



Stephen Fanjoy

Over 30 years of extensive compensation and leadership training experience within the public sector ...

Stephen has over 30 years of extensive compensation and leadership training experience within the public sector. He holds a BA in Economics and a BBA in Business Administration from the University of New Brunswick and is a certified professional with the International Personnel Management Association (IPMA). He also has been accredited as an instructor for the Insurance Institute of Northern Alberta (IINA). Stephen is currently a part-time faculty member at both the University of Alberta and Grant MacEwan University lecturing in Effective Leadership and Strategic Human Resource Management.

Stephen was a Staffing Officer, Treasury Board Advisor and Compensation Officer for the Board of Management, Province of New Brunswick and Director, Department of Personnel for the Government of the Northwest Territories in Yellowknife, where he developed and managed a number of major human resource initiatives for the government. Since entering the consulting field 15 years ago, Stephen has facilitated coaching, leadership and supervisory skills sessions with the RCMP and Edmonton Police Services. He has also partnered with a number of community colleges in developing and delivering courses in performance management, supervision, effective workplace collaboration and job interview techniques.

ROLES HELD:

- Management Consultant
- Principal
- Business Owner
- Adjunct Professor
- HR Manager
- Treasury Board Advisor

KEY STRENGTHS:

- Professionalism
- Ethics & Values
- Strategic HR Expertise
- Emotional Intelligence
- Business Acumen
- Diverse Experience

You can expect to experience each of the following when you involve Beacon for Change:

- **Advice you can count on**
We only engage highly qualified consultants for the job. Our approach is honesty first, even when it's a hard message to deliver.
- **Results you can bank on**
By ensuring that the right people, processes, and tools are in place, you are assured of a higher return on your investment.
- **A friend you can lean on**
We are committed to your success, regardless of the challenges you may face in defining and achieving your goals.



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