

JULES FAUTEUX, PhD, FCMC

I am a management consultant and teacher with 25 years of business experience. My clients are often in the public sector, including education. My work helps to successfully deliver projects, often with a technology dimension. Over the past five years I have been focused on post-secondary teaching.

BUSINESS ACHIEVEMENTS

Talentlogix Inc., Principal Consultant
Halifax, Nova Scotia

July, 2008 – Present

I deliver projects in the areas of strategy, planning, change management, and staffing. Select clients include: *Nova Scotia Lands Inc.* where I delivered a human resource planning project; *Department of Fisheries and Oceans* where I developed a work planning system; *Labour and Advanced Education* where I supported a departmental program review; *Service Nova Scotia* where I advised senior leaders on a major restructuring change; *Centre for Entrepreneurship Education and Development* where I helped to develop and implement a Balanced Scorecard management system; and *Dalhousie University* where I analyzed new computer science programming alternatives.

xwave/ Bell Aliant, Managing Director of Consulting Services
Halifax, Nova Scotia; Toronto, Ontario; and Montréal Québec

September, 2004 – July, 2008

I provided operational leadership to 1,000 business consulting practitioners and contractors in 6 Canadian provinces and parts of the USA reporting in a matrix model. My responsibilities included oversight of all practices, projects, and people. I led the development of xwave's strategy over multiple planning cycles including a major acquisition. I also led development of a new career management program and participated in development of a learning strategy for the parent company, Bell Aliant.

APEX Workforce Management Inc., Co-Founder and President
Halifax, Nova Scotia

March, 2003 – September, 2004

I co-founded and then later sold this company which was focused on helping professional services firms to improve operations. We developed and licensed tools to help optimize business processes and provided support services. Our intellectual property was sold prior to outright sale of the business.

Fujitsu Consulting and DMR Group, Vice President
Halifax, Nova Scotia; Montréal, Québec; Toronto, Ontario; and Edison, New Jersey

February, 1993 – March, 2003

I led staffing operations across *DMR Group* and *Fujitsu Consulting North America* through a team of 50 Resource Managers reporting in a matrix model. I led the implementation of best practices including adoption of Oracle Projects Enterprise Business Suite and PeopleSoft Human Resources as Business Systems Manager. I also supported integration of a major USA based acquisition, *Trecom Consulting*.

IBM Canada Ltd., Marketing Representative and Marketing Manager
Halifax, Nova Scotia; and Markham, Ontario

June, 1981 – January, 1993

I developed client relationships and sold solutions to general business and enterprise clients. I progressed into management leading a team of 18 sales and engineering professionals across Atlantic Canada. I was awarded Americas Far East Top 5% Golden Circle twice. At Canadian headquarters I had responsibility for commercial analysis, executive education, and a total quality initiative.

EDUCATION AND CERTIFICATIONS

Community College Education Diploma, Nova Scotia Community College (Halifax, NS), 2018
Doctor of Philosophy in Interdisciplinary Studies, Dalhousie University (Halifax, NS), 2017
Certificate in University Teaching and Learning, Dalhousie University (Halifax, NS), 2015
Fellow Certified Management Consultant, FCMC Institute of Certified Management Consultants, 2011
Certified Human Resource Professional, CHRP Canadian Council of Human Resource Associations, 2011
Certified Change Manager, Prosci® Learning Center, 2008
Master of Business Administration, MBA Saint Mary's University (Halifax, NS), 1995
Bachelor of Business Administration, BBA (Economics) St. Francis Xavier (Antigonish, NS), 1981

PRESENTATIONS AND AWARDS

Blended Teaching Experiences in Business Strategy with GLO-BUS Simulation. Dalhousie University Centre for Teaching and Learning, Dalblend Workshop, 2015.

What She Said: Career Histories of Nova Scotia Information Communication Technology Women Executives – Barriers and Enablers to Career Advancement. Dalhousie Computer Science in House Conference, 2014. Awarded Honorable Mention for Best Presentation.

Mitacs Accelerate PhD Fellowship Award, 2013; and Nova Scotia Government Scholar Award, 2016.

How High Is Too High? A Discussion about Compensation and Pricing Strategies for Professionals. Nova Scotia Professional Development Summit Workshop, 2011.

Off With His Head! A Discussion about Professional Ethics. Nova Scotia Professional Development Summit Workshop, 2010.

Career and Assignment Nirvana. A Discussion about Career Management for Professionals. Nova Scotia Professional Development Summit Workshop, 2009.

From Vision to Reality, Information Technology and the Future of Atlantic Canada. Atlantic Provinces Economic Council Workshop, 2000.

Cooperative Business Solutions, an Alternative Government Procurement Strategy. An Evaluation and Assessment of Risks. Institute of Certified Management Consultants Conference, 1995.

Teamwork Award, IBM Canada Ltd., 1992.

Americas Far East Golden Circle of Marketing Excellence Award, IBM Canada Ltd., 1985, 1987.

Hundred Percent Club Award, IBM Canada Ltd., 1983, 1984, 1985, 1987, 1988, 1989.

Outstanding Marketing Management Award, IBM Canada Ltd., 1985, 1987.

TEACHING APPROACH AND EXPERIENCE

I have always wanted to teach. From the outset of my career it has been my intention to transition from business practice to business education so that I can develop individuals and community. Earlier in my career I experimented with teaching and validated my passion. For the past 5 years I have committed to teaching and learning. Colleagues have helped me to be a better teacher. Overall, learner feedback has been positive and supportive. As a teacher, I am a work in progress.

My teaching approach is generally hands on and applied, focused on workplace readiness. I use a balance of presentation, discussion, reflection, experiential learning activities, and service learning projects. In the spirit of portfolio learning I work to develop learner skill, ability, and confidence. I help learners to achieve and demonstrate their full potential.

My teaching has typically been classroom based, with one course taught purely on-line. I generally blend on-line learning with the classroom experience. I have used a variety of learning technologies including: Moodle; Collaborate; D2L/Brightspace; and GLO-BUS simulation. I also recently edited an instruction manual (Organizational Behaviour, Robbins et al, Pearson, 2018).

I have taught what would be equivalent to 40 full semester courses in the post-secondary environment and several adult education courses & workshops. Following is a summary:

- ◆ Term Faculty at *Nova Scotia Community College*, School of Business (Dartmouth, Nova Scotia)
Fall, 2000, Winter 2015 – Ongoing

Management Principles; Project Management; Economics; Marketing I and II; Professional Selling; Organizational Behaviour; Contemporary Business Issues; Management Practicum; Computer Applications for Human Resources; Sociology; Introduction to Enterprise Systems; and Human Resource Management.

- ◆ Part Time Faculty at *Mount Saint Vincent University*, Department of Business and Tourism and Hospitality Management (Halifax, Nova Scotia)
Fall 2013 – Ongoing

Introduction to Information Systems in Organizations; Management Topics; Business Policy; Business Ethics and Society; Organizational Behaviour II; Managing Diversity; Services Marketing; Human Resource Management; and International Business Management.

- ◆ Teaching Assistant, *Dalhousie University*, Faculty of Management (Halifax, Nova Scotia)
Fall, 2013 - Winter, 2014

Managing Organizational Issues; and Business Issues for Electronic Commerce.

- ◆ Part Time Faculty, *Dalhousie University*, Faculty of Computer Science (Halifax, Nova Scotia)
Fall, 2009

Computer Ethics and Society.

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ASSOCIATIONS AND MEMBERSHIPS

Institute of Certified Management Consultants of Atlantic Canada Member, 1995 – 2011; Vice President, 1997; President, 1998; and Fellow, 2011 – Present

Human Resources Association of Nova Scotia Certified Professional and Member, 2009 - 2017

Digital Nova Scotia Member, 2009 – 2017

East Hants Chamber of Commerce Member, 2007 – 2017

Junior Achievement of Nova Scotia Executive Committee and Board Member, 2002 – 2010

Association of Professional Recruiters of Canada Member, 1999 – 2011

NovaKnowledge, Member, 1995 – 2002

COMMUNITY SERVICE

Nova Scotia Community College United Way Campaign Committee Representative, 2017 - 2018

Nova Scotia Community College Financial Awards Volunteer Adjudicator, 2017 - 2018

Nova Scotia Community College Writing Centre Volunteer, 2016 - 2018

Nova Scotia Community College Challenge Nova Scotia Mentor, 2016 - 2018

Saint John XXIII Parish Human Resource Committee Chair, 2010 - Present

Red Cross Humanitarian Award Dinner Recipient Co-Chair, 2015

Scotiabank Dragon's Den Student Mentor, 2015

Starting Lean Entrepreneurship Program Team Mentor, 2013

Dalhousie Faculty of Computer Science, Industry Advisory Council Chair, 2010 - 2015

SIFE (now Enactus Canada) Atlantic Student Entrepreneur Competition Judge, 2010 - 2011

Nova Scotia Discovery Centre Youth Forum Co-Facilitator, 2002 - 2003

PERSONAL

Strengths Finder® Themes: Achiever, Learner, Individualization, Connectedness, Strategic

Myers-Briggs Type Indicator®: Extraversion, Intuition, Thinking, Judging (ENTJ)

Languages: Spoken; English and French, Written; English