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Letter of Recommendation

Re: **Gayle Hadfield**, HR Consultant

Gayle began working with the David Suzuki Foundation, as an HR Consultant in 2005 and worked in that capacity until November 2007, when she took on a six month full-time contract as our HR Manager during my integration into the organization. Prior to confirming her in the HR Manager role, I personally spoke to our leadership team, some of her previous managers/VPs and colleagues, and received glowing reports of her HR leadership, personal style, and ability to achieve solid results.

Gayle brought a high level of integrity and professionalism to the role, and was respected and trusted by our leadership team and staff. She exceeded my expectations--in the quality and timeliness of her deliverables, and the sincerity and focus in all her interactions.

She brings an insightful approach to situations, using analysis and solid HR knowledge to recommend solution options. The scope of her prior experiences enabled her to work strategically to move through changes, and to prioritize and manage standard and complex issues. By working collaboratively with directors and staff, her deliverables were well aligned to the needs of our workplace culture, and the future direction of the Foundation.

Some of her results included: developing a set of HR policies and procedures; forming an Employee Input Group to ensure staff inclusiveness; leading recruitment processes that resulted in filling 19 vacancies; implementing a successful employee orientation process; enhancing our performance management process, and developing an employee career development process.

Gayle was a delight to work with, and despite our request for her to continue in the role, she finished her contract and has resumed her HR consulting practice. Please contact me if you have any questions.

Sincerely,

Peter Robinson
Chief Executive Officer
David Suzuki Foundation

