

Bio – Dave Crisp, Crisp Strategies Inc.

Dave Crisp founded Crisp Strategies Inc. in 2002 to give people the easy steps to five key skills that help everyone (and their organizations) succeed faster and better and enjoy life more.

Through seven careers, **Dave developed hundreds of leaders**, ultimately heading human resources at Hudson's Bay Company, a national top-25 employer, through 14 years and three CEOs. His people skills programs helped it become a "best company to work for" despite more than 110 mergers and re-organizations, nearly one a month. During that time he also led a ten million dollar Internet start-up that put joint ventures into six countries in 10 months. Earlier successes included improving one organization's performance more than 600% over three years.

Before the Bay, Dave directed Personnel and collective bargaining at two Toronto hospitals following a career in education, counseling and leadership, which included negotiating for and leading a large teachers' union group and ultimately running for member of parliament. Dave holds a BA in Psychology, a Masters of Education and the CHRP - Canadian Human Resources Professional designation - as well as various education leadership qualifications.

Audiences span a wide variety of businesses, associations and other organizations. He shows that human resource/leadership issues that others find challenging have clear, easy solutions.

Dave's experience with union, non-union, profit, not-for-profit, small and large operations is unmatched. He learned from hands-on practice the key skills for outstanding performance and used them to succeed in a wide range of human relations and leadership situations. Now he researches, writes, coaches and counsels on these topics in addition to speeches and presentations.

Dave continually researches best practices as they evolve and reports these in his blog and web site as well as for several publications including the national Canadian HR Reporter. He is a member of several HR organizations including Strategic Capability Network, a think tank-type organization for senior executives and consultants where he serves as a "thought leader" for HR developments. He is also a member of its international parent, the Human Resource Planning Society. Both focus on strategic developments in human resources thinking and practice. He previously was on staff, researched and wrote for HR.com, an international web site in the area, and is on the Talent panel for the Human Capital Institute.

Dave can be reached via www.balance-and-results.com.