

Denis Halyk, CPHR (Retired) – Honorary Member Award

Denis Halyk has worked as a human resource professional in Alberta for over forty years. He worked for a provincial crown corporation and a national crown agency for thirty-two years before becoming a consultant. As a trained Independent Third-Party Investigator, he had been contracted by the Institute to undertake the investigation of a complaint of professional misconduct. He later provided assistance with the review and update of the Personnel Policies and with recruitment of several employees. In 2011 he was appointed as one of three Public Members on Council for a three-year term and was reappointed for a second term which lasted for almost four years.

Born and raised in small town Saskatchewan and having attended the University of Saskatchewan, Denis certainly was well aware of the agricultural side of the agrology profession – but was not aware of the environmental side. He quickly realized this to be a rational extension to professionals learned in foods (animals and crops), soils, and water. He was especially pleased that the provincial government recognized this expertise when they approached the Institute for advice and assistance with understanding and regulating greenhouse gases and wetlands.

While on Council Denis served on the Audit Committee and on the Chief Executive Officer Compensation Review Committee. Prior to attending university, he had completed one year in the Chartered Accountant Practicum Program in which he audited many, many retail businesses and financial institutions across Saskatchewan and developed and implemented professional audit procedures and reporting to the Annual Audit. Similarly, he developed and implemented professional compensation procedures and reporting to the annual CEO Compensation Review.

His consistent advice to the CEO, Chair and Council and any and every supervisor/manager, “ALWAYS be hard on results and easy on people.”