



THE HIRE NET.WORK INC.

**Sandra L. Tacuri CDTP, CHRP**  
**Coach & Organizational Consultant**

**Profile**

Sandra has 22 years experience in Human Resources, Organizational Effectiveness and Quality Implementation with 16 years at a senior level. Her expertise is in coaching individuals to assess and enhance personal competence and in the implementation of organizational enhancements to meet business strategy.

Through her dynamic Coaching, Facilitation and Consultative skills, Sandra is most recognized for her success in helping organizations build capability and achieve leadership positions within their markets.

**Personal History**

For over 7 years, Sandra has been coaching senior executives and middle managers to maximize their potential and to reach higher levels of performance within their organizations. Sandra's 19 years in Training & Facilitation, has included programs in: Coaching Skills for Leaders, Leadership Development, Becoming Customer-Driven, Building Organizational Capability and ISO 9002 Quality Implementation.

Her programs have been presented at North American and National Conferences, Community Colleges, Associations and with clients in Canada and the United States.

Her clients include:

- Commercial Property Management
- Residential Property Management
- Facility Management Services
- Hospitality
- Direct Banking
- Employment & Placement
- Health Care
- Human Resource Services and Assessment
- Magazine Publishing
- Distribution, Fulfillment and Logistics
- Media and Advertising
- Municipal Government
- Enterprise Software

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## **Business Results**

Designed and implemented 'Organizational Capability Model' and 'Client-Driven Business Model' into several organizations

- Increased employee commitment and morale levels
- Reduced turnover through targeted selection, training and performance management processes
- Achieved higher percentage of business plan through alignment of employee performance
- Achieved high ratings in customer satisfaction surveys, employee commitment, contributed to client and employee retention and received various awards and recognition

## **Certification:**

- Certified Human Resource Professional (C.H.R.P.)
- Certified Training & Development Professional (C.T.D.P)
- Certified Facilitator: Development Dimensions International (DDI)
- Certified Facilitator: Personal Excellence – The Heart of Performance – Ernst & Young LLP
- Certified Practitioner: Thomas International DISC Behavioural Profiling System

## **Affiliations:**

- International Coach Federation (ICF)
- Human Resources Association of Ontario (HRPAO)
- Ontario Society for Training & Development (OSTD)

September, 2002

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