

Dr. David R. Try PhD

Profile Drawing on a unique combination of world-class academic credentials coupled with extensive public sector management, strategic planning and policy experience, I focus on the development of the next generation of leaders as a management consultant / coach in northern BC, Canada.

Education **Ph.D.** (2005) Management, Warwick Business School, Warwick Univ. UK. Thesis: *Using Public Value Theory to Assist in Understanding How and Why Public Sector Executives Integrate Results-based Management*

Masters in Research (2008) *with Merit*, School of Management, Bradford Univ. UK. Thesis: *The Use (and abuse) of Electronic Surveys*

Masters of Business Administration – MBA (1999) University of Ottawa

Bachelor of Arts, Economics (1992) Carleton University, Ottawa

Post Graduate Diploma in Research Methods *with Merit*, (2003), and **Post Graduate Certificate in Research Methodologies** *with Distinction* (2002), School of Management, Bradford Univ. UK

Graduate Certificate in Executive Coaching (2009) Royal Roads Univ.

Of note, all academic qualifications were acquired while maintaining demanding full-time employment. A true life-long learner, I continue to seek out opportunities to expand my knowledge, skills and abilities.

Post-Secondary Career (2005 - 2016) Northwest Community College, Terrace BC

Dean

- Provide leadership across five program areas, with a focus on student-centered learning, recruitment & retention, and community engagement
- Authored NWCC Strategic Update 2016, supporting strategic realignment
- Leadership development, including partnerships with other PSEs
- Experienced in all aspects of college management, including: academic planning, budgets, HR, Chaired various academic committees, etc.

Instructor, Coordinator, Chair

- Drawing on extensive professional experience and full academic qualifications, I am a highly-rated instructor, capable of covering a wide variety of management, economics, communications, strategy and aw university-level courses
- Constant Innovator – early adopter of online/distance delivery, hybrid courses, paperless, free Textbook initiative, & field schools
- Program Coordinator: Business, Computer Technology, Public Administration, First Nations Administration; and Chair Health
- Developed and lead business student field trips to China (2010 & 2011)
- Highly subscribed workshops, e.g. – *Marketing in Changing Times*

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Instructor Univ. Victoria (2014 - current)

- Teach in award winning Aboriginal Canadian Entrepreneurship (ACE)

Lecturer, School of Management, University of Ottawa (2000-01)

- Taught Managerial Economics, Undergraduate level

Workshop Facilitation (Ongoing)

- Effective Board Governance Workshops – Spring 2019
- Numerous professional development and strategic planning workshops across northern BC (School District 82, Leadership BC, Port Authority)
- Developed and lead workshops on business planning, performance management and planning for government and First Nation clients across Canada

Management Consulting Practice

Drawing on 15+ years of practice, I continue to contribute to organizational development across NW BC, supporting a wide variety of clients, including:

- First Nation Bands (Policy, Health Planning)
- Labour Relations (Management Lead - Collective Agreement negotiations)
- Various Non-Profits (Strategic Plans, Executive Performance Assessment)
- Leadership BC (Leadership workshops)
- Aboriginal Organizations/Bands (Strategic Plans, Board training)
- Northern Health Authority (Team Building, Executive Coaching)
- Chamber of Commerce [various] – (Strategic Planning)
- Health Authority (planning, public consultation)
- Airline (Strategic Planning, Government Relations)
- Northwest Treaty Tribunal (Governance Research)

Federal Government Career (1973-2005)

From mailroom clerk to Director of Policy, my public sector career gives me a deep and holistic understanding of public sector governance, management, operations and values; providing a deep foundation for effective leadership.

(2003 - 2005) Health Canada, First Nations & Inuit Health Branch

Director, Planning and Policy (Sask. Regional Office)

- Co-lead a comprehensive business reorganization
- Developed a regional strategic and business plan
- Policy responsibilities including development of a Regional Dental Strategy & development of health integration research plan.
- Manage Data Analysis Unit staff

(2001-2003) Health Canada, First Nations & Inuit Health Branch

Manager, Business Planning and Performance Management (Ottawa)

- Developed and implemented a comprehensive planning, performance management and reporting regime in an environment characterised by multiple stakeholders and cultures and active political agendas – Health & First Nations
- Staffed and managed a team of 5 professional staff
- Completed a national review of program funding models, including developing new program funding model (\$70M in 2003)
- Responsible for annual Branch reporting to Parliament (RPP & DPR)
- Lead development of Branch Performance Management framework

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(2000-01) Department of Justice Canada

Senior Projects Manager, Strategic Initiatives Unit

- Project Leader of a multidisciplinary team for the development of 'Balanced Scorecard' to improve Performance Management capacity and strategic business decisions
- Senior Analyst, responsible for strategic analysis and briefing of all management issues for Deputy Minister as member of TBSAC, the overall government corporate management board
- Strategic Initiatives Fund – Responsible for the development and operation of strategic funding program (\$10m)
- Member Task Force on HR Reform for the Federal Government

(1999-2000) Treasury Board (The Leadership Network)

Senior Advisor, Co-ordination and Liaison

- Policy Analyst for corporate HR management and reform priorities - Recruitment, Retention and Training, directly supporting the Clerk and Deputy Minister community
- Provided strategic analysis, briefing notes, speeches, etc on a broad spectrum of issues addressing corporate HR Reform
- Managed a national granting fund for Federal Regional Councils in support of horizontal initiatives (\$1.5M)
- Instituted a department-wide knowledge transfer program

(1999) Privy Council Office

Executive Assistant, to the Assistant Secretary to Cabinet, Management Priorities and Senior Personnel Secretariat

- Executive Assistant to a Deputy Minister
- Managed day-to-day operations of the Branch, supervised four staff with an operational budget of \$2.1M
- Provided strategic advice, supervised research, wrote speeches

(1998) Public Service Commission

Information Management Analyst

- Developed Information Management Framework to support the Knowledge Management Initiative of the PSC
- Provided expert advice, presentations on information management, knowledge management and continuous learning themes
- Co-chaired the departmental Information Management Committee

(1990-1997) National Archives of Canada

Senior Consultant, Informatics

- At a time when computers, networks & Internet were first integrated in offices, team leader for six staff providing front line client support for 800 staff across Canada
- Established departmental standards for software and hardware
- Developed and managed an IT training facility, all 800 staff were trained
- Authored and implemented a business process re-engineering of IT support, resulting in major improvements in client response time and issue resolution

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(1982-1989) Secretary of State

Policy Analyst, Post Secondary Education Sector

- Economist, Post-Secondary Education (PSE) - various positions
- Managed the Established Programs Financing (EPF) Post-Secondary Education payments, an annual budget of \$2.2 billion
- Policy analyst for PSE and Canada Student Loan Program (CSLP)
- Statistical analysis of five national surveys (up to 50,000 respondents)
- Liaison and negotiation with Provincial governments and horizontal stakeholders (i.e. AUCC) on post-secondary issues
- Applied research – e.g. Impact of rising student debt-load

Certification CMC - Certified Management Consultant
Certified Executive Coach (ACC), International Coach Federation (ICF)

Boards Current
Coast Mountain College Board of Governors – Vice Chair
Kitselas (First Nations) Development Corp - Chair

Previous
Terrace & District Community Social Services – Board Chair (2015-19)
Terrace Airport Society – Director (2009-15)
Terrace Public Library – Chair, Finances (2006-14)
Terrace Hospice Society – Chair (2009-14)
College Board of Governors (2008-11)
Warden, St. Matthews Anglican Church (2009-10)

I have instructed Non-Profit governance & NPO management courses, including for academic credit, and led development of numerous Strategic Plans for NPO Boards.

Additional Qualifications

Bilingual - English and French
Dual citizenship - Canadian & British (UK)
Pianist - performed at numerous official and state events, church organist, weddings, etc.
Rotary Member

References Available upon request