



PROFESSIONAL SUMMARY

Kimberlea Baron has worked as a consultant and organizational psychologist at SPB for almost 20 years. Ms. Baron is particularly passionate about helping people realize their potential, be it through individual development strategies or overall talent management and succession planning initiatives.

Currently a partner and in charge of the Leadership Assessment and Coaching practices, she has developed an expertise in accompanying leaders and organizations in assessing individual talents and development needs and also in supporting professional development by partnering with clients to design individual development plans and acting as a coach. Her coaching approach takes into account business realities and aims to help individuals move quickly to attain their objectives. She bases her interventions on a clear understanding of one's leadership role and leverages her management experience supervising a team of 10 consultants.



EDUCATION

Ms. Baron has a Masters degree in Industrial/Organizational psychology from the University of Waterloo and a PhD in the same field, from the University of Quebec at Montreal. She has completed a two-year coaching course accredited by the International Coaching Federation (ICF). She has received many awards for her academic accomplishments, and remains abreast of various trends by attending conferences on advances in assessment, development, engagement and retention of personnel and updates her skills continuously. Ms. Baron is certified to interpret, among others, the Hogan suite of tools, the DISC and the Leadership Effectiveness Analysis 360 tool.

EXPERTISE AND ACHIEVEMENTS

- Account manager and business partner with clients across a variety of industries, small to large and national and international organizations.
- Coaching clients for the past 5 years, primarily on self-management and relationship skills.
- Uses a variety of self-knowledge assessment tools to help identify most critical developmental targets (Hogan suite, 360 tools, psychometric and behavioural tools).
- Facilitated the development of personal development plans, taking into account the individual's learning style, motivation and interests and organizational priorities, and supported employees in their implementation.

EXPERTISE AND ACHIEVEMENTS

- Participated in talent development and succession planning projects with many clients, including implementing a talent identification tool that is customized to organizational needs and integrates seamlessly into talent reviews.
- Facilitates workshops, co-development sessions and executive-level sessions designed to optimize development initiatives and team efficacy.
- Conducted hundreds of assessments of first-level management to top-level executive positions for selection, development or succession planning purposes.

PROFESSIONAL ASSOCIATIONS

Ms. Baron is a member in good standing of the Order of Psychologists of Quebec. She is also a member of several professional organizations, including The Canadian Society for Industrial and Organizational Psychology (CSIOP). Ms. Baron also served on the executive board of CSIOP for two years.