

**ANITA SHILTON****Director, Coaching & Facilitation**

Anita Shilton has nearly 30 years' executive experience in change leadership and organizational development roles in the private, public and non-for-profit sectors. She has held senior line, staff and advisory roles, and has been retained on long-term external consulting and coaching assignments with CEOs, Managing Partners and other senior leaders on the design and implementation of large-scale culture shifts, change and leadership development initiatives. These experiences make her uniquely qualified as Director, Coaching & Facilitation at Forrest & Company Limited.

She has deep experience in adult learning—a powerful combination of theory and practice enabled her to design and deliver executive leadership and management development, talent management, succession planning and performance management processes to support business values and strategy. She recognizes that metrics permit the assessment of progress and is meticulous in observing their compilation. This facilitated the acceleration of talent pool development across geographies through job rotation opportunities and other action learning programs and methodologies. She created processes to assess potential as well as performance of emerging leaders, in collaboration with I/O psychologists and human resources business partners.

Anita has expertise in designing assessment-for-development processes, action learning and other high impact development programs, and providing feedback for development planning to meet business objectives and to maximize performance as well as potential.

Prior to joining Forrest, Anita played key roles with Ryerson University (Dean of Continuing Education), Mercer Delta (Senior Consultant), Manulife Financial (Vice President, Leadership and Organization Development), Canada Trust (Vice President, Executive Development) and the Government of Ontario.

Multilingual in five languages (English, French, Spanish, Italian and Portuguese), Anita holds an MA from the University of Toronto and a BSc from McGill University. She is an International Coach Federation Professional Certified Coach (PCC), an Adler Certified Professional Coach (ACPC), and a Certified Consultant with the Canadian Association of Management Consultants (CMC). She mentors and coaches internationally educated professionals and women in transition.