

KIMBERLEY POLEY, B.ED, CPHR, ACC
VICE PRESIDENT, HUMAN RESOURCES

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PROFESSIONAL PROFILE

Kim joined Suncorp in January 2020 as the Vice President of Human Resources.

Kim has 25 years of Human Resource experience, mostly in the Mining Industry. Most notably, she led the Human Resource and Communications functions for an International Potash Company as they built a new Canadian company and 4.1 billion dollar potash mine in Saskatchewan.

Kim has an undergraduate degree from the University of Saskatchewan, is a Chartered Professional in Human Resources, and an Associate Certified Coach through the International Coach Federation.

QUALIFICATIONS AND PROFESSIONAL MEMBERSHIPS

Chartered Professional in Human Resources – 2002 to Present

International Coach Federation – 2016

- ACC Coach Certification

Multi-Health Systems Inc. – 2016

- EQ-i/EQ360 Certification

Destination Leadership – 2015

- Coaching Certification Course

University of Saskatchewan – 1991

- Bachelor of Education
- Recipient of the Bates Aware for Excellence in the Extended Practicum

EMPLOYMENT HISTORY

Vice President, Human Resources

Suncorp Valuations, Saskatoon, Saskatchewan 2020 — present

- Provide leadership in designing and delivering HR services and policies, employee relations, culture and people strategy, organizational development, talent management and development, recruitment and retention strategies to increase organizational capacity, competitiveness and performance.

Strategic Human Resources Consultant, Certified Leadership Coach, Harassment Investigator (Independent) and Senior Principal Consultant (for Harris Leadership Strategies) 2015 – 2020

- Executive Coach to mid through executive level clients, providing coaching training to leaders.
- Administered EQi2.0 and EQ360 certified Emotional Intelligence assessments.
- Provided career management and transition consulting, as well as executive search services.

Vice President, Human Resources and Corporate Services

K+S Group, Kassel, Germany o/a K+S Potash Canada 2011 — 2015

- Provided strategic direction and developed all Human Resources policies and programs for a new company and a 4.1-billion-dollar project.
- Led the creation of a new external branding campaign, website, and internal communications, sponsorship and donation programs.
- Development of corporate facilities strategy regarding completion of a new corporate office, and KSPC Values using a “grassroots” approach.
- Worked closely with staff in Germany to align global programs.

Corporate Manager, Human Resources

Orano Canada (formerly AREVA Group, Paris, France o/a AREVA Resources Canada) 2007 — 2011

- Worked closely with staff in Paris to align global programs.
- Provided strategic and tactical support to site HR and AREVA Quebec office, resolving issues and ensuring coordination between corporate and individual sites.

Human Resource Business Advisor

Agrium Vanscoy Potash Operations, Vanscoy, Saskatchewan 2006 — 2007

- Manage and supervise the HR Advisor and Administrators, including development of HR processes and projects to increase the effectiveness of the HR department.
- Participated in strategic planning and development of performance evaluation standards for site staff and the HR department, in addition to communicating with external consultants to provide business solutions.
- Identification of issues regarding employee retention, recruitment, compensation, and labour relations, as well as participating in negotiations and company/union and grievance meetings.
- Coaching and guidance to leaders regarding HR services, policies and practices, and employee relations, ensuring consistent and appropriate application.

Manager of Recruitment and Support Staffing

Saskatoon Public Schools, Saskatoon, Saskatchewan 2004 — 2006

- Managed and directed four HR staff, while overseeing recruitment for all positions (teachers, out-of-scope staff, support staff) and implementation of an online application and tracking system.
- Managed a \$6M budget for teacher associate staffing allocations.
- Collaborated with the Aboriginal Employment Development Officer to develop workforce strategies for partnerships, recruitment, and staff training.

Employee Relations Manager

Saskatoon Public Schools, Saskatoon, Saskatchewan 2000 — 2004

- Managed and directed three HR Assistants and completed all aspects of staff recruitment.
- Led negotiations with CUPE Local 4436 and participated in negotiations between teachers and CUPE Local 1948 as a member of the bargaining committee.
- Communication of layoffs, working with affected individuals to identify employment options.

Acting Superintendent of Human Resources

Saskatoon Public Schools, Saskatoon, Saskatchewan 2002 — 2003

- Recommended discipline, suspension, or dismissal of school division staff in accordance with policy, working agreements, and legislative requirements, while ensuring compliance with collective agreements, policies, labour laws and regulations governing employees.
- Presented Offers of Employment upon request and Implemented collective bargaining agreements.
- Provided advice to other HR Managers and Payroll Branch.

Human Resources Officer

Saskatoon Public Schools, Saskatoon, Saskatchewan 1997 — 2000

- Developed HR policies and processes for recruitment, screening and selection of non-teaching staff.
- Ensured compliance with Human Rights and labour laws, and provincial Occupational Health and Safety Act regulations, recommending safety practice changes within the School Division.

Training Officer

Federated Co-operatives Limited, Saskatoon, Saskatchewan 1995 — 1997

- Developed course content and delivered training programs for the Co-operative Retailing System and its subsidiaries in Western Canada, focused on customer service, sales, supervision, leadership, and personal development.

UNIQUE PROFESSIONAL ACHIEVEMENTS

Kim Poley has received a number of awards, including:

- 2015 National HR Award – Best Recruitment Program – 2015
- Canadian Arts and Business Awards – Outstanding Partnership – 2014
- Saskatchewan’s Top Employer Award – 2013, 2014, 2015
- Moose Jaw Business Excellence Awards – Job Creation – 2013

VOLUNTEERISM AND COMMUNITY

- Kodiak’s City-Wide Hockey – Fundraising Coordinator (2016)
- Quest AAA Spring Hockey – Manager (2013)
- Children’s Wish Foundation – Saskatchewan Chapter – Board Member (2012)
- Saskatchewan Association of Human Resource Professionals – Past President (2009)
- Canadian Council of Human Resource Associations – Board Member (2008)
- Saskatchewan Council of Human Resource Associations – Secretary (2005)
- Saskatoon Human Resources Association – Vice President (2004)
- Children’s Hospital Foundation of Saskatchewan – Volunteer (2000)