



THE HIRE NET.WORK INC.

**I. H. (Tony) Jennings**  
Business Leader Coach

Tony is a professional coach and an associate of The Hire Net.Work Inc., who also has a background in consulting and facilitation.

Ending his work in larger organizations with a dozen years as a CEO, Tony is a generalist leader who brings to his coaching experience across an exceptionally broad range of executive level responsibilities: from governance to line operations and customer service, from corporate performance measurement to legal services and regulatory processes, from finance to human resources and labour relations, from engineering to education and training, from information systems to communications and marketing, from environmental management to chaplaincy and charities, from organization design to policy development and advocacy, from very large to quite small organizations, from “head office” to “field” delivery functions. Typically, his mandates have been framed as projects involving significant challenge and change: start up, growth, restructuring, merging, consensus-building, segmentation, downsizing, culture change, process redesign.

An experienced facilitator, a trained mediator (University of Windsor) and professional coach (Adler School of Professional Coaching), his initial education was in Forestry and Biology (University of Toronto). Tony offers a unique combination of personal strengths in building trust, dealing with multi-stakeholder issues, complexity and uncertainty, an ability to relate the strategic, tactical and operational and a focus on both the financial and operational results and on the affected people.

Active in the broader community, Tony has worked on a variety of Boards and Advisory Committees in Canada and the USA and with multinational organizations. He is a recent Board Member and continues as a long time volunteer with the Governor General’s Canadian Leadership Conference. He is Treasurer of the International Coach federation (ICF), GTA Chapter. He also serves as a Board Member of The Ontario Aggregate Resources Trust and The Conservation council of Ontario and as a “Blue Ribbon Panel” Member advising the Professional Foresters Association on implementing their new licensing authority. He is part owner of Proactive Energy Management Inc, which advises industrial, commercial and institutional customers on acquiring energy and utilities and on managing associated costs.

Tony’s best efforts involve his clients achieving Productive Interactions, Effective Alignment and Appropriate Information, three keys to the people side of success. His coaching style addresses major challenge or change, or the need to “operationalize” a strategy or concept.

THE HIRE NET.WORK INC.