



Neil Cosby

Human Resources, Labour Relations, Training & Development, Organizational Development

Neil is a seasoned human resources executive with broad experience in the private, public and not-for-profit sectors including manufacturing, greenhouse technology, financial, insurance and legal services and social services. Key areas of expertise and passion include employee/labour relations, building HR infrastructure for compliance, developing a high performing culture and training and development. Neil works with clients to ensure the overall goals of the organization and the HR infrastructure are closely aligned.

SELECTED ACHIEVEMENTS

- Developed online training modules for Ontario Non-Profit Housing Association for employee orientation for the nonprofit housing sector. The modules have been adopted by members of the Toronto Mental Health and Addictions Supportive Housing Network as mandatory training for all new employees.
- Led collective bargaining process with public and private unions resulting in no work stoppages.
- Led the negotiation of a previously rejected collective agreement for 90 percent acceptance.
- Provided outsourced day-to-day HR support to public and private organizations that provided a consistent HR presence for management and employees resulting in increased confidence in HR based in management and employee feedback mechanisms.
- Developed “Management Fundamentals For HR” training modules to increase front-line supervisory staff knowledge of employment law basics, performance management, corrective action systems and communication in the workplace.
- Collaborated with US, Dutch, French and German HR departments at a major international manufacturer to align domestic practices, policies and legislative requirements with corporate HR programs achieving national compliance in a shared vision of HR programs.
- Interim HR leader for public and private sector clients establishing stability and support during periods of major disruption.

PRIOR EXPERIENCE

- HR Covered – Sr. HR Consulting Manager
- HRprimed – Sr. HR Executive Consultant
- Verus Recruiting & HR Consultants Inc. – Director, HR Services, Recruitment & Strategy
- Teddington Park & Associates – Sr. Associate, HR Services
- Niagara College – Manager, Recruitment
- Brock University – Sr. Human Resources Officer
- Eurocopeter – Human Resources Manager
- Adecco – Sr. HR Staffing Specialist

QUALIFICATIONS

- University of Windsor – Honours BA in Criminology
- Niagara College of Applied Arts – Post Graduate Diploma, Human Resources Management
- Centenary University of New Jersey – Master of Business Administration in Human Resources
- Human Resources Professionals Association – Certified Human Resources Leader
- Mentor Health and Safety Consultants – Joint Health and Safety Certification

