

## CURRICULUM VITAE

**NAME:** YABOME GILPIN-JACKSON, PhD, MA, MBA, CEC  
 Supporting Learning and Development (SLD Consulting) Inc.  
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### HIGHLIGHTS of QUALIFICATIONS

- Published Author & Scholar in the field of Leadership & Organization Development/Complex Change.
- Accomplished strategic leader, consultant, coach and facilitator with ~20 years of experience. Worked on projects ranging from one-time facilitation to multi-layered organization & leadership development projects with middle management to executive-level involvement.
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### EDUCATION

Ph.D. Human and Organizational Systems, Fielding Graduate University, Santa Barbara, CA., 2012

M.A. Human Development, Fielding Graduate University, Santa Barbara, CA., 2009

MBA. Leadership and Organization Change, Simon Fraser University, BC., 2003

B.BA. Management and Organizational Studies, Simon Fraser University, BC., 2002

#### Continuing Education

Graduate Certificate in Executive Coaching: Accredited Coach Training Program (ACTP) through the International Coach Federation (ICF), Royal Roads University, BC, 2018 - 2019

Certificate Program: Collaborative Change Leadership for Healthcare & Health Education Leaders, Canadian Interprofessional Health Leadership Collaborative, UHN & University of Toronto Faculty of Medicine, 2015

Executive Certificate, International Development, Bridging the Worlds of Theory, Policy and Practice  
 McGill University, Institute for the Study of International Development, 2012

### EMPLOYMENT HISTORY

2022 – Present Simon Fraser University, Vice President, People Equity and Inclusion, Vancouver area, BC

2008 – Present Founder & Principal Consultant, Supporting Learning & Development Consulting, Vancouver, BC

- Organization Development & Social Change/International Development Consulting (Talks & facilitation in Diversity & Inclusion, Effective Intercultural Interactions, Posttraumatic Growth & Transformation, Leading Transformational Change/Grey Zone Change, Leadership Development)
- Clients have included: University of British Columbia, Simon Fraser University, Vancouver Foundation, Lululemon, South African Public Service/UNDP projects, Royal College of Canada, Pacific Academy, Academic Institutions & mission-driven organizations (churches and non-profit)

2020 – 2022 Chief People Officer, British Columbia Lottery Corporation, Kamloops & Vancouver, BC

2010 – 2020 British Columbia Health Care System Roles

- Executive Director, Leadership and Organization Development, Fraser Health, BC
- Director, Leadership and Organization Development, Fraser Health, BC
- Managing Consultant & Senior Organization Development Consultant, Fraser Health, BC
- Regional Advisor, Organization Development, Vancouver Coastal Health (VCH), BC
- British Columbia Health Engagement & Leadership Development Collaborative Lead. Represented both VCH and Fraser Health in defining provincial standards for health system leadership development, coaching, mentoring and engagement strategies.

2008-2010 Program Manager, Learning Strategies Group (LSG) & Career Services Advisor, Simon Fraser University (SFU) Business, Vancouver, BC

2004-2008 Organization Development Consultant/Facilitator: Wray Consulting Group, West Vancouver, BC

2004 Consulting Analyst, Strategic HR: SAGE Developmental Resources, North Vancouver, BC

2001-2002 Recruiter/Assistant Recruiter: Jenex Technology Placement Inc, Vancouver, BC

1993 – 2001 General Business Analyst Experience, Vancouver, BC and Sierra Leone, West Africa

## TEACHING EXPERIENCE

- 2013 – Present Graduate/Undergraduate Sessional or Guest Faculty and Speaker in Leadership/Global Leadership/Dialogic Organization Development/Social Change: Concordia University, Princeton University, Adler University's Vancouver Campus, Leadership Institute of Seattle (LIOS), Royal Roads University.
- 2011 – 2022 Adjunct Faculty, Beedie School of Business, Leadership/Organization Development, SFU, BC
- 2002 – 2003 Teaching Assistant/Session Instructor, Business Communication & Business Ethics, SFU, BC

## PROFESSIONAL QUALIFICATIONS, MEMBERSHIPS & CERTIFICATIONS

- 2022 Dare to Lead Program: Developing Brave Leaders and Courageous Cultures
- 2021 Deyen Certificate: Canadian History Through the Lens of Indigenous Women (Cohort 3)
- 2021 Government of Canada, Gender-based Analysis plus training
- 2021 Community the Structure of Belonging Masterclass Participant and Facilitator with Peter Block
- 2021 Fundamentals of Structural Consulting
- 2020 San'yas Indigenous Cultural Safety Training Certificate, Provincial Health Services Authority
- 2019 Certified Executive Coach
- 2018 Developing the Personal/Organizational Self: Staff Apprentice with Kaleel Jamieson Group/NTL
- 2017 Certified Trainer: Where Cultures Meet, Power and Systems
- 2017 & 2020 Axelrod Conference Model Certification
- 2017 National Training Lab (NTL) –Member
- 2016 Process Consulting: The inner development of the facilitator, with Stephen Schuitevoerder
- 2015 African Academy of Management (AFAM) - Member
- 2015 Deep Democracy Training – The Lewis Method
- 2014 Human Systems Development Professionals - Member
- 2014 Certified Clear Leadership Trainer
- 2012 Certified Human Systems Dynamics Professional
- 2011 Certified Trainer/Coach: Coaching Out of the Box & The Educator Pathway Training
- 2010 Certified Birkman Consultant, The Birkman Method
- 2010 Certified Facilitator, Strengths Deployment Inventory Assessment and Workshop
- 2010 Certified Trainer in William Bridges' Leading Organizational Transitions Programs
- 2008 Phillips ROI Methodology Certificate
- 2006 Myers Briggs Type Indicator Qualification
- 2006 The Skilled Facilitator Intensive Workshop, Roger Schwarz and Associates
- 2004-2018 Chartered Professional in Human Resources (CPHR)

## AWARDS AND GRANTS

- Post-Doctoral Institute for Social Innovation Fellow, Fielding Graduate University, 2020 - Present
- BC Business: Women of the Year: Equity and Inclusion Champion (public nomination) – runner-up, 2021
- Policy Leader Pool Program (RPL), Public Service Commission of Canada, Government of Canada, 2018 - 2020
- Harry Jerome Award for Excellence in the African-Canadian Community: Professional Excellence Award, 2018
- Illuminescence National Women's Award, Fem-Leader Award recipient, 2018
- Sierra Leonean Community of British Columbia, community recognition award for exemplary service, 2018
- Emerging New OD Practitioner Award, Organization Development Network, 2017
- International African Woman of the Year, Women4Africa, 2017
- Co-investigator on Social Sciences & Humanities Research Council Canada (SSHRC)-funded study on the effect of psychological resources on work engagement in partnership with University of British Columbia, 2017
- Research partner and principal investigator for Fraser Health for the Healthy & Productive Workplace Partnership initiative. One of 20 national projects awarded federal funding through Social Sciences & Humanities Research Council Canada (SSHRC) and Canadian Institutes for Health Research (CIHR), 2016
- Nominee, TD Canada Trust Distinguished Teaching Award, Simon Fraser University, 2015
- Institute for Social Innovation (ISI) Scholar for African Development research, Fielding University, 2010
- Dean's Graduation Medal, highest graduating GPA in MBA, Simon Fraser University, 2004
- Canada Graduate Scholarship–Social Sciences & Humanities Research Council Canada (SSHRC), 2003
- Graduate Fellowship, awarded in recognition as a first-class average student in the MBA program, 2003
- Human Resources Management Association of BC Scholarship, 2002
- Honor Roll: Simon Fraser University and Dean's list GPAs from 4.14-4.25, top 20 students, 2000 - 2003
- Simon Fraser University Open Scholarship, awarded 6 times for GPA of 3.70/ 4.0, 2000 – 2003

### **SELECT CONFERENCE PAPERS, WORKSHOPS & PRESENTATIONS**

- Keynote Presenter, "Inclusive Policy Making in Grey Zone Change." Policy Community Conference 2022: Policy and Inclusion from Vision to Implementation, Canada School of Public Service, Government of Canada
- Keynote Presenter, Resonance: "The power of your story in your transformative learning & leadership," Organization Leadership and Development Annual Conference 2021: Leading and Learning through OD Lenses and Sustainability
- Keynote Presenter, "Organization Development at the Intersection of Social Change, A Resonance and Narrative Story Sharing Circle." Reunion with a Purpose: 2021 MSOD Virtual Alumni Conference, Pepperdine Graziadio's MS in Organization Development (MSOD) program
- Keynote Presenter, "Resilience and Resonance: Educational Leadership in Traumatic & Transformative Times." Abbotsford School District 2021 Annual Leadership Conference
- Keynote Presenter, Change Leadership: "Riding the Waves of Grey Zone Change," Vancouver Community College Annual Conference 2020; Actionable Annual Conference, 2020
- Presenter, "Transformation after Trauma: The Power of Resonance" at the 8<sup>th</sup> International Conference on the Socio-Economic approach to Management on Complexity, Leadership and Change in a Time of Crisis, May 22, 2020
- Presenter, "Leadership Narratives & African Futures" & Opening & Closing Plenary Facilitator: Afrocentrism Conference, Vancouver, BC. September 2019
- Opening Panelist: Transformative Learning Network Conference, New York. "Transformative Learning Stories & Wicked Questions." November 2018.
- Co-Presenter, Transformative Learning Network Conference, New York. Perspective-taking session: "International Transformative Learning Practices." November 2018.
- Co-Presenter with Gervase R. Bushe, National Training Lab, Annual Member Meeting, OD-Where to from? Dialogic OD overview and facilitated experience, July 2017.
- Presenter, Transformative Learning Network Conference, New York. "Transforming Narratives to 'Those Countries': An experiential Session" November 2018. Princeton University.
- Presenter, "Where are you from? On moving from Identity Interrogation to Relational Connection in our Global World" and "From Versus to And: Tools for Moving through Difficult Intercultural Conversations." Princeton University. March 9 and 10, 2017.
- Presenter, On African Identities. Africa Awareness Initiative Conference Week, University of British Columbia, January 2017.
- Presenter, Experiential Session. Transformative Learning Network Conference, Tacoma, Washington. "Transform-In-Action: Transforming Stuck Issues and Relationships through Resonance." October 2016.
- Presenter, Paper Session. Transformative Learning Network Conference, Tacoma, Washington. "'Where are you from?' Shifting Identity Interrogation for Interpersonal and Social Transformative Learning" October 2016.
- Paper shortlisted in top 5 finalists for the Jack Mezirow Transformative Learning Award.**
- Presenter, Providence Health Care, Vancouver and Organization Development Network Conference, Atlanta, Georgia. "I want Transformational Change! Now Send me a Briefing Note." April 2016 & October 2016.
- Presenter, Quality Forum & Quality Café, BC Patient Safety and Quality Council. "Growing Ideas and Taking Action to Create Shifts... in Real Time!" February & May 2016.
- Presenter & Host, Annual Dialogic Organization Development (DOD) & Academy of Management Conferences, Vancouver, BC. Transformative Learning in DOD & Opening Governance in DOD, Aug 2015.
- Presenter, World Appreciative Inquiry Conference, Johannesburg, South Africa. Dialogic Organization Development as a Practice to Co-create Flourishing Appreciative Inquiry Communities. July 2015.
- Workshop Co-Facilitator, World Appreciative Inquiry Conference, Johannesburg, South Africa. Moving from Presenting Problems to Affirmative AI Journeys that create a Prospering World. July 2015.
- Presenter, Canadian College of Health Leaders, BC Chapter Conference, Vancouver, BC. "What contributes to Manager Excellence in a Complex Healthcare System." October 2014.
- Presenter, 3rd Biennial Kwame Nkrumah International Conference, Kwantlen Polytechnic University, Richmond, BC. "African Leadership: Now and for the future," August 2014.
- Keynote Presenter, Educator Network Day – Educators: Agents of Change, "Mission Possible: Transformational Learning, Leadership and Change," Vancouver Coastal Health and Fraser Health, BC., February 2014.
- Keynote Presenter, Educator Network Day - Innovation: Where Education Technology Meets Education Leadership, "Courageous Educational Leadership: Beyond the Tweets, Posts and Pokes," Vancouver Coastal Health and Fraser Health, BC., March 2013.
- Workshop Co-presenter, Winter Session, Fielding Graduate University, "Field Research on Posttraumatic Growth of Survivors of Violence," & Presenter, Transformative Learning for Social Justice Forum, "Understanding the Post-War Narratives of Transformation of African Immigrants and Refugees," January, 2012.

Presenter, Adult Education and Research Conference, "Reflections on Education and Society by Emigration and Return: The Role of the Diaspora on Learning and Social Change in Africa," Paper published in African Diaspora pre-conference proceeding, June 2011.

## PUBLICATIONS

- Gilpin-Jackson, Y. (2022). What's Trauma Got to Do With it? Facilitating our Giant Leap through Resonant Transformation and Trauma-Informed Appreciative Inquiry. *Organization Development Review*, 54 (1), 20-28.
- Gilpin-Jackson, Y. (2022). *Destinies: A short story collection*. KDP.
- Nicolaides, A. E., Saskia, Buergelt, P., Gilpin-Jackson, Y., Welch, M., & Misawa, M. (Eds.). (2022). *The Palgrave Handbook of Learning for Transformation*. Palgrave Macmillan/Springer Nature.
- Gilpin-Jackson, Y. (2021). Gathering on the bridge: Co-creating our emerging equity-centered future, in J.M. Bartunek, *Social Scientists Confronting Global Crises*. Routledge.
- Bennett, J. L., & Gilpin-Jackson, Y. (2021). Editors. Justice, Equity, Diversity & Inclusion in Organization Development. *Organization Development Review: Special Issue*, 5(3).
- Gilpin-Jackson, Y. & Bennett, J. L. (2021). Editors. Organization Development in Times of Disruption. *Organization Development Review: Special Issue*, 5(2).
- Gilpin-Jackson, Y., & Axelrod, R. (2021). Collaborative Change Engagement in a Pandemic Era & Toward Disruptive Organization Development. *Organization Development Review*, 53 (2), 9 – 18.
- Smendzuik-O'Brien, J., & Gilpin-Jackson, Y. (2021). What is the definition of OD? Report on the definition of Organization Development (OD) circle of work. *Organization Development Review*, 53(1), 12-20.
- Welch, M. A., Saunders, A. A. P., Buergelt, P. T., Gilpin-Jackson, Y., Ferguson, J., & Marsick, V. J. (2020). Your story, our story: the transformative power of life narratives. *Reflective Practice*, 21(6), 861-876. <https://doi.org/10.1080/14623943.2020.1821633>
- Gilpin-Jackson, Y., Edjang, S., & Owusu, S. (2021). (Eds) *Collateral Benefits Perspective Paper III: Voices of African Leaders*. <https://www.collateralbenefits.africa/>
- Owusu, S., Edjang, S., & Gilpin-Jackson, Y. (2020). (Eds) *Collateral Benefits Perspective Paper II: Voices of African Womxn*. <https://www.collateralbenefits.africa/>
- Gilpin-Jackson, Y. (2020). *Transformation after Trauma: The Power of Resonance*. Peter Lang Publishers
- Gilpin-Jackson, Y. (2020). *Living, Leading and Facilitating in Grey Zone Change*. SLD Consulting Inc.
- Gilpin-Jackson, Y. (2020). A Resonance Framework & The Grey Zone of Practising OD. In Hodges, Julie (ed.), *Organization development: How organizations change and develop effectively*. Red Globe Press.
- Gilpin-Jackson, Y. (2019). *Ancestries: A short story collection*. KDP.
- Gilpin-Jackson, Y. (2019). Responses to Matt Minahan's strategic change article. *Organization Development Review*, 51(3), 17-29.
- Hollyer, T., Gilpin-Jackson Y., & Cuff, G. (2019). Centre of Excellence in Health Care Leadership [Trend Survey](#). E-published at Fraser Health.
- Owusu S., Maruziva, C., Keane M., & Gilpin-Jackson, Y. (2019). We Will Lead Africa, Vol Two: Women. *Everyday African Leadership Stories*, Collected and Edited by S. Owusu, C. Maruziva, M. Keane and Y. Gilpin-Jackson.
- Gilpin-Jackson, Y., Falkner, C., Min, D. & Block-Glass, J. (2019). An Innovative Approach to Engagement in a Complex Network: A Health Care Case Study. *Organization Development Review*, 51(2), 39-47.
- Gilpin-Jackson, Y. (2018). Where are you from? Building relational intelligence across identity differences. *Practising Social Change: A Journal of The NTL Institute of Applied Behavioural Sciences*.
- Gilpin-Jackson, Y. & Crump, M. (2018). Practicing in the grey area between dialogic and diagnostic organization development: Lessons from **Another** healthcare case study. *Organization Development Practitioner*, 50(4), 41-47.
- Gilpin-Jackson, Y. (2018). It's Time to Make Organization Development Our Client. *Organization Development Practitioner*, 50 (2), 7-15.
- Falkner C., Gilpin-Jackson Y, & Min, D. (2018). [Engagement radicals: An innovative approach to change in healthcare](#). E-published at Fraser Health.
- Skarlicki, D., Gilpin-Jackson, Y., Kay, A., Vasandani, R. Min, D. (2017). Research Report: Engagement/Psychological Health and Wellbeing study at Fraser Health.
- Gilpin-Jackson, Y. (2017). Facilitating for transformation in our times. *Organization Development Practitioner, Practicing OD* 49 (4), 61-63.
- Gilpin-Jackson, Y., Owusu, S., Okonkwo, J. (2017). We Will Lead Africa, Vol ONE: *Everyday African Leadership Stories*, Collected and Edited by Y. Gilpin-Jackson, S. Owusu and J. Okonkwo.
- Gilpin-Jackson, Y. (2017). *Identities: A short story collection*. CreateSpace Publishing.
- Gilpin-Jackson, Y. (2017) "Participant experiences of transformational change in large-scale

- organization development interventions (LODIs)", *Leadership & Organization Development Journal*, Vol. 38 Issue: 3, pp.419-432, doi: 10.1108/LODJ-12-2015-0284.
- Gilpin-Jackson, Y. (2016). Transform-In-Action: Transforming Stuck Issues and Relationships through Resonance, in XII International Transformative Learning Conference, Engaging at the Intersections Proceedings. October 20-October 23, 2016. Tacoma, Washington.
- Gilpin-Jackson, Y. (2016). "Where are you from?" Shifting Identity Interrogation for Interpersonal and Social Transformative Learning, in XII International Transformative Learning Conference, Engaging at the Intersections Proceedings. October 20-October 23, 2016. Tacoma, Washington.
- Gilpin-Jackson, Y. (2016). Why today's global OD practice is local: Lessons from transnational experience. *Organization Development Practitioner*, 48(3), 31-36.
- Gilpin-Jackson, Y. (2016). African Leadership: Now and for the Future, in Quist-Adade and Royal (Eds.), *Re-engaging the African Diasporas: Pan-Africanism in the Age of Globalization*. Cambridge Scholars.
- Gilpin-Jackson, Y. (2015). Transformative Learning in Dialogic OD, in G.R Bushe and R. J. Marshak (Eds.), *Dialogic Organization Development*. Berrett-Koehler Publishers.
- Gilpin-Jackson, Y. (2014). Resonance as transformative learning moment: The key to transformation in sociocultural and post-trauma contexts. *Journal of Transformative Education*, 12(1), 95 – 119.
- Gilpin-Jackson, Y. (2013). Practicing in the grey area between dialogic and diagnostic organization development: Lessons from a healthcare case study. *Organization Development Practitioner*, 45(1), 60-66. **Shortlisted for the Outstanding Article of the Year Award from the Organization Development Network.**
- Gilpin-Jackson, Y., & Bushe, G. R. (2007). Leadership development training transfer: a case study of post-training determinants. *Journal of Management Development*, 26(10), 980-1004.
- Gilpin-Jackson, Y. (2006), The Symbolism & Changing Patterns of Traditional Marriage Practices in a West African Society: Sierra Leone, in Simmonds, I., Demming, K., Lewis-Perry, C., and Solanki, A. (Eds.), *We Have a Voice: An Anthology of African & Caribbean Student writing in BC*, Rhino Print Solutions, Richmond, BC, pp.67-78.

#### BOARD & COMMITTEE MEMBERSHIPS

Organization Development Network (ODN), Vice Chair/Chair (current), Board of Trustees.	2020 -2022
Black History Month Advisory Committee for the Mayor of the City of Vancouver.	2016 - present
The Peoples Foundation of Sierra Leone, Co-Chair (Leadership & Strategy Development).	2013 - present
The Organization Development Gathering, OD Definition Circle Leader.	2017 - 2019
International Transformative Learning Conference 2018: International Committee Co-Chair.	2017 - 2018

#### MEDIA FEATURE SAMPLES

- TedxSFU Talk: [How to get from disconnection to social change](#), March 2021
- Perspective: [Crossing the Threshold](#): Voices of African Leaders, FabAfric Magazine, January 2021
- Perspective: [Time to Bounce Forward](#): Voices of African Womxn, New African Magazine, Dec 2020
- Featured in Chatelaine Magazine's [33 Black Canadians Making Change Now](#), September 2020
- Conversations with Leaders with Mike Desjardins: [On racism, white privilege, anti-racism and allyship](#), June 2020
- Safety and Certitude, [Kilter & Mint Podcast](#), February, 2020
- [Cool Black North](#), Prime time TV Documentary on Black Excellence for Black History Month, February 2019
- BC Business article, [How to create a happier workplace](#), Aug, 2018
- Identity & Interrogation, [Kilter & Mint Podcast](#), January, 2018
- She.Leads.Africa, [Dr. Yabome Gilpin-Jackson](#): My work is about developing our human capacity to be, think and do things differently and better. 2017
- In-Social Work Podcast: Episode 174: [Post-Traumatic Growth and Moments of Resonance: Narratives on Ebola in West Africa](#), August 2015. University of Buffalo, New York