
BIOGRAPHY

Nicole Desloges

Director, Coaching & Facilitation



Nicole is an accomplished global C-Suite executive with a distinguished career in the Human Resources profession, spanning a diverse multi-country portfolio of transforming and growth-oriented industries, in union and non-union environments. Fluently bilingual, business-minded, inclusive and practical, Nicole is a trusted advisor to CEOs and Boards of Directors, combining her HR experience with a business mindset and strong knowledge of customer service and operations to make a powerful impact on how organizations achieve long term goals.

Leveraging her expertise, Nicole has a track record of organizational transformation through growth, diversification and M&A in financial institutions, manufacturing, outsourcing and healthcare.

Nicole, whose most recent role was SVP, People at Lifelabs, brings a valued and diverse perspective that includes - overall business and people strategy, transforming the business with emphasis on digitalization, customer centricity, and product innovation; CEO selection and succession, Executive coaching and compensation, Culture transformation, Talent and Leadership Optimization, and Performance Management.

Nicole has over 10 years of board experience in private enterprise and not for profit operations. Her board experience includes her Universite de l'Ontario Francais board director and Human Resources Committee chair roles, and the Human Resources Professional Association board director and member of the Governance Committee, among others.

Nicole holds an MBA from the University of Toronto, Rotman School of Graduate Studies, a bachelor's degree from l'Universite du Quebec en Outaouais. She also holds the designation of Certified Human Resources Executive (CHRE) from the Human Resources Professionals Association (HRPA) of Canada and that of ICD-D from the Institute of Corporate Directors.

In July 2024, Nicole was selected as an HR Leadership Excellence Awardee at the annual Canadian HR Awards. In September 2025, Nicole received the OC Tanner Award for Lifetime Achievement in the Human Resources industry.