

Glen Sollors

gsollors@shaw.ca T. 604-318-1129

Objective: To design and deliver training programs that enhance organizational performance.

Qualifications

- Completion of the Provincial Instructor Diploma Program, Dec. 2009
- Skilled presenter focusing on educating through experiential learning
- Passionate about communication and the importance of understanding personality
- Experience in employee engagement and team building practices
- Led and managed business transformation including vision and culture change
- High energy and articulate facilitator that inspires group interaction
- 12 years experience working in collaboration with leaders to strengthen teams
- Bachelor of Commerce; focus on management, sales and marketing

Relevant Skills

Instruction

- Trained over 300 staff across Canada on a major software implementation
- Educated customers and staff nationally through a mix of online training and seminars on the benefits and application of electronic business solutions
- Organized and delivered marketing presentations to groups of 10 to 100 across major Canadian centers
- Aligned training requirements to meet departmental objectives, processes and goals
- Delivered presentations to human resources leaders on enhancing employee performance by understanding and managing attitudes, skills and behaviours
- Increased success of BC Business Magazine's "Best Companies to Work for in BC" survey by educating the target market

Human Resource Development

- Engaged employee strengths and talents in order to increase productivity
- Facilitated meetings that encouraged innovation, accountability and openness
- Identified solutions to leadership, training, performance and employee engagement challenges with human resources leaders

Communication

- Developed and managed business relationships through an integrity based and consultative approach
- Resolved high-level internal and external conflicts by seeking understanding and striving for win-win
- Observed and acknowledged emotions to discover and overcome individual challenges
- Improved workplace communication by managing a mix of client, union and employee attitudes
- Wrote articles on communication and employee performance for Business in Vancouver, PeopleTalk Magazine and the North Shore News

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Recent Professional Experience

Principal, Assess Your Talent

2009

- Experienced and learned personality assessment methodologies and application
- Wrote articles on the advantages of assessments for People Talk and North Shore News
- Delivered presentations on strength based talent recruitment and retention

Director, Sales and Marketing, Pinnacle Pursuits Inc.

2008

- Customized experiential learning programs to address team performance opportunities
- Designed and implemented operational requirements for a year-round business
- Involved in the planning, setting up and execution of team building programs

Director, Client Development, Caliber Leadership Systems Inc.

2007 – 2008

- Developed a strong understanding of human resources practices, terminology and issues, by working closely with the consulting team and HR leaders
- Managed client engagement strategies with past, current and target clients, resulting in significant increases in market representation and new business opportunities

Principal, Beyond the Tour

2006

- Created a team building business that exposed ones nature in nature in order to empower team success through collective strength
- Consulted competitors and business leaders in order to identify team building gaps

VP, Sales and Marketing, Mobiform Software Inc.

2005

- Collaborated with internal team to accelerate product and business development
- Enhanced global awareness by developing a strategic relationship with Microsoft

Regional Account Manager/E-Business Consultant, Tech Data Canada Inc.,

1998 – 2005

- Led Canadian change management and training efforts on an enterprise software implementation
- Trained staff nation-wide on using and selling electronic business technology solutions
- Grew revenue by expanding business development efforts and educational seminars across Canada

Education

- Provincial Instructor Diploma, VCC, Completion Dec. 2009
- Jack Daly Sales Management Training, 2008
- Self-Employment Program, HRDC, 2006
- Presentation Skills - Dale Carnegie, 1997
- Bachelor of Business Commerce, Ryerson University, 1994
- Business Administration, Seneca College, 1992

Personal Accomplishments

- 2008 Boston Marathon
- Lions Bay Search and Rescue Member