

CURRICULUM VITAE AND PORTFOLIO OF:

JULES J. FAUTEUX, PhD, FCMC

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JUNE, 2019

CURRICULUM VITAE

JULES J. FAUTEUX

Summary

Educator (PhD) and management consultant (FCMC) with over 25 years of executive level business experience and five plus years of undergraduate business teaching success.

Current Positions

Talentlogix Inc., Principal Consultant

Nova Scotia Community College Term Instructor in Management

Fields of Interest and Expertise

Strategy and Planning

Information Technology

Careers and Career Management

Education

| | |
|------|---|
| 2018 | Community College Education Diploma Nova Scotia Community College (Halifax, Nova Scotia) |
| 2017 | Doctor of Philosophy (PhD), Interdisciplinary Dalhousie University (Halifax, Nova Scotia) Thesis: Career Histories of Canadian Information Communications and Technology Executives: Understanding Career Advancement Barriers and Enablers for Women and Men |
| 2015 | Certificate in University Teaching and Learning Dalhousie University (Halifax, Nova Scotia) |
| 1995 | Master of Business Administration (MBA) Saint Mary's University (Halifax, Nova Scotia) |
| 1981 | Bachelor of Business Administration, Economics (BBA) Saint Francis Xavier University (Antigonish, Nova Scotia) |

Academic Appointments

| | |
|---------|---|
| 2017-19 | Term Faculty; Project Management, Human Resource Management, Organizational Behaviour, Marketing, Management Principles, Management Practicum, Enterprise Systems, Business Applications Nova Scotia Community College, School of Business |
| 2016-19 | Part Time Faculty; Human Resource Management; Services Marketing; Management Topics Mount Saint Vincent University, Department of Business and Tourism and Hospitality Management |
| 2015 | Casual Faculty; Introductory Marketing, Human Resource Management, Sociology, Economics Nova Scotia Community College, School of Business |
| 2015 | Part Time Faculty; Business Policy, Organizational Behaviour, Managing Diversity Mount Saint Vincent University, Department of Business and Tourism and Hospitality Management |
| 2014 | Part Time Faculty; Business Policy, Management Topics, Business and Society Mount Saint Vincent University, Department of Business and Tourism and Hospitality Management |
| 2013 | Teaching Assistant; Managing Organizational Issues, Business Issues in Electronic Commerce Dalhousie University, Faculty of Management |
| 2013 | Part Time Faculty; Introduction to Information Systems in Organizations Mount Saint Vincent University, Department of Business and Tourism and Hospitality Management |
| 2009 | Part Time Faculty; Computers Ethics and Society Dalhousie University, Faculty of Computer Science |
| 2003 | Casual Faculty; Introductory Economics Nova Scotia Community College, School of Business |

Academic Service

2018 Service Learning Project Facilitator: Celebrate Halifax Fundraising Project for United Way (Nova Scotia Community College, School of Business)

2015 Service Learning Project Coordinator; Celebrating and Encouraging Social Justice, Hope and Inspiration Award Fundraising (Nova Scotia Community College, School of Business)

2015 Student Mentor; Scotiabank Dragon's Den (Mount Saint Vincent University, Department of Business and Tourism and Hospitality Management)

2013 Team Mentor; Starting Lean Entrepreneurship Program (Dalhousie University, Faculty of Management)

Academic Research

2017 Greater Career Progression Using Iris Booth Headshots on LinkedIn (Commercial research funded by National Research Council, Co Authored with NSCC Student Kaylea Difford)

2014 What She Said: Career Histories of Nova Scotia Information Communication Technology Women Executives – Barriers and Enablers to Career Advancement. (Presented at Dalhousie Computer Science In House Conference)

1995 Cooperative Business Solutions, an Alternative Government Procurement Strategy. An Evaluation and Assessment of Risks.(Presented at Institute of Certified Management Consultants of Atlantic Canada Professional Development Conference)

Academic Awards

2018 National Research Council, IRAP Career Success Study (\$5,000)

2016 Nova Scotia Graduate Scholar (\$15,000)

2014 Honorable Mention Best Presentation, Dalhousie Computer Science In House Conference

2013 Mitacs Accelerate Ph.D. Fellowship (\$90,000)

Other Academic Presentations

2015 Blended Teaching Experiences with GLO BUS Simulation
Dalhousie University Centre for Teaching and Learning, Dalblend Workshop

Industry Experience

2008 - Present Talentlogix, Principal Consultant and Founder

2003 – 2008 Bell Aliant, Managing Director Consultant Services

2000 – 2003 Fujitsu Consulting, Vice President Resource Management

1993 – 2000 DMR Consulting, Director Resource Management

1992 – 1993 IBM Canada Ltd., Manager Market Driven Quality

1991 – 1992 IBM Canada Ltd., Manager Sales and Marketing

1990 – 1991 IBM Canada Ltd., Marketing Analyst Brand Management

1981 – 1990 IBM Canada Ltd., Sales and Marketing Representative

Industry Awards

1988, 1990 Outstanding Marketing Management Award
IBM Canada Ltd.

1990, 1991 America's Far East Golden Circle of Marketing Excellence
IBM Canada Ltd.

Industry Certifications

2011 Fellow Certified Management Consultant (FCMC)
Institute of Certified Management Consultants of Atlantic Canada

2007 Certified Human Resource Professional (CHRP)
Human Resource Association of Nova Scotia (expired, August, 2018)

Selected Industry Presentations

2016 Women in Technology: Issues and Opportunities. (*Digital Nova Scotia Industry Workshop Series*)

2016 Women in Technology Industry Roundtable. (*Digital Nova Scotia Executive Workshop Series*)

2015 Power IT Up: Career Advancement Strategies of ICT Executive Women. (*Digital Nova Scotia Industry Workshop*)

2011 How High Is Too High? A Discussion about Compensation and Pricing Strategies for Professionals. (*Nova Scotia Professional Development Summit Workshop*)

2010 Off With His Head! A Discussion about Professional Ethics. (*Nova Scotia Professional Development Summit Workshop*)

2009 Career and Assignment Nirvana. A Discussion about Career Management for Professionals. (*Nova Scotia Professional Development Summit Workshop*)

2000 From Vision to Reality, Information Technology and the Future of Atlantic Canada. (*Atlantic Provinces Economic Council Workshop*)

Community Service

2015 - Present Red Cross Humanitarian Award Dinner, Recipient Co-Chair

2010 – Present Saint John XXIII Parish, Human Resource Committee Chair

2010 – 2011 SIFE (now Enactus Canada) Atlantic Student Entrepreneur Competition, Judge

2002 – 2010 Junior Achievement of Nova Scotia, Executive and Board Member

2002 – 2003 Nova Scotia Discovery Centre, Youth Forum Co-Facilitator

1995 - 1997 Institute of Certified Management Consultants of Atlantic Canada, President

JULES FAUTEUX AT A GLANCE

- ◆ Doctor of Philosophy from Dalhousie University (**PhD**), Masters of Business Administration (**MBA**) from Saint Mary's University, and a Bachelor of Business Administration (**BBA**) from Saint Francis Xavier University;
- ◆ Eight years teaching equivalency based on **5 years undergraduate business teaching experience** as an Instructor and Teaching Assistant for courses in strategy, management, marketing, organizational behaviour, sociology, organizational change, business ethics, information systems, e-commerce, entrepreneurship, and economics;
- ◆ A proven commitment to student learning and teaching from my classroom experience, a reputation for support provided to students and business people, **many testimonials** which describe me as someone who helps the careers of others as an advisor, and a **student rating of instruction score in the range of 4.7/5**;
- ◆ Experience using innovative teaching methods including **blended learning** where, in two strategy course using **business simulation**, my students **placed first** in global competition. My students ranked first among 3,040 teams from 162 schools worldwide, and first among 640 teams from 52 schools. Additionally, my students completed a unique service learning project where they planned and executed a community learning event **celebrating and encouraging social justice** which reached 250 individuals and delivered an important social message;
- ◆ **Nova Scotia Graduate Scholar** award to doctoral students based on academic excellence (my GPA = 4.3), research potential, communications skills, interpersonal and leadership abilities. My research was/is in the area of careers and career management including executives in the Information Communications Technology (ICT) sector and practices which **increase the representation of women**;
- ◆ Recent relevant experience advising and actively supporting **start-up entrepreneurs** including a company which went on to compete and win an investment offer from Arlene Dickinson on **CBC's Dragon's Den**, and another company which participated at **TechCrunch 2012** in New York and was selected to **Canada's Next36** Program for young entrepreneurs;
- ◆ **Thirty (30) years of recent relevant business experience** at leading companies where I held senior positions in marketing, service delivery, human resource management, and general management;
- ◆ A track record of community service to **Junior Achievement, The Discovery Centre**, and a range of societies and professional associations; and
- ◆ A demonstrated commitment to life-long learning based on my four **professional accreditations** including as a Fellow Certified Management Consultant, as a Chartered Professional in Human Resources (2017), as a Certified Change Manager (Prosci™), and with a Certificate in University Teaching and Learning.

STATEMENT OF RESEARCH AND TEACHING INTEREST

My research interest is in the area of careers and career management, particularly in the Information Communications and Technology (ICT) sector. I am motivated to contribute to the development of individuals, organizations, and communities. The under representation of women in the ICT sector has been a long-term phenomenon and is generally seen as a lost opportunity. I aim to continually develop an understanding of the problem and related solutions while encouraging action which increases the representation of women.

My current research is intentionally designed to support a portfolio of related studies leveraging qualitative and quantitative study-specific data sources and a perpetual license for all future data gathered in partnership with ICT Industry Associations and the Status of Women Canada. As a Nova Scotia Government Scholar, I further developed this body of knowledge. Future studies envisaged include action research which is consistent with my past career as a management consultant. These studies will further explore the results of community, organization, and individual efforts to manage careers and increase the representation of women in ICT.

My research exploring barriers and enablers to career advancement takes a pragmatic approach. I also apply a transformational perspective, seeking to raise awareness in order to be a catalyst for change. The persistent phenomenon of the under representation of women in the ICT sector has largely been influenced by men, like me, who benefitted from successful ICT careers. We have contributed to the development of an ICT sector which is not inclusive. My research aims to help increase the diversity of the ICT sector and advance more women. The feminist nature of my research has helped me to see the world differently and has significantly influenced my teaching, especially as it relates to international students. I am increasingly aware of the value of diversity and am more inclusive in my approach to teaching.

As a teacher, I hope to help others to achieve their full potential, so they can make a difference in the world. My teaching approach balances theory, case study, and simulation. My teaching interests relate to business strategy, management, marketing, organizational behavior, business ethics, and human resources. I am interested in a broad range of business topics and am privileged to have experienced many relevant business situations throughout my career which I can bring to the classroom to enhance student learning. I am interested in exploring innovative approaches to teaching including business simulation and ‘living’ cases where students work with local organization ‘clients’ to understand real problems and explore useful solutions. Different from some traditional work term placements, this approach takes a consulting approach and allows students to more readily connect important classroom theory to everyday business situations.

My business practitioner career has included significant leadership roles in marketing and human resources functions, as well as a general manager within large organizations and in entrepreneurial settings. I work to leverage this business experience in my teaching by regularly introducing students to members of the business community and collaborating on projects.

STATEMENT OF TEACHING PHILOSOPHY

Go out and make a difference. Everyone has a unique contribution to offer the world. My contribution is to help others understand and make their contribution. I am a channel for students to help them find their way and make career progress. In particular I help students understand business and government career opportunities, including entrepreneurship. Working in collaboration with teaching colleagues, our work together will help students in their careers so they contribute to business, government, and our community as a whole.

“Jules’ willingness to see students’ succeed is refreshing and inspiring. I would love to work with him one day and learn more.” – Enemona Dan Agada, Dalhousie University Management 1000 Student

“Somehow Jules helped me find exactly the right job. He took time to really understand what was important to me and matched me up with a position that was perfect for me.” – Andrew Mitchell, Business Analyst

Using a professional practitioner approach. I believe that learning experiences for students should be similar to work experiences they are likely to encounter in industry or government. Our interactions should be as they would be in the professional workplace. Classes are like meetings and should have clear objectives, an agenda which is respected, and meaningful content. Classes should be facilitated like an effective business meeting. Each class meeting should connect with the next one and be architected in a logical structure while at the same time being flexible to adapt to changing needs. All email communications should have a business tone and style. Individual face to face meetings should be conducted as they would be with a work colleague. We should walk the talk together, behaving as the professional practitioners we are learning about.

“Whether Jules is standing in front of a group presenting ideas, encouraging participation, or brainstorming, he is the consummate professional. He is relaxed, friendly, and completely prepared.” – Rosemary Bulley-Jackson, Employer Relations, Dalhousie University

Balancing theory with application. Many students are focused on learning for the purpose of achieving career goals. Often this means a first job or a better job. My job is to help prepare students so they understand the business or government workplaces they may seek. Selection of course materials should respect sound theoretical foundations while at the same time being contemporary and clearly relevant to today’s work environment. Activities should focus on real life application. Readings, videos, group work, case analysis, simulations, guest speakers should take the student from the classroom to the workplace. Examples should relate to career challenges and opportunities often faced in first or early job experiences which may be imminent for students.

“This course was very useful to me. I learned how to organize my work with technology. I thought it was a great idea to have more assignments instead of exams. We learned more that way. Jules was very friendly and a great prof. He always solved problems we had in the course.” – Anonymous, Mount Saint Vincent University, Business 2155 Student

Delivering what industry needs and wants. There is a growing movement in the U.S. and Canada towards more professional practice oriented post-secondary programming targeted at industry needs. This movement represent a “significant shift from the traditional discipline-based, research-focused model” (Francis, 2011). The flipped classroom including leading edge entrepreneurship programs are great examples which I have researched and applied. I am an advocate for programs which seek to actively involve industry such that students better understand business strategy, demonstrate leadership, and communicate effectively. I believe that by working collaboratively with industry we can offer students a learning experience which better prepares them for what industry wants and needs.

“Jules helped Sage Mixology develop a model which became our business. As a mentor he provided relevant advice, experience, and connections. He believed in us and opened business and government doors for us.” – Daniel Bartek, Dalhousie University, Starting Lean Student

“Jules has been a wonderful chair of the industrial advisory board of the Faculty of Computer Science at Dalhousie University. His willingness to share his business experience through teaching for us is widely appreciated.” – Evangelos Miliros, Associate Dean of Research, Faculty of Computer Science, Dalhousie University

Respecting the student as individual learner. I believe that in all forms and always teaching should show respect for the student as an individual. It should provide the content they need in a way that reaches them where they are. Students should be inspired and entertained. Lectures should be full of authentic and vivid stories. Videos should be fast paced and hard hitting. Cases should be engaging and controversial. Exercises should be relevant and fun. A portfolio of approaches should be used to address the diversity of students in an ever shrinking world. Personal demonstration of my core value, “respect for the individual” should be clearly set as an expectation for our work as a class team.

“I really miss your class, every assignment I spent effort and did good work. This semester is my last semester, I am feeling very stressful because the courses are tough. But, I will work hard until the end and do my best and never give up, just like I did in your class. No matter how hard I feel currently, I will never give up. Thanks professor. - Jingnan Li, Mount Saint Vincent University, Business 2155 Student

Because our learners deserve to be well served. I treat students like business clients. As I pursue a more learning-centred career I hope to have many more student testimonials like those I enjoy from my business clients available at www.linkedin.com.

“Jules has vision and commitment. He is deeply personally engaged in his work and he is an open-minded, people-oriented leader who gets results. Jules has contagious enthusiasm and is a great motivator one-on-one. I would work with Jules anywhere, anytime.” – Brian Hurley, Director, Gardiner Centre, Faculty of Business Administration, Memorial University

Francis, S. G. (2011). *Professional Science Master's Guide to Establishing Programs*. Washington, D.C.: Council of Graduate Schools.

TEACHING EXPERIENCE HIGHLIGHTS

Nova Scotia Community College, Management Strategies, 2019

- ◆ Incorporated a work applied learning project – a strategic assessment of the college school
- ◆ Coached students in delivery of presentation about project findings to college executives
- ◆ Developed course workplan focused on balancing theory, select cases, and application

Mount Saint Vincent University, Human Resource Management, 2019

- ◆ Developed unique pair of integrated assignments simulating HR practices pre and post hiring
- ◆ Incorporated the pair of assignments into theory-based learning throughout the semester
- ◆ Recruited four local HR panelists to a university arranged career day and facilitated the event

Mount Saint Vincent University, Services Marketing, 2018

- ◆ Developed course workplan focused on two Harvard Business Review Education cases
- ◆ Incorporated reflective learning servicescape narratives and student real life experiences
- ◆ Incorporated tourism and hospitality examples from five-star service local establishments

Nova Scotia Community College, Introduction to Enterprise Systems, 2017

- ◆ Applied blended course workplan leveraging the flexibility of the D2L learning platform
- ◆ Conducted frequent one-on-one consultations with students in hands on lab environment
- ◆ Focused on providing examples of technical material relevance in applied business contexts

Nova Scotia Community College, Management Practicum, 2017/18

- ◆ Coordinated work placements for 25 students across 18 sponsoring organizations
- ◆ Facilitated a practicum kickoff event where students and sponsors connected and networked
- ◆ Supported students throughout the semester with thoughtful work team coaching and advice

Nova Scotia Community College, Project Management, 2017/18

- ◆ Developed a new course workplan with increased use of cases and application of MS Project
- ◆ Implemented new evaluation approach with increased use of individualized lab assessments
- ◆ Integrated project management with Management Practicum for cross curriculum application

Nova Scotia Community College, Human Resource Management, 2017

- ◆ Developed blended course workplan leveraging the flexibility of the D2L learning platform
- ◆ Partnered with a local e-cruitment firm to enable student experience applying their platform
- ◆ Worked with students to test e-cruitment platform and report on its application and features

Mount Saint Vincent University, Business Policy and Strategy, 2015

- ◆ Term Instructor for weekly classroom course with 18 4th year undergraduate students
- ◆ Customized mixed program delivery using GLO BUS Business Simulation Competition
- ◆ Celebrated one team for 1st place finish among 640 GLO BUS teams from 52 countries
- ◆ Applied detailed analysis techniques for 5 major cases in this undergraduate capstone course

Mount Saint Vincent University, Organizational Behaviour I, 2015

- ◆ Term Instructor for weekly classroom course with 45 undergraduate students
- ◆ Develop course web site including all class resources
- ◆ Collaborated with Full Time Faculty to coordinate the course across 4 sections

Nova Scotia Community College, Sociology, 2015

- ◆ Term Instructor for twice weekly classroom course to Business Administration students
- ◆ Developed a unique and visible Social Activist class project which students delivered
- ◆ Secured project funding and sponsorship in kind contributions totaling more than \$3,500

Nova Scotia Community College, Integrated Marketing and Communications, 2015

- ◆ As Teaching Assistant to a back-up Instructor
- ◆ For a class of 24 second year business students
- ◆ Graded all assignments including research papers, and projects

Mount Saint Vincent University, Business Policy and Strategy, 2014

- ◆ Term Instructor for twice weekly classroom course with 41 4th year undergraduate students
- ◆ Customized mixed program delivery using GLO BUS Business Simulation Competition
- ◆ Celebrated one team for 1st place finish among 3,040 GLO BUS teams from 161 countries
- ◆ Applied detailed analysis techniques for 5 major cases in this undergraduate capstone course

Mount Saint Vincent University, Business and Society, 2014

- ◆ Term Instructor for twice weekly classroom course with 35 undergraduate students
- ◆ Developed local community living case for highly visible situation at Northern Pulp
- ◆ Engaged Northern Pulp leadership in the classroom providing applied learning
- ◆ Managed course on-line learning site using Moodle

Mount Saint Vincent University, Management Topics, 2014

- ◆ Term Instructor for twice weekly seminar course with 15 undergraduate students
- ◆ Facilitated weekly discussions about readings and cases
- ◆ Managed course on-line learning site using Moodle
- ◆ Develop applied learning project with key MSVU leaders related to university strategic plan

Mount Saint Vincent University, Introduction to Information Systems in Organizations, 2013

- ◆ Term Instructor for twice weekly classroom course with 40 undergraduate students
- ◆ Customized learning material for hands on applied learning, “Design an app for that”
- ◆ Managed course on-line learning site using Moodle
- ◆ Graded weekly assignments as well as the capstone business presentation project
- ◆ Student overall evaluation of instructor **mean rating of 4.48/5** (n = 26/40)

Dalhousie University, Managing Organizational Issues, 2013

- ◆ Term Teaching Assistant (TA) for weekly lab course with 40 undergraduate students
- ◆ Developed learning materials with focus on business application of lecture content
- ◆ Maintained on line learning content using Blackboard Learn
- ◆ Graded all assignments including providing personalized student feedback
- ◆ Student private rating of TA instruction **mean score of 4.8/5** (n= 8/40)

Dalhousie University, Business Issues for Electronic Commerce, 2013

- ◆ Term Teaching Assistant (TA) for weekly lab course with 16 graduate students
- ◆ Facilitated classes on the topic of Change Management
- ◆ Led weekly case study discussions and assessment
- ◆ Graded all assignments providing significant personalized student feedback

Dalhousie University, Starting Lean (Entrepreneurship), 2012

- ◆ Applied massive on-line, open course material from www.udacity.com
- ◆ Participated actively in “flipped” classroom of 36 students throughout the term
- ◆ Providing practical examples to support the Instruction Team
- ◆ Met weekly with one of 9 teams to provide coaching and support to 4 students
- ◆ Participated in real life business client meetings with assigned team of 4 students

Dalhousie University Business and Computer Ethics, 2010

- ◆ Recruited Instructor colleague for co-delivery and customized existing course material
- ◆ Delivered lectures and facilitated student discussion and debate throughout the term
- ◆ Developed grading scheme and graded student assignments
- ◆ Administered course web site and blog

Nova Scotia Community College, Economics, 2003

- ◆ Prepared and delivered course material to a class of 30 students throughout the term
- ◆ Developed grading scheme and graded all student assignments and tests
- ◆ Coached students on business communications and delivered “business social school” holiday class which received very positive feedback from students and NSCC faculty

Junior Achievement, Economics for Success Instructor, 2002-2010

- ◆ Delivered packaged course materials to Grade 9 students for 9 years
- ◆ Developed and shared real-life experiences to encourage youth in business

TEACHING HISTORY AND YEARS OF EXPERIENCE CALCULATION @ 03/2016

| Course/ Resources | Institution/ Offering | Role | Student Audience | Class Size | Contact Hours | Dates |
|--|--------------------------------|------------|---------------------|----------------|-----------------|-------------------------------|
| | | | | | | |
| Business Strategies/ Grant, R., et al. (2015) <i>Foundations of Strategy</i> | Nova Scotia Community College | Instructor | Undergrad | 24 18 | 52 2 classes | Winter, 2019 |
| Human Resource Management/ Schwind H., et al. (2016) <i>Canadian Human Resource Management 11e</i> | Mount Saint Vincent University | Instructor | Undergrad Senior | 32 | 36 | Winter, 2018 |
| Services Marketing/ Hoffman, D., et al. (2011) <i>Services Marketing Concepts, Strategies & Cases 5e</i> | Mount Saint Vincent University | Instructor | Undergrad Senior | 35 | 36 | Fall, 2018 |
| Project Management/ Gido, J., et al. (2017) <i>Successful Project Management</i> | Nova Scotia Community College | Instructor | Undergrad | 22 24 28 | 52 2 classes | Fall, 2018 2017 2016 |
| International Business Management/ Hill, C., McKaig, T. (2015) <i>Global Business Today</i> | Mount Saint Vincent University | Instructor | Undergrad Senior | 40 | 36 | Summer, 2016 |
| Marketing II/ Armstrong, G., Kotler, P. (2015) <i>Marketing An Introduction</i> | Nova Scotia Community College | Instructor | Undergrad | 22 | 52 | Winter, 2015 |
| Human Resource Management Dessler, G. et al (2014) <i>Human Resources Management in Canada</i> | Nova Scotia Community College | Instructor | Undergrad | 12 24 | 52 | Winter, 2019 2015 |

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|---|--------------------------------|--------------------|------------------|----------|-----------------|--------------|
| Management Topics (Change)/ Pieperl, J. (2010) <i>Managing Change, Cases and Concepts, 3e</i> | Mount Saint Vincent University | Instructor | Undergrad Senior | 40 | 36 | Spring, 2016 |
| Economics/ Cohen, A. (2015) <i>The Economic and Global Environment</i> | Nova Scotia Community College | Instructor | Undergrad | 22 | 52 | Fall, 2015 |
| Managing Diversity/ <i>Managing Diversity, Gender and other Issues</i> , Das, M. (2015) Pearson Custom Library | Mount Saint Vincent University | Instructor | Undergrad Senior | 32 16 | 72 2 classes | Fall, 2015 |
| Business Strategy/ Thompson, A., Petraf, M., Gamble, J., Strickland, A.J. (2012) <i>Crafting and Executing Strategy: The Quest for Competitive Advantage, 19e</i> <i>GLO BUS Business Simulation Platform</i> | Mount Saint Vincent University | Instructor | Undergrad Senior | 18 | 36 | Summer, 2015 |
| Integrated Marketing and Communication: Tuckwell, K., <i>Advertising in Action 4Ce</i> | Nova Scotia Community College | Teaching Assistant | Undergrad | 24 | | Winter, 2015 |
| Sociology/ Carl, J.D., Belanger, M. (2015) <i>Think Sociology 2ce</i> | Nova Scotia Community College | Instructor | Undergrad | 8 | 56 | Winter, 2015 |
| Organizational Behaviour: Individuals in Organizations/ Nelson, D.L., Quick, J.C., Armstrong, A., Condie, J. (2015) <i>ORGB, 2ce</i> | Mount Saint Vincent University | Instructor | Undergrad | 42 | 36 | Winter, 2015 |

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|---|---|-------------|------------------|----|----|--------------|
| Strategy and Prioritization/ Norton, K., Kaplan, R.S., (1996) <i>The Balanced Scorecard Translating Strategy Into Action</i> | Fisheries & Oceans Canada | Facilitator | Adult Learners | 16 | 16 | Winter, 2015 |
| Business Strategy/ Thompson, A., Petraf, M., Gamble, J., Strickland, A.J. (2012) <i>Crafting and Executing Strategy: The Quest for Competitive Advantage, 19e</i> <i>GLO BUS Business Simulation Platform</i> | Mount Saint Vincent University | Instructor | Undergrad Senior | 41 | 36 | Fall, 2014 |
| Business and Society Karakowsky, L., Carroll, A., Buchholtz, A. (2005) <i>Business and Society: Ethics and Stakeholder Management, 1e</i> | Mount Saint Vincent University | Instructor | Undergrad Senior | 35 | 36 | Fall, 2014 |
| Management Topics (Change)/ Pieperl, J. (2010) <i>Managing Change, Cases and Concepts, 3e</i> | Mount Saint Vincent University | Instructor | Undergrad Senior | 15 | 36 | Fall, 2014 |
| Change Management for Organizations/ Hiatt, J. (2004) <i>Employee's Survival Guide to Change</i> | Nova Scotia Department of Health and Wellness | Instructor | Adult Learners | 40 | 16 | Winter, 2014 |
| Introduction To Information Systems In Organizations/ Frost, R., J. Pike, L. Kenyo, A, and Pels. S. (2011) <i>Business Information Systems: Design an App for That and Moodle</i> | Mount Saint Vincent University | Instructor | Undergrad | 40 | 36 | Fall, 2013 |

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|---|---|-------------------------|----------------|----|----|--------------------------|
| Managing Organizational Issues/ Robbins S.P., Coulter M., Leach E. and Kilfoil M. (2011) <i>Management</i> | Dalhousie University | Teaching Assistant | Undergrad | 40 | 36 | Fall, 2013 |
| Business Issues for Electronic Commerce/ Chaffey, D. (2011) <i>E-Business and E-Commerce Management</i> | Dalhousie University | Teaching Assistant | Graduate | 16 | 36 | Fall, 2013 |
| Starting Lean Entrepreneurship/ Blank, S., Dorf, B. (2012) <i>The Start-up Owner's Manual</i> udacity.com MOOC | Dalhousie University | Team Mentor | Undergrad | 35 | 36 | Fall, 2012 |
| Change Management for Organizations/ Hiatt, J. (2004) <i>Employee's Survival Guide to Change</i> | Service Nova Scotia | Consultant & Instructor | Adult Learners | 12 | 16 | Spring, 2012 |
| Change Management for Organizations Hiatt, J. (2004) <i>Employee's Survival Guide to Change</i> | Nova Scotia Agricultural College | Consultant & Instructor | Adult Learners | 12 | 16 | Fall, 2011 |
| Balanced Scorecard and Management/ Norton, K., Kaplan, R.S., (1996) <i>The Balanced Scorecard Translating Strategy Into Action</i> | Centre for Entrepreneurship Education and Development | Instructor & Coach | Adult Learners | 8 | 16 | Fall, 2010 |
| Professional Development Summit Seminars Fauteux, J. (2011) <i>How High is Too High & (2010) Off With His Head! & (2009) Career Assignment Nirvana</i> | Nova Scotia Professional Association | Instructor | Adult Learners | 40 | 8 | Spring, 2011, 2010, 2009 |

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| Computers, Ethics, and Society/ Ermann, M. D., Shauf, M. S. (2003) <i>Computers, Ethics, and Society</i> | Dalhousie University | Instructor | Undergrad | 28 | 36 | Fall, 2009 |
| Career Management for Professionals/ Moses, B. (1997) <i>Career Intelligence Mastering The New Work and Personal Realities</i> | xwave Bell Aliant | Instructor & Coach | Adult Learners | 24 | 16 | Spring 2005, 2006 |
| Economics of Success/ Junior Achievement, <i>Economics of Success Guide for Volunteers and Teachers</i> | Junior Achievement of Nova Scotia | Instructor | High School | 30 | 54 | Winter, 2003-2009 (9 Years) |
| Introductory Economics/ Colander, C., et al. (2003) <i>Micro</i> and Parkin, M., Bade, R. (1994) <i>Macro Canada in the Global Environment</i> | Nova Scotia Community College | Instructor | Undergrad | 34 | 36 | Fall, 2003 |
| Workforce Planning for Human Resource Business Partners/ Bechet, T., (2002) <i>Strategic Staffing A Practical Toolkit for Workforce Planning</i> | Maritime Life Assurance | Instructor & Coach | Adult Learners | 16 | 16 | Spring, 2003 |
| Lateral Thinking for Teams/ De Bono, E. (1985) <i>Six Thinking Hats</i> | IBM Canada Executive Education Centre | Instructor | Adult Learners | 12 | 32 | Fall, 1991, 1992 |

ACADEMIC CONFERENCE AND WORKSHOP PARTICIPATION

- ◆ HEC Montreal ERPsim Lab, April, 2019 (Virtual Workshop)
Teaching with ERP SIM (Certification in Progress)
- ◆ Tableau User Group, Halifax, May, 2019
Healthcare Visualization Applications Using Tableau
- ◆ Canadian Council for SME's and Entrepreneurship (CCSBE), Halifax, May, 2018
Collaborating to Build Vibrant Entrepreneurship Networks
- ◆ Facilitating Adult Learning, Assessment and Evaluation Workshops, Truro, June, 2017
- ◆ Designing On-Line Courses with D2L Workshop, Halifax, June, 2017
- ◆ D2L/Brightspace Community Learning Event, Dartmouth, Canada, May, 2016
- ◆ Nova Scotia Community College Festival of Learning, Dartmouth, Canada, May, 2016
Empowering Tides of Change
- ◆ Centre for Learning and Teaching Blended Learning Series, Halifax, Canada, February, 2016
Dalblend Mash Up
- ◆ Celebration of Teaching and Learning Day, Halifax, Canada, August, 2015
The Integration of Learning in Community Service
- ◆ The European Conference on Education, Brighton, United Kingdom, July, 2105
Education, Power, and Empowerment: Changing and Challenging Communities
- ◆ Nova Scotia Community College International Learning, Halifax, Canada, May, 2015
International Intercultural Classroom Workshop
- ◆ Dalhousie Computer Science In House Conference, Halifax, Canada, November, 2014
The Full Breadth of Computer Science Research
- ◆ Centre for University Teaching and Learning, Halifax, Canada, April, 2014
Fostering Deep Learning with Technology
- ◆ International Institute for Qualitative Methodology, Halifax, Canada, 2013
Qualitative Health Research
- ◆ Association for Qualitative Research, Halifax, Canada, 2012
Using ATLAS.ti Graduate Student Workshop

PROFESSIONAL PRACTICE PROFILE

Jules Fauteux helps teams and individuals to improve performance and realize better results. He collaborates with his clients helping them to think, plan, change, and grow. He works with both large and small organizations, often in the information technology sector. He has mentored and consulted with entrepreneurs leading startup companies including new ventures recognized at Canada's Next36 and on CBC's Dragon's Den. He holds a Master of Business Administration, is a Fellow Certified Management Consultant, and a Certified Human Resource Professional.

Jules is currently Principal Consultant at Talentlogix Inc. where his practice areas include strategy, planning, and change management. He was most recently Managing Director of Professional Services at xwave, a Division of Bell Aliant where he provided leadership to 1,000 practitioners and contractors in 6 Canadian provinces and parts of the USA. In a matrix model, his responsibilities included oversight of practices, projects, and people across all business functions including marketing.

Prior to joining xwave, Jules was founder and President of APEX Workforce Management, a Halifax based start-up consultancy focused on helping professional services organizations improve results. He sold intellectual property associated with a risk analysis tool developed at APEX to Bell Aliant and later sold the business altogether. Prior to launching APEX Workforce Management, Jules was Vice President of Workforce Management for Fujitsu Consulting North America. His responsibilities included productivity, revenue, and employee satisfaction.

Previously, Jules held a variety of senior positions at IBM Canada. He was Manager of Market Driven Quality for Canada supporting national organizational services transformation, and General Business Manager for Atlantic Canada achieving superior business results and unprecedented levels of employee satisfaction. He also held sales and marketing management positions with IBM and was consistently recognized for marketing excellence by exceeding revenue targets and growing client relationships.

PROFESSIONAL BUSINESS ACHIEVEMENTS

**Talentlogix Inc.
Halifax, Nova Scotia**

July, 2008 – Present

- ◆ Developed strategic workforce plans, organizational structures, and key job descriptions for both **Nova Scotia Lands Inc.** and **Department of Transportation and Infrastructure Renewal**.
- ◆ Developed a strategic plan for the **Nova Scotia College of Early Childhood Education** reporting to a board committee and involving a wide range of internal and external stakeholders.
- ◆ Conducted a market scan for The Faculty of Computer Science at **Dalhousie University**. Developed a high level opportunity assessment describing North American and European trends and positioning a new program in the local market. Developed a high-level marketing plan.

- ◆ Developed a strategic plan at **ABM Integrated Solutions** focusing on marketing initiatives. Executed the plan as interim manager making improvements across the organization. Provided operational leadership to the IT Division including the sales and marketing team.
- ◆ Provided advice to leaders of a student start up, **Sage Mixology**. On a pro bono basis, reviewed a range of business decisions including the financial structure of the company which later went on to compete and win an investment offer from Arlene Dickinson on CBC's Dragon's Den.
- ◆ Provided advice to leaders of a student start up, **Purchext**. On a pro bono basis, offered marketing advice and provided networking support to the company who participated in TechCrunch and were selected to Canada's Next36 Program for young entrepreneurs.
- ◆ Facilitated a strategic planning process for **Garrison Brewing** and helped board members achieve consensus on key business decisions for the new venture. Developed a rewards package aligned with strategy and structure.
- ◆ Provided Change Management support for a restructuring initiative at **Service Nova Scotia and Municipal Relations**. Facilitated planning and design workshops. Applied the Prosci® change management methodology and tools. Coached senior executives on change related issues.
- ◆ Designed and facilitated an extended planning workshop for the leadership team at **Employment Nova Scotia**. Worked with the Director to develop an effective workshop approach to maximize engagement and post workshop execution of the plan.
- ◆ Developed a Change Management Strategy and Plan for **The Nova Scotia Agricultural College**. Worked with a transition team and focused on human resource changes required to devolve from government and establish a new, independent organization.
- ◆ Developed a Change Management Strategy and Plan for the **Nova Scotia Chief Information Office**. Applied the Prosci® Change Management methodology in an information technology context for 2 branches. Coached leaders on change management issues and techniques.
- ◆ Facilitated development and implementation of a Balanced Scorecard planning and performance management system leading to increased accountability and a change in culture at the **Centre for Entrepreneurship, Education, and Development**. Coached the leadership team.
- ◆ Initiated an organizational structure review to realize synergies across the **Skills and Labour Branch at Nova Scotia Labour and Workforce Development**. Analyzed the organization, conducted a best practices scan, and facilitated planning workshops for the “One Team” initiative.
- ◆ Provided executive recruitment support to **Sierra Systems Group, Vancouver** and (separately) **Irving Group, Moncton**.
- ◆ Developed a business strategy, an improved marketing mix, and a social media campaign to increase enrolment in Computer Science at **Dalhousie University**.

- ◆ Established and implemented workforce strategies for **Concertia Technologies** including employee surveys, employee focus groups, best practice research, organization and process redesign. Applied change management for the mid-sized professional services firm.
- ◆ Conducted a strategic and operational plan review for a **Division of The Department of Fisheries and Oceans Canada**. Worked with the leadership team to improve planning and performance management practices. Provided coaching to sustain a planning culture.

xwave a Division of Bell Aliant **September, 2004 – July, 2008**
Halifax, Nova Scotia; Toronto, Ontario; and Montréal Québec

- ◆ Coordinated development of a new vision and Strategic Plan for a re-start of **xwave** including consultation with employees, clients, partners and industry analysts. Prepared the Plan Package later approved by the Board of **Aliant** and helped communicate the plan broadly.
- ◆ Implemented a business transformation program following the new vision and strategy for **xwave's** re-start. Established a new business function and provided operational leadership in a matrixed environment to a team of managers and an employee base of about 1,000.
- ◆ Initiated a major acquisition of **Fujitsu Consulting Atlantic** and was an active member of the integration program for the resulting 100 new xwave employees.
- ◆ Performed as General Manager of the xwave **Toronto** location responsible for revenue, profit, service quality and employee satisfaction. Managed start up and staffing of 60 people for the Dossier Santé Électroniques de Québec project (Electronic Health Records) in **Montréal**.

APEX Workforce Management Inc. **March, 2003 – September, 2004**
Halifax, Nova Scotia

- ◆ Led the development of an opportunity assessment to identify areas of operational improvement for a large national Information Technology company, **xwave**. Collaborated with employees, clients, and partners. Reporting directly to the Chief Operating Officer, recommended changes in organization, people, process, and technology across the company.
- ◆ Developed a sourcing strategy for distressed positions for The **Department of National Defense Canada**. As a subcontractor conducted research, undertook analysis, and prepared the final senior management report to enable improved health care and physician recruitment.
- ◆ Facilitated the introduction of enterprise level workforce planning at **Maritime Life Assurance**. Developed and introduced a workforce planning framework for implementation by in-house Human Resource Business Partners.
- ◆ Defined business requirements and prepared an Opportunity Assessment for the implementation of a Recruitment Management Solution at **Maritime Life Assurance** in order to improve the recruitment process across the organization.

- ◆ Supported implementation of a new resource management function in the Information Technology Division of **Maritime Life Assurance**. Provided leadership and best practices.

Fujitsu Consulting and DMR Group **February, 1993 – March, 2003**
Halifax, Nova Scotia; Montréal Québec; Toronto, Ontario; and Edison, New Jersey

- ◆ Designed the **Fujitsu Consulting Global** Enterprise Management System as Business Systems Manager. Implemented Oracle Projects Enterprise Business Suite and PeopleSoft Human Resources to increase resource utilization and improve management accounting.
- ◆ Planned and supported integration and change management efforts for a major acquisition of **New Jersey** based **Trecom Consulting**. Advised senior leaders on cultural implications.
- ◆ Developed a new Strategic Plan for the **Fujitsu Consulting North American** Workforce Management function. Managed a change program to implement the plan.
- ◆ Facilitated a Business Reengineering Project and Operational Review of Court Administration for **Province of Prince Edward Island Supreme Court**.

IBM Canada **November, 1991 – January, 1993**
Markham, Ontario

- ◆ As **IBM Canada Manager of Market Driven Quality**, supported the company's service transformation by conducting client focus groups, leading process design workshops, and conducting market research. Helped redesign IBM as a services company.

IBM Canada **June, 1981 – October, 1991**
Halifax, Nova Scotia

- ◆ Started the **IBM Atlantic Canada General Business Marketing Division** as the first **Location Manager**. Recruited a service and sales organization of 20 professionals across 4 provinces. Responsibilities included sales and marketing, client satisfaction, channel management, revenue, and profit.
- ◆ Managed client relationships and developed business in Nova Scotia as **Client Executive** for a range of clients. Helped establish a new large Data Centre for the Province of Nova Scotia.
- ◆ Recognized with 2 Golden Circle Awards acknowledging the **top 1% of global sales** achievers as well as 7 awards for **over achieving Canadian** targets. Separately awarded Vice President Sales and Marketing Award on 2 occasions for overall business leadership.

ASSOCIATIONS AND MEMBERSHIPS

- ◆ Institute of Certified Management Consultants of Atlantic Canada, President 1997, Fellow 2011 – Present
- ◆ Digital Nova Scotia Member, 2009 – Present
- ◆ East Hants Chamber of Commerce Member, 2007 – Present
- ◆ Human Resource Association of Nova Scotia Member, 2007 – 2017
- ◆ NATO Secret Security Clearance, 2008 – 2015
- ◆ Association of Professional Recruiters of Canada, Member, 1999 – 2011
- ◆ Junior Achievement of Nova Scotia, Executive and Board Member, 2002 – 2010
- ◆ Nova Scotia Discovery Centre Youth Forum, Co-Facilitator, 2002 – 2003
- ◆ *NovaKnowledge*, Member, 1995 – 2002

PERSONAL

- ◆ Mission: To provide enduring value to my family, my students, my profession, my clients, and my community
- ◆ Career Objective: To help teams and individuals think, plan, change, engage, and grow
- ◆ Core Value: Respect for the individual
- ◆ Hobbies: Golf, squash, running/walking, swimming, music, movies, and (yes) yard work
- ◆ Strengths Finder® Signature Themes: Achiever, Learner, Individualization, Connectedness, Strategic
- ◆ Myers-Briggs Type Indicator®: Extraversion, Intuition, Thinking, Judging (ENTJ)
- ◆ Languages: Spoken; English and French, Written; English
- ◆ Youth: Rosemère Québec High School (RHS) Student Council President, RHS Band Member, Forum for Young Canadians Delegate, Xaverian Weekly Editor, St.F.X. University Senate and Board of Governors Student Representative