

# Judy Charles

*Helping you become your best self.*



Coach  
Learning Services  
and Talent Management  
[judy@mormax.ca](mailto:judy@mormax.ca)

## Biography

After 30 years in the federal Public Service, including 20 at the Executive level, Judy Charles founded Mormax Consulting Inc. and began a consulting and coaching practice. She assists senior leaders to enhance their performance in their current positions and helps prepare them for promotion. She is often called upon to sit on senior-level promotion boards, which helps inform her coaching practice and keeps her up to date on current assessment methods, especially as these relate to Key Leadership Competencies for EX's.

As the President and CEO of Mormax Consulting Inc., she has offered her services, both nationally and internationally, in a wide variety of assignments, including:

- Recruiting executive and other staff and conducting staffing processes in the public sector,
- Developing strategic HR plans for public and para-public organizations,
- Conducting training and group facilitation exercises,
- Developing recruitment and retention strategies for public institutions,
- Recommending and instituting governance frameworks,
- Developing and implementing succession planning frameworks,
- Coaching senior executives and others dealing with challenges change, or preparing for interviews.