



## Kim Gladden

CPHR  
Associate

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*"I am passionate about providing innovative Human Resource Strategies to meet unique business needs. By providing the 'right' strategies, and placing the 'right' people in the 'right' position at the 'right' time, we can optimize human power."*

### **HR professional valued for her expertise in recruitment and ability to connect with people.**

As a key consultant with Omni MCA since 2014, Kim gives our clients the benefit of 16 years of diverse, hands-on experience in Human Resources Management.

She's adept at recognizing the potential each individual possesses, then finding the right fit for them within an organization. Kim also has a genuine passion for creating comprehensive strategies that meet the unique needs of the clients she serves.

Kim started her career with Capital Health Services and was involved when it transitioned to become Alberta Health Services. As an HR Advisor with AHS on the Change Management team, Kim was integral in helping the client's 110,000+ employees successfully transition to the new operations system. In her role, Kim had to keep an open line of communication with HR teams all across the province, coordinating with them either in person or via teleconferencing.

She had to assess the current state of each one, listen to concerns, get actionable feedback, then devise adjustments with the Change Management team. The ultimate goal was to find the best ways possible to help everyone ease into the new system.

At the end of a long, two-year process, AHS declared the project's implementation to be a resounding success, with all regions reporting smooth operations. For Kim, it was on to her next challenge.

As an Omni MCA Associate, Kim brings the experience she gained in that position and at AHS and is called upon frequently to assist our clients in their recruitment process as well as support employee relations. Her skills are apparent in this client's response to her work: "Kim made the entire process very simple. She was quick and thorough with the preliminary interview process. I loved how simple everything was, and if I was in charge of a hiring process again, I would definitely utilize her expertise again."

### **Kim's HR skill set covers a range of capabilities:**

- Recruitment and Retention
- On-boarding
- Training
- Psychometric Assessments
- Performance Management
- Change Management
- Policy Development
- Employee Relations
- Employee Engagement
- Job Description Development

### **Her background spans a variety of fields:**

- Healthcare
- Non-Profit
- Construction
- Oil-and-Gas
- Agriculture
- First Nations

Kim earned a Bachelor of Psychology from the University of Alberta, along with a Human Resource Management Certificate from Grant MacEwan University. She's also earned the Chartered Professional Human Resource Professional (CPHR) designation, and she recently obtained her certification in the Harrison Assessment tool.

Kim and her husband enjoy the great outdoors, taking their three kids on countless camping trips. They love to travel to expose their children to the many wonders Canada has to offer. Kim also enjoys yoga and dance, the latter being a professional endeavor in the past.