

Nicole M. Weatherly

B.Ed., P.Eng., PMP, CMP

Toronto, Ontario, Treaty 13
nicole@nicoleweatherly.com

Summary: An innovative and dynamic leader with a proven track record in strategic organizational change management, workplace culture initiatives, digital transformations, and operational excellence to optimize employee/customer/user experiences, processes, and technologies.

Experience

September 2023 – Current, Toronto

Senior Manager, Digital Transformation & Strategy

Bank of Montreal (BMO)

Within BMO's Procurement Centre of Excellence and in collaboration with diverse stakeholders and vendors, leading a team of business analysts, process designers, and automation innovators to inform the development and delivery of digital products and innovations aligned with BMO's purpose.

April 2017 – Current, Toronto

Creative Engineer

Superstar X Inc.

Founded Superstar X, a collective for social change, leading co-design efforts for various initiatives promoting inclusivity and celebrating diversity, as well as providing end-to-end strategic advisory and design services centred around humanity-focused practices and perspectives.

August 2021 – September 2023, Toronto

Director of Transformation

Myles Ahead, Advancing Child & Youth Mental Health

Transformed relationships and processes for the intentional co-design of initiatives supporting child and youth mental health.

April 2018 – June 2019, Toronto

Manager, Change & Culture

Hydro One

Received President's Award, co-led Hydro One's inaugural 2SLGBTQ+ Employee Resource Group and participation in Toronto's Pride Parade, led the development of Hydro One's first Diversity & Inclusion Model, led change management for enterprise-wide projects, and provided advisory support for an enterprise-wide innovation process and technology.

July 2015 – February 2017, Calgary & Toronto

Manager, Consulting & Deals

PwC

Led diverse projects across government, public, and private sectors, collaborating on complex business problems within various lines of service.

November 2013 – July 2015, Calgary

Lessons Learned Lead, Global Health, Safety & Environment

Talisman Energy

Led the development and implementation of the Talisman Lessons Learned Program, contributing to a stronger and sustainable HSE culture.

Education

Bachelor of Science, Chemical Engineering

University of Calgary

Bachelor of Education, Secondary Mathematics

University of Calgary

Skills

- Authentic & Empathetic Leadership
- Team Management
- Strategic Business Planning
- IT & Management Consulting
- Needs and Performance Analysis
- Waterfall & Agile Methodologies
- Process Optimization
- CX/UX/UI
- Design Thinking
- Service Design
- Digital Transformation
- Change Management
- Multiplatform Communications
- Diversity, Equity, and Inclusion
- Governance & Policy Development
- Program & Project Management

Methodologies

- Waterfall, Agile, Kanban, Scrum
- Human-Centred Design, Design Thinking, Double-Diamond Process
- PMBOK, ADKAR

Experience (Continued)

March 2011 – November 2013, Calgary

Lessons Learned Lead, Global Knowledge Mgmt., IT Services

Nexen Energy

Led the revision and implementation of the Nexen Lessons Learned Program, mitigating risks and improving performance globally.

Summary of Additional Experience (Details Available Upon Request):

- Evaluations Engineer, Acquisitions and Divestitures | Penn West Energy
- Field Engineer, Exploration and Production | Penn West Energy
- Project Engineer, Engineering, Procurement, and Construction Management | O'Rourke Engineering
- Various Teacher Roles | Various Public and Private School Boards

Projects

1. OSFI B-10 Third-Party Risk Management Enhancement Program
2. Safer Space: A Human-Centred Experience for Advancing Child & Youth Mental Health
3. Myles to Mars: A Global Best Practice, Evidence-Informed Framework and Toolkit
4. The X Shop: An Online Shoppable Art Gallery for Underrepresented Artists
5. Superstar X Magazine: A Digital Publication that Celebrates Diversity
6. The X Gallery: A Virtual Art Gallery in the Metaverse
7. The X Summit: (un)Learning Summits for Truth & (re)Conciliation
8. FACTOR Grant Application: Sinzere, Hip-Hop Artist, awarded 50K+
9. Human Resource Information System Implementation
10. Customer Technology Modernization Change Management
11. Innovation Process & Technology
12. Innovation Workshop
13. Diversity & Inclusion Strategy
14. Automotive Supplier Innovation Project Due Diligence
15. HR Processes Review
16. Work Management Assessment
17. Master Data Management Model Development
18. Mobile OCM Stakeholders Project
19. Operational Compliance Program
20. Policy Improvement Project
21. Global HSE Lessons Learned Program
22. Merger Integration
23. Global Lessons Learned Program
24. Acquisitions & Divestitures
25. Oil & Gas Optimization
26. Engineering, Procurement, and Construction Management

Technology

Microsoft 365	Jira
Adobe Creative Cloud, Canva	MiForms - Dexterra
Zoom, MS Teams	Ariba
Google Workspace	Hana
Miro, Mural, Slido	HRIS Software
Shopify, Webflow, Squarespace, Figma	CTM Software
YouTube, Vimeo	Innovation Software
Metaverse, ArtGate, Oculus Quest 2	Coupa

Credentials

December 2023

Scrum Master Certification

The Knowledge Academy

November 2023

ITIL Foundation Certificate in ITSM

Axelos

August 2022

Service Design Certificate

Experience Haus

April 2023

Fineline Co-Lab Program Certificate

OCAD U

June 2018

Change Management Practitioner Prosci

March 2018 - March 2024

Project Management Professional

PMI®

September 2012

Professional Engineer

APEGA

September 1998

Permanent Professional Teacher Alberta

Education

July 2021 - July 2031

Reliability Status and Level II ("Secret")

Screening Certificates: Government of Canada Security

April 2022

Canadian History Through the Lens of Indigenous Women (Cohort 6)

Deyen

March 2022

Integrated Accessibility Standards Regulations

Access Forward

March 2022

Reconciliation Education

First Nations University of Canada

February 2021

Working Together: The Ontario Human Rights Code and AODA

Ontario Human Rights Commission

February 2021

Human Rights 101

Ontario Human Rights Commission

February 2021

Call It Out: Racism, Racial Discrimination and Human Rights

Ontario Human Rights Commission