

Roelf Woldring

Founder

KTKHKW – Know That Know How Know Why
(www.knowthatknowhowknowwhy.com)
January 2015 to ...

I am an e-learning architect who creatively designs e-learning programs and then oversees the projects needed to make my creative vision real. I understand adult learning based on my graduate education in work place psychology and my experience as a manager of many talented people.

I have started an e-business that makes soft skill development e-learning available to working professionals on a “pay as you play” basis. Like all e-businesses, it will take time to grow organically on the Internet, using a variety of Internet marketing techniques.

I will continue to operate this business on a part time basis. I created and manage the YouTube channel and the personal website essential to the marketing of this business.

Executive Lead

HR MEDIC
December 2013 to December 2014

Working with a partner, we did organizational change and integration consulting assignments for clients in Toronto. The business came to an end when my partner accepted a full time interim position.

Senior Associate

WOLDRING CONSULTING ASSOCIATES
January 2012 to December 2014

I provided part time consulting expertise in e-learning, instructional design, and disaster preparation and recovery to a Vancouver based consulting organization.

Principal

WORKPLACE COMPETENCE INTERNATIONAL
June 2001 to December 2014
June 1986 to March 1999

I completed organizational change, business strategy, professional development, program and project management, business process engineering, and executive coaching assignments for a large variety of North America clients in the

E-mail: roelf@roelfwoldring.com
mail: P.O. Box 8, Acton, Ontario L7J 2M2
residence: 214 Harris Street, Ontario N0B 2K0
Mobile: 416-427-1567

Roelf Woldring

financial services, energy, government and manufacturing sectors.

General Manager (Interim Contract)

CHICKEN FARMERS OF ONTARIO
Burlington, Ontario
August 2005 to April 2007

I was the interim general manager working with the Board to revitalize and restructure this organization. I successfully led the negotiation and arbitration of the farm gate price for chicken with Ontario chicken processors over a two year period. I brought the internal administrative, financial, and management practices up to date. I led the disaster preparation and management activities when avian influenza was a real concern for the chicken production industry. I oversaw the Board's education and legal enforcement activities in the area of on-farm food safety and chicken production.

Vice President

DEVELOPMENT SERVICES AND IT ARCHITECTURE
INFORMATION SERVICES, MANULIFE FINANCIAL
August 2000 to June 2001

I added global IT architecture responsibilities to the e-commerce software development and production management responsibilities outlined in the next position.

Vice-President

DEVELOPMENT SERVICES (E-COMMERCE)
INFORMATION SERVICES, MANULIFE FINANCIAL
April 1999 to July 2000

I created an integrated, professional e-commerce software development and production management organization that used agile techniques to deliver over 140 e-commerce projects on time and within negotiated budget.

I led the Y2K executive oversight and change management committee that controlled all changes in the IT production environment up to the November Y2K freeze of the IT production environment.

Vice-President (On Contract)

PEOPLE AND PROCESS
INFORMATION SERVICES, MANULIFE FINANCIAL
October 1997 to March 1999

I led the talent management transformation activity in an IT organization with an annual operating budget of \$600 million

Roelf Woldring

dollars and approximately 1500 professionals. I completely revamped the performance management, recruiting, talent development, compensation administration, job evaluation, salary survey, and other talent management processes. I installed a resource manager mechanism which separated talent development responsibility from project and operations management responsibility for this organization.

Director

CORPORATE INFORMATION SYSTEMS
TRANSCANADA PIPELINES
FEBRUARY 1981 TO MAY 1986

I transformed a broken IT organization into a responsive, client service organization by creating or rebuilding every process used by this organization - supplier management, operations management, software development, project management, financial administration, and people management process. I grew the annual operating budget of the organization 5 fold, while reducing annual unit costs 10% every year.

Previous

I held positions as a System Analyst, Business Analyst, Operations Analyst, Programmer and Clerk in the education, transportation and IT consulting sectors.

EDUCATION AND CERTIFICATIONS

Advanced Postgraduate Diploma in Management Consultancy

DBA Candidate, Doctor of Business Administration program (All but dissertation)
Henley Management College, Henley-on-Thames, England.

Ph.D. Candidate, Organization Theory and Behavior

School of Business Administration, University of Massachusetts, Amherst
(All but dissertation - MBA plus equivalent)

2 years of additional undergraduate study

Organizational Psychology and Applied Social Science, Concordia University, Montreal

B.A., Philosophy and Sociology

Sir George Williams University (now Concordia University), Montreal

Alternate Dispute Resolution: Mediation and Negotiation Skills, ADR Institute Ontario
Certification, Myers-Briggs Step II Instrument

Certification, Hay-McBer Golemann EQI Emotional Maturity Instrument

Practitioner: Society of Neuro-Linguistic Programming, Toronto

Graduate, Group Facilitation Trainer Development Program, Centre for Human Relations and Community Studies, Concordia University, Montreal