

Appendix A: Consultant Bios

Rob Luke, Partner (principal consultant)

Rob Luke is an Organizational and Leadership Consultant who provides strategic advisory, organizational development consultation, and group facilitation services to start-ups, mid-size markets and global firms. Areas of focus include strategic planning, program design/implementation, performance review programs, structure design, change management, and talent planning.



Prior to co-founding Allen Leigh, Rob held various leadership roles within the public and healthcare sectors, and was responsible for implementing large multi-stakeholder change and quality improvement initiatives. In that environment, Rob managed the performance of over 1,500 healthcare professionals. Rob has delivered over 3,000 leadership assessments, has worked with more than 500 senior leaders, and has managed 30+ organizational change, development, and leadership projects in industries such as hospitality, retail, technology, healthcare law, accounting, construction, manufacturing, and non-profits. Clients include:

SAP Canada > Grantek > Stikeman Elliott > Moneris > Steeped Tea > World Vision Canada > Porter Airlines > City of Oshawa > George Brown College > C Hamilton Health Sciences > Dynacare > Ramsden Industries > Transcourt Inc. > Grand Valley Fortifiers > Mabel's Labels > Easyhome > Christian Horizons > Community Care Access Centre > Event Mobi>

If you are interested in learning more about Rob or Allen Leigh Consulting, please visit www.allenleigh.com or [LinkedIn_rob-luke](#).

Qualifications

Experience

- Managing Partner/Principal Consultant – Allen Leigh Consulting (2010-present)
- Senior Consultant/Associate – TKB Hanna & Associates (2010-2014)
- Continuous Quality Improvement, Manager (interim) (2010-2013) – Hamilton Health Sciences
- Advanced Healthcare Professional (2007-2010) – Niagara Region
- Senior Associate (2004-2007) – YMCA of Greater Toronto
- Supervisor/Manager (1999-2004) – City of Leduc

Education

- Master of Arts – Organizational Leadership (2017) – Royal Roads University
- Honours Bachelor of Science – Human Science (2013) – Grant MacEwan/Athabasca University
- Graduate Diploma – Advanced Pre-hospital Care (2009) – Niagara College
- Diploma – Pre-hospital Care (2007) – Humber College

Certifications

- Financial Outcomes Assessment Certification (2014) – Perth Leadership Institute
- Strong Interest Inventory® Certification (2013) – Psychometrics Canada
- Wonderlic Certification (2013) – Psychometrics Canada
- Myers-Briggs Certification (2012) – Psychometrics Canada
- Kolbe™ Certification (2011) – Kolbe Corp
- Certified Associate in Project Management (2011) – Project Management Institute
- National Certified Investigator/Inspector (2011) – Council on Licensure, Enforcement and Regulation