

## Profile - David Day, B.A., CHRP

- As a principal of the largest Canadian foodservice management company led people productivity strategies effecting mergers and acquisitions and major outsourcing agreements worth millions of dollars annually, for 15 years. Also served as a performance implementation consultant to senior leaders and clients in private and public organizations across Canada.
- As founding Partner of Incite Leadership has led the research, design and creation of:
  1. A totally integrated Performance & Talent Management System. (All functions and levels),
  2. A new, action-learning based definition of 'leadership' recognized by business leaders, executive coaches and professors in Canada's leading business schools.
  3. Related leadership assessment, development and coaching tools.
  4. A groundbreaking performance survey tool that assesses if, where and by how much leadership actions are aligned with sustainable business growth measures.
- As an Executive Coach has guided countless people to individual and team success, including CEO's, Presidents and General Managers.
- His other experiences, successfully leading change include roles as:
  1. Director HR/IR/OD: Initiated and actively led innovative projects in the areas of leadership recruitment, selection, succession and retention worth \$1.5Million annual savings.
  2. Facilitator/Instructor/Presenter: Designed and presented client seminars, management training seminars, workshops, classes and train-the trainer sessions
  3. Director, Environmental Services: Implemented Canada-wide operations services start-up
  4. General Manager: Led a foodservice business turnaround
  5. HR Project Leadership: Policy/practice, health & safety, comp & benefits, labour/employee relations, job evaluation, and organizational intervention start-ups
  6. Software Projects Manager: One HR, one foodservice and one performance management
  7. Customer Service Team Leader
  8. Board Chair, President and/or Member: Many Community, Professional and Industry Associations