

Carey Stevens Ph.D., C. Psych.

Consulting and Advisory Services

Selected Clients

- Avaya Communications, Lucent Technologies, US Cellular
- Canadian Mint, CATSA, Canada Post, Canadian Nuclear Safety Administration
- Irving Oil, Parmalat, Alterna Bank
- Province of Nova Scotia, City of San Antonio

Consulting Services

- Strategic Enterprise-wide Transformation
- Executive Coaching
- Leadership Development
- Talent Management
- Systems Integration related Change Management

Education

- Doctoral Degree in Clinical Psychology from the University of Ottawa
- Masters Degree from the New School for Social Research in New York City
- University of Toronto, Rotman School of Business, Executive Program in Human Resource Management

Memberships

- College of Psychologists of Ontario
- International Coaching Federation
- Canadian International Institute for applied Negotiation

Citizenship

- USA
- Canada

Carey has over 30 years of experience in behavioural psychotherapy and forensic assessments and over 18 years in large consulting organizations. He has blended his insights and knowledge of people and business consulting experience to provide expertise in developing the strategic as well as the tactical implementation of processes around multi-national, large scale and complex people management initiatives. He has worked in several public, private and crown corporation environments throughout North America, Europe and Asia.

As a business leader, Carey co-founded PSS, an organizational consulting company that was acquired by Deloitte Consulting in 1996. He also founded Pulvermacher, Stevens and Shack, Clinical and Consulting Psychologists, which was acquired by a public company that aggregated non-medical clinical services. As a Deloitte Consultant for 15 years, he spent the last 5 years as their Canadian Change Management Practice Leader. Subsequent to that he held the position of National Change Management Director at the Hay Group. Carey then held the position of General Manager of Corporate Leadership and Executive Development at Canada Post Corporation where he was responsible for leadership development, enterprise-wide assessment strategies, succession planning and talent management for the "Top 400". Presently he is an independent consultant.

One of Carey's most interesting engagements was his work with the Lucent Technologies 'cluster of companies', where he was engaged as a consultant for over 5 years. Following the \$6B divestiture of Lucent's Communications Company, Carey was engaged as the leader of the Technology Adoption/Change Management thread of a global SAP implementation and an SEC ordered financial restructuring. He led a 23-country virtual team, developing the work plans for deployment of training across these countries, developing and ensuring project team effectiveness and creating repatriation strategies. He was also responsible for communications, capability transfer strategies, risk assessments and diversity and culture challenges. Other responsibilities were to coach and advise Steering Committee members and executive sponsors as well as leading the external Quality Assurance initiative for the Organization performance/Change Management thread.

In the finance/banking area, in a merger/integration transition, Carey was the Special Advisor to the Chief Integration Officer, where he worked with the CEO, CFO, Senior Executive Team, VPHR, communications, and the Board of Directors. Additionally, Carey assisted the systems integration team and project management to develop project charters and was tasked to develop the change management strategy and tools and templates as the company standard for change initiatives going forward.

In the Provincial Public Sector, Carey worked with the Deputy to the Premiere to create a leadership development workshop, which at that time, served as a model for the Nova Scotia Government Leadership Development programs. As a result of that engagement, Carey was, and continues to be engaged as a coach and advisor to several Deputy Ministers and Assistant Deputy Ministers. Additionally, he has developed and delivered the talent management framework for Service Canada, Canada Post and the RCMP. He has also worked as a change management advisor to the RCMP's response to the Brown Commission.

Most recently, he has assisted in the organization and people dimension within an integrated planning solution in both the Public Health Agency of Canada and the Hazardous Materials Information Review Commission. He has redesigned the Member and Employee Assistance Program for the Occupational Health and Safety Branch of RCMP and is a senior coach and advisor for the Executive Counseling Center of the Public Service Commission working with senior management within the Federal Government. In general, Carey has over 30 years experience in executive coaching and providing advisory support to some of the world's top organizations. They include Lucent Technologies, Avaya Communications, Global Crossing, Deloitte Consulting, Parmalat, Irving Oil, Bell Canada and US Cellular. Within the public sector, Carey has provided leadership development and executive coaching to CATSA, Canadian Mint, Canada Post, Service Canada, RCMP, PHAC, CIC, HMIRC, and Treasury Board.

One of Carey's proudest engagements was his creation and deployment of Deloitte Consulting's world-wide Post-Traumatic Stress point of view presentation in response to the 911 crisis in New York City.

Although most of his work is more strategic and client relationship management oriented, he prides himself on being a 'hands-on' practitioner who prefers to 'get involved' with his clients which is indicated by his long-standing and continuous relationships. Personally, Carey has been married for 40 years and has completed over 20 marathons and triathlons. Carey has published in the area of the development of morality and ethics, a long time interest and the subject of his Ph.D. thesis, as well as in the area of the psychology of organization fraud.
