

LIZA J. SCURR - PROFILE

Liza Scurr is the founder and President of Spectrum Human Capital Inc. and has a wide range of experience leading the development and implementation of business and human capital strategies across a variety of industries.

As an experienced consultant Liza has successfully supported companies to improve stakeholder value through the integration of business needs and human capital strategies, including developing the blue print for key governance, business and human capital processes in start up, growth and merger environments.

A SAMPLE PORTFOLIO OF CONSULTING ASSIGNMENTS INCLUDES:

- Developing and managing all human capital services and programs for a privately held high tech manufacturing client on a part time consulting basis over a 6 year period, including developing the infrastructure, hiring staff and designing programs for implementation
- Spearheading the application and receipt of a \$2 million matched government grant for strategy and infrastructure development for a mid-sized North American organization experiencing significant growth. Sponsored and led project implementation from launch to conclusion
- Directing initiatives of two mergers, including restructuring and integration of two hundred (200) professional staff and three (3) subsidiary companies
- Managing the human capital issues for the acquisition and integration of a publicly held utility based in Indiana, as a member of a global transition team headquartered in France
- Researching, designing and implementing specialized compensation and incentive plans, including phantom equity, stock option and share purchase plans for a multinational organization
- Brokering third-party outsourced services including payroll and benefit, compensation and specialist recruitment services in United States, Canada and the United Kingdom
- Developing and implementing global Performance Management system with quarterly performance targets; developed team-building initiative to address divisional change requirements in established financial services entity
- Coaching executives on change initiatives, performance enhancement and communications issues
- Launching internet recruiting strategy, realizing 70% recruitment cost savings in the first year.
- Facilitating and implementing the business and human resource strategies for a family-owned business (\$15 million revenue base)
- Designing and implementing a leadership evaluation and feedback tool to identify strengths and development needs for co-CEO's and senior leaders in a high tech organization experiencing significant growth
- Managing the development of specifications and the implementation of an automated Human Resource Management System

CORPORATE EXPERIENCE:

- Previously Liza was Vice President, Human Resources and a member of the senior management team at Trojan Technologies, a publicly traded global provider of water purification solutions with offices in Canada, United States, Europe and Australia. Liza was responsible for all human capital initiatives (for 400 employees) as well as board matters related to board governance, executive compensation and succession planning.

- For nine years prior to joining Trojan, Liza worked in progressively more senior positions with Manulife Financial, a global financial services company, including serving as Chief Human Resources Officer, Investment Division (with assets of \$70 billion under management, two fund management subsidiaries and one oil and gas company, with offices in United States, Canada and England). Liza was responsible for the provision of all human resource services across the division as a member of the Investment Management Committee and the Securities and Real Estate Operating Committee and was a member of the five person global HR Council, overseeing human capital initiatives for 35,000 employees.
- Earlier experience included managing Human Resource, IT and Administration areas in mid-sized entrepreneurial organizations including BCE Development Corporation (a subsidiary of BCE Inc with 800 employees), SHL Systemhouse Inc. (Systems integration consulting firm with 250 employees) and Code Hunter and Collins Barrow (professional service firms in Calgary)

BOARD EXPERIENCE:

- Liza has served as Chairman of the Human Resource Committee, a member of the Strategic Planning Committee and as an elected member of the Board of Directors for St. Joseph's Hospital (a major patient care, teaching and research facility with an operating budget of \$400 + million) for a period of six (6) years.
- She has also served as a member of the Executive Committee and as a member of the Board of TechAlliance (an industry-led catalyst organization, driving growth in the technology and life sciences sectors through leadership, education and venture capital)
- Member of Board of Directors, Canadian Kidney Foundation (Toronto)
- Member of the HR Committee of the Board for the Grand Theatre (London)
- Chairperson, Volunteers and member of the Board of Directors, National Games, Canadian Special Olympics (Calgary)

PROFESSIONAL ACTIVITIES AND EDUCATION

A public presenter for business audiences and an adjunct teacher of human capital issues to post secondary students (Ryerson Institute), Liza has been praised for her practical insights and strong business sense.

Liza holds degrees in Industrial Psychology from the University of Western Ontario and a Masters degree in Communications from the University of Calgary



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