.ca
Employed 2,500 in Toronto, Ontario, Quebec
1987 - 1994

- Reported to the President, Petroleum Division with annual sales of one billion plus litres gasoline and \$700 million sales; with 300 company-operated locations; with a \$40 million payroll.
- HR department accountabilities: \$1 million HR department budget, 14 HR department team members which serviced a client group of 120 administration employees and 2,500 retail employees across Canada.

Consulting Clients List:

- MGI Software Corp. (Imaging, video, and audio wave software development),
- RIM Networking & Software (Encryption and e-commerce development),
- Peel Regional Resources (Environment and recycling company),
- Laidlaw Environment (Waste management and school bus operations),
- Manni Energy Assessment (Power analysis and solutions).

Professional & Business Memberships:

- Board of Directors Member, Giles School www.gilesschool.ca/english
- HRP AO - Human Resources Professional Association of Ontario www.hrpao.org/hrpao

References:

- Available on request