

Chantal Simard

Coaching allows you to open up to a world of possibilities, rather than focusing on obstacles!



Coach

Learning Services
and Talent Management

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Biography

Recently retired from the federal public service after more than 30 years of service, more than half of which were as a senior executive, I want to get involved again to help people and organizations grow. I am a certified professional coach with Erickson International.

A Bachelor's degree in Business Administration led me to the federal public service. My apprenticeship as a public servant began in a deputy minister's office, which proved to be a starting point that greatly shaped my years in public service. Over time, I have held positions of increasing responsibility. I have worked notably for regional economic development agencies, Agriculture and Agri-Food Canada and Employment and Social Development Canada. Through these different assignments, I have experienced all the steps of a decision-making process within the Canadian government; from policy development to operations.

Of course, public service has evolved over the years, and so has our management style, fortunately. While the leadership model used to be autocratic, it has now become more participative and consultative. There are no miracle recipes to help our employees achieve the organization's objectives, but the role of the leader is crucial in this regard. And the leader must adapt! This is my observation - there are as many forms of management as there are individuals, and changes are occurring more and more rapidly.

To be successful, we must innovate, recreate and break out of the mold to reinvent ourselves, and remain action-oriented, but at the same time, demonstrate a benevolent and empathetic attitude towards our employees. Coaching and mentoring are just a few of the tools I've used to help people give their best. Someone once told me that you should be firm on the issue, but gentle with people. This has been my guiding principle as a leader!