

# Laurie M. Hunt

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## WORK EXPERIENCE

### **Laurie Hunt & Associates, Toronto ON/Boston MA/Barrie ON, 2002 – present**

Certified leadership and team development coach specializing in organizational change, group dynamics and intercultural relationships with a focus towards increasing awareness of impact to facilitate making conscious, intentional choices to achieve desired outcomes. Provide strategic design, training and evaluation of formal mentoring programs focused on mutual learning and relational leadership. Relationship coaching and skills training for building relationships across differences.

Developed propriety programs for intercultural relationship skill building, professional and personal leadership, women's leadership, team development and working across difference.

### **University of Massachusetts Boston, 2009-2010**

Adjunct professor in the School of Management

Developed curriculum for MGT 303 Organizational Behaviour

### **Simmons College School of Management, Boston MA, 2003 – 2005 Research Assistant**

Research and business case writing on women of color entrepreneurs and multicultural entrepreneurship.

### **The Humphrey Group, Toronto ON, 2002**

#### **Vice-President Business Development**

Provided clients with custom designed programs to develop dynamic leaders at the executive and senior manager level. Coached clients in leadership communications skills, both one-on-one and group workshops. Developed strategies to grow the business and broaden the company's base. Within first four months was able to bring in significant new business from a number of Fortune 500/FP 500 companies including Microsoft, IBM, Royal Bank of Canada and the Bank of Montreal.

### **Nortel Networks, Brampton ON, 1999 - 2001**

#### **Director, Global Diversity**

Responsible for the development and execution of the company's global workforce diversity strategy and plans to establish a diverse talent supply chain. Initiatives ranged from recruitment strategy to leadership development including targeted mentoring programs. Conducted significant research to establish internal baseline and determine organizational priorities. Worked with senior executives and business presidents to identify issues and establish priorities during a period of significant downsizing.

Developed and executed global women's leadership and advancement strategy including executive mentoring programs for women leaders, women's leadership research, women's conferences and media and communication planning.

### **Nortel Networks, Galway, Ireland/Maidenhead, England 1997-1998**

#### **Senior Marketing Manager,**

Strategic marketing for new call centre product for Europe including new product introduction, and development/ implementation of the marketing and communications plans.

Established a new Executive Customer Briefing Centre to service Europe, Middle East and Africa region to support sales activity. Planned, organised and led the implementation team for 3-day Pan-European distributor conference in Galway to serve as a major product launch for European Distribution channels.

### **Nortel Networks, Mississauga, ON, 1990 to 1996**

#### **Marketing Communications Manager, Enterprise Solutions**

Developed North American marketing communications plans and programs to drive sales. Generated strategies and messages to introduce and launch new products. Defined and implemented market research to benchmark and measure marketing efforts. Managed numerous successful product launches.

Determined product specific needs for media advertising and worked with agencies to develop and execute. Established advertising effectiveness targets and implemented tracking processes. Developed PR strategies and managed campaigns with PR agencies.

Defined, developed and implemented both National and Regional incentive programs for distribution channels, sales force and customers. Collaborated with regions around the world to co-ordinate marketing strategies for new product introduction.

**Northern Telecom Belleville, ON, 1988 to 1990**

**Marketing Communications Specialist,**

Produced and distributed all sales support materials for enterprise products. Events coordinator for product launches, customer seminars and sales seminars. Prime contributor in the North American launch of a major new business communications system.

**Human Resources/Employee Relations/Communications Specialist,**

**Northern Telecom Brampton/Belleville, ON, 1983 to 1988**

Developed and implemented site wide communications program. External recruitment of professional staff, new grads, co-ops and summer students including all aspects of hiring and associated budget management.

Developed and administered training programs for teambuilding and group problem solving. Facilitated and trained numerous problem solving teams including a number of site-wide cross-functional teams.

Industrial Relations support for 40 production managers in manpower planning, contract administration and grievance handling, along with bargaining unit staffing of 750 production workers

**PROFESSIONAL DEVELOPMENT**

Deep Democracy: Facilitation, Leadership and Whole System Transformation - 2010

Mentoring Program Advisory Committee to develop leaders of color – MACDC – 2007 – present (Boston)

Co-Chair – NEHRA Diversity Committee – 2007-2009 2 year term (Boston)

Diversity committee member, New England Human Resource Assoc. (NEHRA) 2004-2010 (Boston)

Certified Motivation Factor Facilitator/Partner, 2010

Co-Active Leadership Graduate – 10 month program - Coaches Training Institute, 2008-09

Authorized Team Diagnostic Facilitator, Team Coaching International 2008

Secretary/Board Member, Canadian Assoc. of Women Entrepreneurs & Executives (CAWEE) 2002/2003

Board Member, Technology Workforce Partners Diversity Consortium 2000-2001

Board Member, INROADS Toronto - 2000 – 2001

“Women Leading Change” - Institute for Women's Leadership, 1999

**EDUCATION**

Organization and Relationship Systems Coaching Graduate, The Center for Right Relationship, CA

CPCC (Certified Professional Co-Active Coach), Coaches Training Institute, San Francisco, CA

M.A., Gender/Cultural Studies, Simmons College, Boston, MA.

Thesis paper – Research project titled “Bridging the Gap: Building Supportive Mentoring Relationships across Race and Gender.”

Honours Bachelor of Business Administration (H.B.B.A.), Wilfrid Laurier University, Waterloo, ON

## PUBLICATIONS

**Cross-Cultural Connections: Leveraging Social Networks for Women's Advancement.** Book chapter by L. Hunt, G. LaRoche, S. Blake-Beard, E. Chin, M. Arroyave and M. Scully (2009) in *Barriers to Diversity: The Glass Ceiling 20 Years On* by the American Psychological Association (APA)

**The Whitewash Dilemma Revisited: White Women as Catalysts for Engendering Diverse Leadership in Organizations.** (2008) By L. Moore, B. Betters-Reed, & L. Hunt. Boston, MA: Center for Gender in Organizations, Simmons School of Management.

**New Directions in Mentoring.** Book chapter by S. Bearman, S. Blake-Beard, L. Hunt and F. Crosby (2007) *Blackwell Handbook of Mentoring: a Multiple Perspectives Approach*

**Toward a Conceptual Approach to Better Diagnostic and Resolution of Cross-cultural and Gender Challenges in Entrepreneurial Research.** Book chapter by B. Betters-Reed, L. Moore & L. Hunt. (2007) in the *Handbook of Research in Entrepreneurship Education*

**The Ties that Bind and Separate: Black and White Women Working Together.** Book chapter by Blake-Beard S., Scully M., Turnball S., Hunt L., Proudford K., Porter J., LaRoche G. & Fanning K. (2006) "The Ties that Bind and Separate Black and White Women" in M.F. Karsten (Ed.) *Gender, Race and Ethnicity in the Workplace, Volume 1*. Westport CT: Praeger Publishers.

**Jet-A-Way Inc.: Winning Despite the Odds.** Business Case and Teaching Note discussing the successes and challenges of an African American woman-owned business in Boston. By B. Betters-Reed, L. Moore & L. Hunt. (2005) *Journal of Behavioral and Applied Management*

**Bridging the Gap: Building Supportive Mentoring Relationships across Race and Gender.** L. Hunt. Master's thesis research paper comparing the mentoring experiences of black managers and white executives in a technology organization to identify factors that lead to positive, productive mentoring relationships. (Unpublished.)