



Specializing in:

- ❖ *strategic alignment and execution*
- ❖ *development of organizational capabilities to implement strategy*
- ❖ *formulation and execution of surveys on organizational performance*
- ❖ *knowledge, learning and branding strategies*
- ❖ *values alignment and culture renewal*
- ❖ *development of leadership teams*
- ❖ *leadership assessment and talent management*
- ❖ *leadership development and executive coaching*

About Hubert Saint-Onge

Hubert Saint-Onge is the founder and Principal of SaintOnge Alliance, a consulting firm that dedicates itself to helping clients improve performance by strengthening the organizational culture, engaging employees, and advancing the mission of the firm. The focus of this practice centers on building the capability required to realize an organization's strategic intent and the relationships it strives to develop with clients. This practice is based on extensive experience in strategic planning, organizational change and culture renewal, collaboration, knowledge sharing, capability building, leadership development and executive coaching. SaintOnge Alliance works with clients over time and follows their evolution through the execution of organizational change initiatives.

International Recognition in Optimizing Performance

Hubert's client work showcases the extensive experience he accumulated as a senior executive in the oil industry as well as in financial services. Hubert was at Shell for 10 years both in Toronto and Calgary. He was at CIBC for 7 years during which he developed and led the CIBC Leadership Centre for 5 years. This work was featured in Fortune magazine as a prime example of accelerated organizational learning. As the head of this Centre for 5 years, he supported senior leadership teams in revamping their strategy, their business model and their approach to the market. He was featured as one of five practitioners around the world who have had the most impact on organizations, based on his work as Senior VP of Strategic Capabilities at Clarica. In this position, he was responsible for corporate branding, strategic planning, human resources and corporate communications.

Experience and Thought Leadership

While he maintains a consulting practice with a select group of clients, Hubert is a member of the Board at Armstrong Fluid Technology and was on the Board of Directors of Ganong Chocolates for 9 years, the last 3 years as Chairman. He has been Executive-in-Residence at the University of Waterloo where his interest focused on the Centre for Business, Entrepreneurship and Technology. Recognized for his thought leadership in his field, Hubert was Visiting Scholar at Harvard in 2005/2006. His main areas of focus were, organizational learning, knowledge management, coaching and leadership development.

The Prime Minister of Canada appointed Hubert to the Board of The Canadian Centre for Management Development between 1995 and 1999. He has given presentations globally on organizational learning, leadership development, and knowledge value creation, and since 2002 has co-authored three leading-edge books in the field. Following a book he co-authored on how to set up communities of practice, he co-authored "The Conductive Organization" which outlines a blueprint for creating knowledge-based cultures in organizations to achieve breakthrough performance. His most recent book "Beyond the Deal" published by McGraw Hill in 2009 focuses on how an organization can best integrate newly acquired businesses.

Experience in formulating and executing strategies

As an integral part of his consulting practice over the last 16 years, Hubert has worked with a variety of organizations to execute strategies in a variety of sectors including manufacturing, oil and gas, financial services, information technology and professional services.