

Biography - Kimberley Cochrane



With almost 20 years of corporate experience, I began my career as a management trainee at TD Bank Financial Group. After spending 9 years there, I transitioned into the dynamic role of PR and Communications Consultant with several corporate clients including: GCI Group, TD Canada Trust and Grant Thornton LLP. I was responsible for designing and developing employee communication materials, facilitating Town Hall sessions, and developing Executive Speeches and other corporate presentations.

Since 2001, I've been working the capacity of Organizational Development/Training & Development/Change Management Consultant and Leadership Coach for several companies including: Purolator, HSBC Securities, Standard Life, ACS and Buck Consultants and Aviva Canada Inc, among others. My role in these organizations has included the following core accountabilities: needs assessment/gap analysis, change management consulting (during

corporate culture shifts, strategic transformations, and the implementation of new technologies), strategic planning, development of leadership/manager skills training programs and ongoing coaching, and the development of company wide tools and techniques to improve company wide performance.

Within my consulting role in these organizations, I partner with various cross-functional teams to help achieve specific department and overall company goals. My role has been to strategically influence and inform each cross-functional team and department. Throughout my career, I've been responsible for career development and performance management for my direct reports.

When working on needs assessments, strategic planning and training programs, I use the tools that I learned from the Adult Education program at the Ontario Institute for Studies in Education. When designing and implementing a wide variety of programs and solutions, I use various downloadable, change management tools to help me facilitate change projects, implement performance improvement programs and help teams work more effectively together.

I have completed my certification as an Executive Coach at Royal Roads University and I am now pursuing an M.A. in Leadership Studies there as well.

I am a certified personal trainer, spinning/yoga/pilates instructor, stress management coach and life skills instructor and I have implemented wellness programs throughout my career at various organizations. I've also had the opportunity to work as an instructor and trainer at Seneca College and have shared my corporate experience with many business students.

My strengths include a positive, healthy attitude and infectious enthusiasm. I challenge my clients to think differently about their situation and move towards a more desirable career fit. From an organizational perspective, I assess the current situation within any organization, work with others to get their input about the future state and develop a strategic plan to move towards it.

I am passionate about helping individuals and organizations facilitate changes and I believe in a holistic approach to change and personal development. I use a systemic approach for both individuals and groups and I factor in both dynamics to the overall organizational strategy to achieve the optimal outcome(s) for all involved.

I look forward to working with you,

Kimberley Cochrane
Momentum Leadership