

# ROGER GUY BAGULEY, C.H.R.P., C.H.R.E.

1100 Lansdowne Avenue #326 ♦ Toronto, ON ♦ M6H 4K1 ♦ 647-965-4777 ♦ [rogerguybaguley@gmail.com](mailto:rogerguybaguley@gmail.com)

## PROFESSIONAL PROFILE

Motivated and accomplished Human Resources Management professional with more than 10 years of experience providing human resource and staffing solutions. Adept in client, employee and stakeholder relations, harnessing communication skills to train, educate and collaborate with employees and managers to achieve multiple objectives. Dedicated to leadership with a history of successfully identifying opportunities for improvement, implementing new processes, creating cost efficiencies, and providing expertise and guidance toward business goals. Brings tremendous focus and enthusiasm to every project. A proven track record as a best practice influencer, team leader and a HR operational guru who delivers optimal business results.

## KEY STRENGTHS AND EXPERTISE

- ♦ Staffing & Resourcing
- ♦ Benefits & Compensations
- ♦ Teamwork & Collaboration
- ♦ Oral & Written Communication
- ♦ Organizational effectiveness
- ♦ Staff Engagement & Retention
- ♦ Leadership & Management
- ♦ OHS & E
- ♦ Change Management
- ♦ Training & Development
- ♦ Presentations & Reporting
- ♦ Performance Management
- ♦ Employee & Labour Relations
- ♦ Project Management
- ♦ Research & Analysis
- ♦ Policy Development & Implementation

## PROFESSIONAL EXPERIENCE

**Human Resources Business Consultant/ Owner,** Strategic Human Resources Consulting Services **2016 - Present**

Providing forensic and/or SWOT analysis consulting to organizations' Human Resources and Safety practices, policies procedures and infrastructure. We are fueled with Passion, driven by Purpose and we deliver with Pride!

<http://www.rogerguybaguley.ca/>

**Vice President, Human Resources,** Zanchin Automotive Group (contract) **2012 – 2016**

The largest privately owned Auto Group in Ontario (33 Dealerships) <http://www.zanchinauto.com/>

- ♦ Reports to the Executive Committee (President, COO, EVP & General Counsel) and oversee strategic planning and all employee and labour relations for up to 1200 employees including staffing compensation, benefit administration, performance management, resource planning, training/development, HRIS management, OHS&E management, and Government Legislation compliance. Developed, implemented & managed an effective HR metrics program.
- ♦ Blends seasoned leadership and analytical skills with insight to identify gaps, and implement cost-effective Human Resources & HRD systems and programs, leading to increased productivity and employee motivation.
- ♦ Develop and maintain policies, addressing key accountabilities and competencies, and communicating with employees and management providing feedback, addressing concerns and creating strategic plans.

### Accomplishments:

- ♦ Consistently identify emerging issues in the work place, industry, and government, analyze how issues impact the company, employees or working conditions, company goals and implement value-added solutions & created engagement and retention programs which reduce employee turnover and improve productivity.

**Manager, Human Resources,** Terrasan Group of Companies **2009 – 2011**

Environmental, Landfill, Recycling, Construction & Demolition Services & Manufacturing [www.terrasan.com](http://www.terrasan.com)

- ♦ Reported to the President/Owner and performed within a Unionized Environment providing HR services for up to 300 employees, demonstrating leadership, management and communication skills to provide staffing solutions, compensation and performance management, and occupational health and safety.
- ♦ Developed new training programs, applying knowledge of organizational needs and standards to assist with employee development and enhance employee performance.

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- ♦ Reviewed, designed, and consulted on cost-efficient benefit programs, using expertise in resource management to recommend appropriate solutions and action plans.
- ♦ Collaborated with management to identify high-performing employees and developed programs to stimulate employee growth, enhance workplace productivity and profitability.

## Accomplishment:

- ♦ Introduced corporate policies to enable formalized employee policies, procedures and practices outlining harassment, progressive discipline, and performance standards, monitoring and measurement systems.

## **Manager, Human Resources, 5SENSES Design/Panigas Group**

**2000 – 2009**

*Construction, Design Build, Design, Project Management & Manufacturing* [www.5senses.ca](http://www.5senses.ca)

- ♦ Reported to the President /Owner and analyzed salary reports to yield competitive compensation plans, utilizing data analysis and human resources expertise for 600 Employees.
- ♦ Provided advice and consultation to managers and worksites on policies regarding equal employment opportunities, training, safety, compensation, and employee benefits, demonstrating effective writing, speaking and collaboration skills to write directives and deliver presentations on recommendations.
- ♦ Recruited, interviewed, tested, selected employees to fill vacant positions and meet business growth staffing needs.

## Accomplishment:

- ♦ Reduced WSIB claims and costs by conducting safety inspections, developed a safety manual, conducted weekly reports and safety training seminars, leading to improved ESA and Safety compliance as well as to enhanced employee relations, recruiting, and retention.

## **ADDITIONAL WORK EXPERIENCE**

- ♦ **Director, Human Resources:** Reported directly to the President and employed 600  
*Insurance Bureau of Canada*
- ♦ **Director Human Resources:** Reported directly to the President and employed 375  
*Ontario Hydro Technologies*
- ♦ **Consultant | President | Owner:** Employed 9  
*Strategic Human Resources Services*
- ♦ **Director, Human Resources:** Reported directly to the President and employed 2500  
*Canadian Tire Petroleum*

## **EDUCATION AND PROFESSIONAL DEVELOPMENT**

- ♦ **Certified Human Resources Executive (C.H.R.E.):** Human Resources Professional Association
- ♦ **Certified Human Resources Professional (C.H.R.P.):** Human Resources Professional Association of Ontario
- ♦ **Certified Instructor:** Service/Quality (TQM), Front-Line Leadership (FFL), Team Building, Quest Management Development, Alternate Dispute Resolution (ADR), Positive Employee Relations/Union Avoidance & How to Conduct Successful Meetings.
- ♦ **Personnel Administration Certificate:** Centennial College
- ♦ **Business Administration Diploma:** Ryerson Polytechnical Institute, Toronto
- ♦ **Business Computer Skills:** e-commerce program development, HRIS (Integral, Banks & HRPlus), Lotus SmartSuite & Lotus Notes, Microsoft Office 2010, Project Mgr., OrgPlus, Corel Draw, Internet/Web Page Development, and Visio Charting.

## **SOCIAL MEDIA AND PERSONAL WEBSITE**

- ♦ Please review my e-Portfolio at <http://www.rogerguybaguley.ca> <https://www.linkedin.com/in/rogerguybaguley>
- ♦ References available on request.