

Bio and Experience

Carol Gabanna's passion is learning – her clients', her colleagues' and her own. She is an experienced governance consultant, facilitator and trainer for non-profit and public organizations and works with HR Atlantic, the leading HR consulting firm in Atlantic Canada. Carol's talents are in stimulating personal and group excellence, whether it is facilitating an organization's planning or problem solving, coaching an executive, teaching a group of managers how to manage employee performance, or teaching a board how to govern their nonprofit organization. Carol draws on her experiences in a variety of large and small organizations as a manager, a CEO, a board member and an employee.



Carol received her BBA at the University of Prince Edward Island. She was a manager in a hospital, then CEO of a nonprofit health organization. Carol worked for 5 years for the Province of P.E.I. as a member of a team of internal consultants, delivering training and facilitation to managers and employees in the public sector. For four years Carol was with a community college delivering facilitation services and contract training in the areas of leadership and organizational development.

Carol is a Certified Executive Coach through Royal Roads University and is an Associate Certified Coach through the International Coach Federation.

Carol specializes in the Policy Governance® model created by Dr. John Carver and has been personally trained by Dr. Carver in the theory and implementation of the model. Carol has extensive experience working with, for and on boards. Carol is co-author of *The OnTarget Board Member: 8 Indisputable Behaviors* and of *The Policy Governance Fieldbook: Practical Lessons, Tips and Tools from the Experiences of Real – World Boards*. She has published articles in several national publications. Carol is a past board member of the International Policy Governance Association. Carol has consulted with boards across Canada and the US - organizations large and small in many fields including: health charities, colleges, public schools, health, regulatory bodies, arts, heritage, family violence, literacy, and workers compensation.

Carol's group facilitation experience is with both small and large groups – groups of four to groups of two hundred and fifty. She is highly skilled at creating a safe environment for learning and collaborating, understanding and meeting the clients' needs and using a flexible and adaptive approach to group facilitation. She is a gifted in engaging group members using interactive processes and her love of learning. She is skilled in designing and facilitating large and small group interactive processes including processes for: reviewing and debriefing documents, imagining the future, generating ideas, understanding and discussing diverse views and planning action steps. Carol's work with groups is based on three core beliefs: every person in the group matters – every voice matters and every perspective matters; processes are



powerful for creating safety, belonging and forward motion; the facilitator operates best from a place of not knowing. Carol trains and mentors facilitators – she loves to teach what she does!