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## About Metamorphosis

We help senior leaders and their teams transform the way they engage people and achieve improved results in the management of relationships, costs, processes and change.

### Dave Hawkins, B.Sc., P. Eng

Dave has over 30 years business and consulting experience gained with a wide variety of organizations. He applies his strong coaching and facilitation skills to help clients improve personal, team and organizational performance. Dave's recent initiatives include:

- **Leadership Development** - worked with the marketing and trading leadership team of an international energy company to develop their leadership skills through a highly successful multi-year engagement that used classroom sessions and one-on-one coaching.
- **Change Management** - acted as the lead change management consultant in the implementation of a partnership between a major Oil Sands production company and a supplier which provided \$5 billion of services over 5 years.
- **Executive Coaching** - provided coaching to VP level individuals to enhance their personal effectiveness and their ability to build strong relationships.
- **Facilitation** - Designed and facilitated numerous meetings, off site sessions, and training courses involving from 5 to 125 people, for durations from 1/2 day to 1 week.

Prior to launching Metamorphosis, Dave was an independent consultant providing project management, training, and business process advice and coaching. Prior to that, Dave was a manager and executive with an international power company with responsibilities in the IT, Finance, and Planning areas.

Dave is a Life Member of the Association of Professional Engineers, Geologists and Geophysicists of Alberta, and has a Bachelors of Science degree in Electrical Engineering from the University of Calgary. Dave is an active volunteer with interest in improving community life and health.

#### **Key Skills**

- Coaching
- Facilitation
- Leadership Development
- Change management
- Process improvement
- Cost management
- Project management
- Organizational development
- IT strategy
- IT management

#### **Industry Experience**

- Oil and Gas
- Utilities
- Not-for-Profit
- Small manufacturing businesses