

**Michelle Chambers**  
**M.Ed, CHRP, CTD**

Michelle brings over 18 years of senior management, consulting, Organization Development, Human Resources and training expertise in telecommunications, financial services, not for profit, manufacturing and health care. Her clients include some of Canada's top 50 employers.

Michelle holds a Master degree in Adult Education from O.I.S.E; an Honours degree in Industrial Psychology from Queen's University and an Honours Business Administration (Human Resources) from Brock University. Michelle has also taught for Brock University and Durham College.

Michelle is a Certified Human Resource Practitioner and is a Volunteer Expert with HRP AO (Human Resources Professionals Association of Ontario) and the Centre for Creative Leadership. She is chair of ACCORD (Association for Creative Change in Organizational Renewal and Development). She is also a Certified Training & Development Practitioner and is actively involved in CSTD (Canadian Society for Training and Development). Michelle has spoken at national conferences and is a key contributor to CCH's Ultimate HR Manual.

**Partial List of Organizations  
Services Provided for:**

- Ministry of Children and Youth Services
- Regional Municipality of Durham Region
- Royal Bank of Canada
- Sun Life of Canada
- Telus Mobility/Cleartnet Communications
- Chamber Executives of Ontario
- United Way of Canada
- Human Resources Professionals Association of Durham
- Ontario Healthy Communities Coalition
- Lakeridge Health
- General Motors of Canada
- Warner Lambert/Parke Davis Pharmaceuticals

**Chambers & Associates**

93 Glen Hill Drive  
Whitby, ON, L1N 6Z8

Phone: 905-430-6016  
www.chambersandassociates.ca  
Email: michelle@chambersandassociates.ca



**Organizational Learning  
& Development Services**

- Leader Development & Coaching
- Management Development
- Process Facilitation
- Strategic Planning
- Team Development
- Change Management
- Customized Learning
- Organizational Renewal

**Tel: 905-430-6016**

# OVERVIEW

Chambers and Associates provides organizational learning and development consultation and services proven successful in maximizing individual, team and organizational effectiveness .

To achieve this goal, we believe in engaging the whole system to create engagement, participation and community. We use strength based approaches and practice action research. We also believe in creating a shared future and in transferring learning processes and capacity back to our clients. Finally, we believe in incorporating creativity and innovation into all of our customized solutions in order to achieve the best possible outcomes for our clients.

Michelle has employed organization learning and development interventions at all three levels: organizational, group and individual.

## SERVICES OFFERED

- Leadership Development
- Management Development
- Change Management
- Organizational Renewal
- Process Facilitation & Meeting Design
- Human Resource Solutions
- Team Development
- Non Profit Capacity Building
- Coaching & Mentoring
- Customized Training Solutions

We are certified and experienced with the following tools and processes:

- 360<sup>0</sup> feedback tools
- Organizational culture and effectiveness inventories
- Thomas Kilman Conflict Mode Instrument
- Situational Leadership & Communication
- Appreciative Inquiry, Open Space and Technology of Participation
- SOAR™ Model of Strategic Planning
- Myers Briggs

## MISSION STATEMENT

*We help people enhance their abilities, engage their heart and minds and use their wisdom to create successful, sustainable organizations and communities.*

*We do this by working collaboratively with our clients, utilizing whole-system approaches to change, leadership and learning which measurably contribute toward improving individual, team and organizational effectiveness.*

## TESTIMONIALS

**“...an asset to any team”, Tom Kiley, Sr. Manager, Organizational Effectiveness, Royal Bank**

**“Michelle successfully guided us through an organizational renewal process ensuring that all were engaged as they discovered and developed new possibilities for the organization”, Lorna Heidenheim, ED, Ontario Healthy Communities Coalition**

**“Michelle’s passion for sharing and creating sustainable learning ensured that our workshops exceeded our expectations”. Shelley Chambers, Manager, Durham Region Health Department**

**“...Inspiring and motivating” (Leadership keynote for LAMA) Elizabeth Gillis, Director Corporate Services, Miller Thomson, LLP**

## Chambers & Associates

93 Glen Hill Drive  
Whitby, ON, L1N 6Z8

Phone: 905-430-6016  
www.chambersandassociates.ca

Email: michelle@chambersandassociates.ca