

PAUL TREMLETT**Vice President, Organizational Change**

Paul Tremlett is internationally recognized as a leading expert in complex organization design and change management. He applies his extensive experience in strategic planning, organization restructuring, and leadership development to help organizations improve the way they do business. Forrest & Company is pleased to welcome Paul as Vice-President, Organizational Change.

His experience has most often been at the senior management level and includes extensive work across Canada, United States, Indonesia, Japan, and China. He has spoken at a number of conferences and has written articles about organization restructuring, innovation, total quality, employee motivation, and leadership. Paul has been a frequent presenter at a variety of business and professional conferences.

Paul's approach is always pragmatic yet innovative, and designed to the specific needs of the client organization. As a result, he has brought about significant improvement for his clients. He has worked with a cross-section of private and public sector organizations. He has helped organizations develop their strategic plans, redesign their work structure, improve their processes, and increase the effectiveness of their leadership cadre. His senior clients consider him a trusted advisor and coach.

Paul specializes in organization design and strategy execution, managerial leadership development and effectiveness—including establishing competency frameworks for managers at all levels in the organization, management process development and improvement, change management, talent pool development and executive coaching.

Paul was a founding partner with COREInternational, and previously held various management roles with Imperial Oil Limited and Xerox Canada in sales, marketing, operations, and organization and leadership development.

Paul holds a Bachelor of Commerce from the University of Alberta, and a Masters in Organizational Behaviour from The American University in Washington, D.C.