

# Jacques Charuest

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Performance Coaching trainer **Jacques Charuest** has over thirty years of Human Resources experience. He has worked with, and for, organizations of all shapes and sizes, and has approached Human Resource Management issues from both the inside, and as an outside consultant.

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In his many capacities, Jacques has worked with corporations across Canada and the United States, consulting on Organizational Change, Transition Management, and Executive Team Building. He has also leant his expertise in Succession Planning and Management Development through the design and facilitation of workshops on Leadership, Communication, Empowerment, Coaching, Diversity Management and Stress Management.

In his last position in industry, Jacques was the Director of Human Resource Development for a multinational textile company. In this role Jacques directed the implementation of productivity improvement programs at the firm's Canadian plants, developed and implemented an executive development program for 150 senior managers and executives, and completed several consulting mandates for the American and European divisions of the corporation.

Jacques holds a Bachelor's Degree in psychology and a Master's Degree in Organizational Psychology, both from the Université de Sherbrooke. From 1984 to 1987 Jacques taught two graduate level courses in psychology at his alma mater, and since 1994, he has been responsible for the "Change Management" course in the Executive MBA program there.

Jacques is a member of the Quebec Professional Order of Psychologists and of the Quebec Professional Order of Industrial Relations and Human Resources Counselors. He has been a guest speaker at numerous associations including the Canadian Association of Financial Planners, the Quebec Bar Association, and the Professional Order of Certified Management Accountants. Jacques has also made several appearances as a guest speaker for radio and television interviews and broadcasts on Télé-Québec, TVA, TVO, CTV and CBC.

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