

Catherine A. Haas
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Summary of Qualifications

An accomplished, respected and energetic Human Resources Leader with twenty plus years of generalist experience in a variety of business environments, with most recently a start-up organization. Exceptional communicator with a professional demeanor, excellent problem solving abilities and a flexible management style characterized by integrity, fairness and results. Strong customer service orientation. Recognized for achievements in the following areas:

- Change Management
- Dispute Resolution
- Project Management
- Regulatory Compliance
- Compensation Design
- Process Improvement
- Recruitment Strategies
- Restructuring/Mergers
- Performance Development
- Benefits and Pension Design

Professional Experience

Perimeter Financial Corp. Toronto

2006 – July 2008

A financial services company providing access to innovative fixed income, futures and equity marketplaces along with developing innovative solutions for investment companies' asset management needs.

Vice President, Human Resources

- Introduced Human Resources' role into newly formed organization. Led flawless human resources integration during the merge of four separate companies into one single, cohesive organization. Successfully kept turnover rates at a minimum to achieve corporate goal of becoming employer of choice.
- Actively participated in the leadership team by providing guidance on the human resources function to promote new thinking and innovation solutions for the most critical human resources challenges, including fostering and developing effective working relationships across the organization.
- Initiated, designed, and introduced human resources strategies, policies, programs and services. Created and implemented Employee Policy and Procedure Manual.
- Developed and designed the Performance Management and Reward Programs. Introduced new performance management tools to business units across the Company. Designed Corporate Bonus Plan directly related to achievement corporate goals.
- Led the recruitment and selection activity that built the Company from 80 to 150 employees within a one-year time period. Developed policy and practices regarding hiring, retaining and motivating employees.
- Facilitated the smooth closing of Perimeter Vectra and ancillary departments affecting 90 employees. During a four-month period maintained operational integrity while ensuring employees were supported during the transition and continued to deliver to our customers.
- Planned, implemented and managed all functions of payroll process and group benefit plan coverage. Accurately complied with internal policy, practices and programs as well as Federal and Provincial legislation and regulations.

British Airways, Toronto

1985 – 2006

Manager People Canada (1993 – 2006)

- Managed downsizing of Toronto-based operations affecting 200 employees. Negotiated and established a severance package for both union and non-union employee groups. During a nine-month period maintained operational integrity while ensuring all affected employees were supported throughout the transition.
- Updated and designed Employment Handbook to reflect current policies and procedures. Introduced an Attendance Management Policy to address absenteeism, which resulted in reduced absenteeism levels by 18% in first year of implementation.
- Led a team to convert the pay and work rules to an automated time and attendance system that interfaced with the payroll system. Achieved significant benefits including reduced labour costs, improved workforce performance, analysis of workforce productivity and consolidation of systems.
- Participated in an International Change Management Program. Over a period of three months jointly led the process mapping of Human Resources' scope within the organization demonstrating, for the first time, the bottom line impact of Human Resources as a strategic business partner.
- Designed a Career Development Program to identify succession planning and to create cross-functional opportunities in order to retain and develop employees who were prepared and skilled to best manage and lead the business.
- Designed and negotiated human resources policies and procedures for the Global Alliance of British Airways and USAir. Established and developed a fully integrated management team to lead employees of both airlines. As a result of a very successful Canada integration, asked to present the Canadian model to UK Directors.
- Served as key negotiator during collective bargaining with union. Maintained an open dialogue with the union on a day-to-day basis to maximize leverage of company's position with regards to employment conditions and business practices. Actively participated in grievances and jointly led arbitrations with the goal to reach mutually agreeable solutions.
- Successfully negotiated new employment and pay conditions for unionized employees during the term of the collective agreement. Resulted in reduced cost-of-sale and thereby facilitated the growth of the Telephone Sales Department by doubling its' size.

Human Resources Advisor (1985 – 1993)

- Changed the human resources administrative role to one responsible for identifying, managing, delivering and reviewing all elements of human resources initiatives. Worked with managers to embed consistent good people management approach into day-to-day line management activities.
- Redesigned Telephone Sales organizational structure to reflect the business process improvement initiatives. Built better team relationships, provided skills training particular to individual roles, maximized the use of available technology, which empowered employees to make quality decisions.
- Managed pension plan and benefit programs, including salary administration, performance appraisals, and workers' compensation. Updated employment policies to comply with corporate policies and local legislation.
- Introduced a new job evaluation system to meet Employment Equity and Pay Equity legislative requirements.

Professional Association

Human Resources Professional Association of Ontario

Member