**** ‘’ Healthy work relations for an efficient organization‘’

Jean-Paul Gagnon, ACC, CHRP

‘Master OE Practioner’ (Queen’s)

Mr. Gagnon cumulates more than 30 years of experience in Human Resource Management including over 10 as an executive. He has completed numerous interventions as a consultant, senior manager and Coach in the manufacturing, distribution sales and service organizations.

**Professional Profile**

Mr. Gagnon is a member of l’Ordre des conseillers en ressources humaines et en relations industrielles agréés du Québec and ICF (International Coach Federation)

Mr. Gagnon has a B. Com degree from McGill university with majors in Finance and Organization Behaviour and obtained certificates in Labour Relations and Organization Development from Queen’s University.

He has also obtained the title of ‘OE Master Practioner’ from Queen’s and is a Certified Professional Coach (ACC)

**Career Profile and Competencies**

With more than 30 years of experience in Human Resource Management, Mr. Gagnon has acquired an in-depth knowledge of organizations. His interventions and methodologies are based upon best practices and the design of practical solutions.

**Fields of Interest**

Mr. Gagnon’s practice is focused on Coaching which is complemented by consulting, mentoring, a deep knowledge of people and organizations and the sharing of knowledge and practices.

*Coaching in prevention, management and conflict resolution*

*Management coaching*

Organization design

Human resources strategy

HR management and labour relations

Organization performance

Organization effectiveness

Change management

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