

## Sue Edwards, B.A., P.C.C., C.H.R.P., President



Sue Edwards is President of Development by Design. She has over 22 years of experience as a corporate coach, management consultant and human resources leader. She's been a successful entrepreneur since 1996. Sue previously worked for Mercer Human Resources Consulting, Campbell Soup, Bayer and Imperial Oil.

Over her career, Sue has enhanced organization, team and individual performance through initiatives in organization change and coaching leaders and leadership teams.

She is a Corporate Coach U Certified Graduate and has received her Professional Certified Coach (PCC) accreditation from the International Coach Federation (ICF). She is a member of the ICF, the ICF-GTA Chapter, CoachesCanada.com, Career Professionals of Canada, the Hamilton & Area Coaches Association, the Human Resources Professionals Association of Ontario, the Company of Women and the Women's Ecommerce Association International. Sue is a graduate of the co-op program in Industrial Psychology at the University of Waterloo and has completed a number of MBA courses at Dalhousie University. She has also achieved her Certified Human Resources Professional (CHRP) designation. Sue is qualified to administer numerous assessments, including: the Myers-Briggs Type Indicator®, Thomas International (DISC) Personal Profile™, Personal Coaching Styles Inventory and Benchmarks® and uses them frequently in her practice.

Sue has worked with clients throughout North America within various industries including: technology, manufacturing, consumer-packaged goods, advertising & marketing, education, consulting and other services, including not-for-profit. Some of these organizations include: Avotus, Bayer, Campbell Soup Company, Canadian Cardiovascular Society, Capital Paving, Dufferin Construction, Dymaxium, Imperial Oil, McMaster University, Meikle Automation, Novopharm, Ontario Power Generation, Pillsbury Canada, Public Outreach, Rockwell Automation, Rogers Cablesystems, Shopper's Drug Mart, Sony Canada, the Town of Oakville and VitalAire.

She has particular expertise in coaching leaders moving into new roles and new organizations and has developed a unique process called **Clearing the 90-day Hurdle™** to support this transition. Sue's clients value her integrity, pragmatism, willingness to challenge and her sense of fun!

Sue is the author of [Congratulations, You're Hired! A Coach's Guide to Ensuring a Successful Transition](#). She has been interviewed on CTV's Canada AM, Canada's most-watched morning program, and profiled in the [National Post](#), one of Canada's 3 national newspapers and [West of the City](#) magazine. She is a featured "Ask the Expert" columnist for the Company of Women. She is a contributing author to the book [Awakening the Workplace 2](#), to be released June/07 and [Leadership Gurus Speak Out](#), to be released Nov./2007. She is currently authoring a self-coaching workbook to support individuals moving into new organizations. Sue is an international conference speaker.

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