

Kim Finkelstein – Senior Facilitator & Consultant

Location: Toronto

Kim Finkelstein is a Learning and Organizational Development professional, with expertise in training, leadership development and change management consulting. Kim's background also includes working for a decade in organizational development consulting firms with a focus on learning, coaching and facilitation. Kim has augmented her business experience working in sales in the insurance industry qualifying for a sales conference in Arizona for selling over \$1 million of corporate benefit plans in one year.

Kim has a passion for learning and development and demonstrates exceptional facilitation skills. Kim creates an environment where participants feel comfortable sharing and learning from one another. Kim's dynamic collaborative and enthusiastic approach ensures that participants walk away from her sessions with the skills and motivation to apply the techniques to their work back on the job.

Kim has experience delivering to the private and public sectors and at all levels within organizations, from employees to executives, from individuals to large teams. She has worked in a wide range of industries including; financial services, energy, high tech, telecommunications, retail, pharmaceuticals, professional services etc.

Summary of Experience

- Designed and trained development programs in the areas of: leadership, strategic thinking, communicating, delegating, creativity, decision making, coaching and conflict.
- Designed and co-facilitated strategic planning sessions for organizations to guide senior leaders and executives to collectively craft and articulate the desired future state of their business while ensuring alignment of strategy to the organization's plan.
- Designed and facilitated leadership development programs including; leading virtually, creating and articulating a vision, engaging those you lead, leveraging ongoing change, communicating, coaching, managing performance, delivering impactful feedback, motivating etc.
- Guided executive teams through creative problem solving, producing tangible breakthrough solutions to strategic business issues and delivering solid actionable implementation plans.
- Designed a highly customized and creative program to facilitate working globally which included the development of an interactive game.
- Implemented team effectiveness surveys and facilitated a series of creative team building sessions, capitalizing on the survey outcomes. Led teams to develop a process contributing to ongoing productive business interactions, team charters and action plans.
- Co-facilitated executive sessions to identify key behaviours required to achieve business goals contributing to improved effectiveness.
- Consulted with leaders on engaging the workforce for change: including developing a change plan, branding the change, creating and executing the communication & engagement strategy.

Education

Kim holds an undergraduate (B.A.) degree from the University of Toronto and graduate degrees (M.B.A., Masters in Counseling Psychology) from York University and the Adler School respectively.

She is a past Board member of the Canadian Association of Professional Speakers of Toronto. Kim is also a member of the Toronto Mendelssohn Choir.

Areas of Facilitation Expertise

- Leadership Development
- Change Management
- Sales
- Negotiating
- Problem Solving
- Motivating
- Team Building
- Communication
- Coaching