

MEGHAN E. HINES

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PROFILE

- Veteran powerchair hockey para-athlete committed to the growth and development of the sport across Canada and worldwide.
- Proven ability to leverage exceptional organization skills developed through a broad range of employment and volunteer roles to work within highly complex and fast-paced environments.
- Strong experience quickly building knowledge and leveraging strong conceptual, analytical and execution capability to add value.
- Skilled HR professional with a demonstrated ability to build strong professional relationships and consistently maintain a positive outlook, while working in a high-pressure, fast paced environment.

WORK EXPERIENCE

RBC

Senior Manager, Portfolio Management & Strategy Integration, RBC

June 2014 – Present

February 2022 – Present

Optimize collective focus, effort and resources in delivering HR solutions that are relevant, impactful and aligned to the HR Strategy. Responsible for establishing and maintaining routines and processes to prioritize, align and integrate priority work against outcomes, across HR and the enterprise. Lead the support and evolution of the Talent Integrator Community, developing and maintaining regular routines to ensure a clear line of sight across HR portfolios, to help build an understanding of initiatives and timelines.

Lead, HR Strategy & Solutions Designer, Talent Solutions, RBC

January 2021 – February 2022

Executed the design and build of solutions to enable business leaders and HR partners' goals to inspire and grow talent and set RBC apart. Developed solutions aligned to talent strategies, working in partnership with Product Owners, Scrum Masters, Designers and HR experts. Designed and delivered high quality solutions, with a strong focus on agile practices, employee/user feedback and innovation.

Senior Manager, HR Initiatives, Functions, RBC

November 2018 – December 2020

Manager, HR Initiatives, Functions, RBC

June 2017 – October 2018

Led, managed and supported HR related initiatives across multiple geographies in partnership with HRBP's, HR COE's and leaders aligned to RBC and Function business/people strategies. Provided design, thought leadership and implementation expertise on HR related initiatives based on strong RBC organizational awareness and HR background. Provided insights and developed action plans to drive high impact people and business outcomes.

Coordinator, Office of the CEO, RBC

February 2016 – June 2017

Contributed to the organization and management of RBC's innovative thought leadership engine. Provided support on a broad range of accountabilities related to day-to-day operations to ensure the dynamic, fast-paced team ran in an efficient and organized manner. Involved extensive interaction with internal and external senior executives and government officials requiring a high-level confidentiality, tact and diplomacy.

Coordinator, Executive Recruitment, RBC

June 2014 – January 2016

Supported the Executive Recruitment team while acting as a key point of contact for internal and external stakeholders. Responsible for managing and improving effectiveness of Executive Recruitment activities.

RBC Diversity Leadership Roles

2014 – Present

National Co-Chair and Toronto Chapter Co-Founder, REACH Employee Resource Group (ERG) (2014-Present)

- Initiated and led the restructure of the REACH National Steering Committee, identifying strategic priorities and required committee roles to meet these priorities.
- Organized and executed a range of events and initiatives to achieve the broader REACH mission including a fireside chat discussing the new Accessible Canada Act with Minister Carla Qualtrough and a roundtable session with RBC Chair of the Board, and REACH members.

HR Diversity Leadership Council Member (2015-2020)

- Support the development of strategies and initiatives to reinforce and drive a strong focus on Diversity and Inclusion across HR.

Co-Chair, National Office DLC Persons with Disabilities (PWD) work stream (2015-2017)

- Organized 'Innovation: Casting a Wider Net,' a panel discussion featuring former Lt. Gov of Ontario, Honourable David Onley and two other entrepreneurs aimed at increasing understanding of the value of the untapped client and market segment of PWDs.

External Recruitment Screener, TD Bank

August 2010 – June 2014

Sourced candidates for the Customer Service Representative part-time and casual role across Canada.

BOARD EXPERIENCE AND COMMUNITY ACTIVITIES

PowerHockey Canada (PHC)

December 2018 – Present

Co-Founder & President, PHC

January 2022 – Present

Co-Founder & Vice President, PHC

December 2018 – December 2021

Responsible for defining overall strategic direction as well as ongoing operations. PowerHockey Canada, a Registered Canadian Amateur Athletic Association, aims to develop and support leagues from the local recreational level up to and including a national high-performance training program.

- Actively seek partnerships with other organizations to increase the profile and recognition of powerhockey and its para-athletes nationwide.
- Developed and executing strategic plan which outlines key priorities and activities to help achieve overall vision and direction.
- As 2019 Australian Championships Team Canada Manager, coordinated involvement in the tournament including all logistics, fundraising efforts and communication with Canadian delegates.
- Supported the IWAS International Powerchair Hockey Development Officer in establishing and organizing the Global Development Network (GDN). The objective of the GDN is to continue the growth and development of powerchair hockey around the world through collaboration and a focus on improving the quality of experiences.

PowerHockey Toronto (PHT)

August 2018 – Present

Co-Founder & Vice President, PHT

January 2022 – Present

Co-Founder & Director of Fundraising, PHT

August 2018 – December 2021

Responsible for defining overall strategic direction as well as ongoing operations. PowerHockey Toronto provides para-athletes of all abilities that use a power wheelchair the opportunity to participate in the competitive team sport of powerhockey, supported by an inclusive social environment.

- Organized PowerHockey Canada's inaugural 2019 PowerHockey Canada Cup featuring teams from across North America. Responsible for securing over \$30,000 in corporate sponsorship and in-kind donations.
- Led the development, organization and fundraising efforts for the 2021 PowerHockey Canada Summit, a three-day virtual event aimed at uniting and engaging the powerhockey and broader parasport community.

Powerhockey Para-Athlete (Wheelchair Ball Hockey)

1999 – Present

Play forward and defense in recreational leagues and high performance programs. Recognized by coaches and team members for leadership ability, strategic thinking and problem solving both on and off the floor.

- Selected to represent Canada at the 2018 & 2022 Powerchair Hockey World Cup and 2019 Australian Championships.
- Represented Toronto at multiple North American and Canadian Championships as team Captain (2014 and 2016) and Assistant Captain (2012, 2018, and 2019).
- Recipient of numerous awards and recognition, including:
 - 2017 Canadian Championships Best Stick Attached Player
 - 2016 North American PowerHockey Cup Most Sportsmanlike Player
 - 2008, 2010, and 2014 North American PowerHockey Cup Most Outstanding Defenseman
 - 2010 and 2014 Dianne Trottier Award, presented annually to a player who takes a leadership role and makes a strong contribution back to the league

Board of Director, Centre for Independent Living in Toronto (CILT)

September 2013 – October 2018

Board Chair, CILT

May 2015 – October 2018

Board Vice-Chair, CILT

November 2015 – April 2015

Responsible for fulfilling all fiduciary duties while overseeing governance and policy implementation. CILT is a not-for-profit with a budget of approximately \$65 million. Primary purpose is to administer the Direct Funding Program, a government funded program which provides attendant care funding to individuals with disabilities.

Lions Foundations Dog Guides of Canada

April 2000 – Present

Contributed as a Dog Guide owner to raising awareness of the role and positive benefits Service Dogs offer.

- Recorded Public Service Announcements (Radio and Television), spoke at a range of small to large events and participated in the Annual Walk for Dog Guides.
- Personally raised over \$50,000 over five years to sponsor five service dogs for individuals with physical disabilities.

COMMUNITY INVOLVEMENT RECOGNITION

- Founders Award, CILT 2020
- Queen Elizabeth II Diamond Jubilee Medal 2012
- Girl Guides of Canada - Chief Commissioners Gold Award 2009

EDUCATION

Honours Bachelor of Commerce

September 2009 – April 2014

DeGroot School of Business, McMaster University, Hamilton, ON

- Area of focus: Human Resources and Management