

## **APPENDIX: CONSULTANT BIOGRAPHY**

### **FRED JACQUES, Ph.D.**

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Fred Jacques is a leadership educator and organizational consultant with over thirty years of experience in both the public and the private sectors. His consulting practice focuses on leadership development and executive coaching with clients globally and was launched following a successful career as an internal consultant and human resources manager for several large organizations. Fred has been delivering workshops based on The Leadership Challenge® and administering the Leadership Practices Inventory (LPI) since 1996. He has also developed programs on emotional intelligence, conflict resolution, influence skills, effective inter-personal communication, and team-building. In 2004, Fred was co-recipient of the Government of Alberta Premier's Award of Excellence for Leadership Development.

Fred has a Ph.D. in Organizational Behaviour from the Haskayne School of Business at the University of Calgary, and an M.A. in Applied Behavioural Sciences from the Leadership Institute of Seattle at City University. In addition to his client work, Fred teaches in Executive Development Programs at universities across western Canada and in Europe. He is a Certified Professional in Human Resources (CPHR) and accredited in the use of numerous assessment tools.

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