

## Summer 2016 - SPOTLIGHT



### **Charles Marful MIR'94** **Talent Team Director**

Charles has led many significant human resources and organizational development initiatives since he graduated from the MIR program in 1994. He is currently EY Canada's Talent Team Director for the Assurance practice. He held a similar role working with EY's leadership team for the Tax practice before moving to Assurance. Prior to joining EY, he served as the Director of Human Resources for PwC Consulting in Canada (later IBM BCS) for several years. He also worked as a Manager of Employment Relations dealing with both HR and labour relations matters in the Retail and Distribution industry prior to moving to professional services.

Charles' experience has covered many talent management areas including aligning HR and business strategies, HR aspects of Mergers and Acquisitions, Leadership Development, Inclusiveness, Total Rewards strategy, Employee Relations, Career Development and Change Management.

He has worked with leadership teams globally on innovative HR initiatives in a number of countries in the Far East, Europe and North America. He was part of a judging panel for Corporate University Exchange's 13<sup>th</sup> Global Conference on Leadership Innovation in the US helping select organizations with innovative leadership development programs. He is also a frequent speaker on HR Strategy, Leadership & Succession Management, Employee Engagement and Mergers & Acquisitions.

Charles is on the board of Farm Radio International (FRI) and serves on the Governance and Board Development Committee. FRI is an Ottawa based non for profit organization focused on using community radio to improve food security and health in rural communities in Africa.

He holds an honours Bachelor of Science degree in Business Administration specializing in Management from the University of Ghana Business School. He is a Certified Human Resources Leader (CHRL) and a Certified Humana Resources Executive (CHRE).