

Alison Krokoszynski, CPHR

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CAREER SUMMARY

Human Resources leader and CPHR with 10+ years of progressive experience helping organizations build strong, engaged teams. I take a hands-on, partnership-driven approach—learning the business, understanding what matters to people, and translating that into practical HR strategies that improve retention, engagement, and leadership effectiveness. I'm passionate about helping people succeed and creating environments where teams can do their best work.

HR COMPETENCIES

HR Business Strategy • Organizational Design & Change Management
Employee Relations & Coaching • Talent Management & Workforce Planning
Performance Management • Learning & Development • Employee Experience •
Employment Law (Canada) • HR Analytics & HRIS • Compensation & Benefits

PROFESSIONAL EXPERIENCE

Human Resources Manager
Bell Lumber & Pole | Vernon, BC | Aug 2024 – Present

Strategic HR lead for Canadian operations in a complex, regulated environment; trusted advisor to senior leadership in the US.

- Partner with executives and people leaders on workforce planning, organizational culture, engagement, compensation philosophy, LMS and change initiatives.
- Lead the full employee lifecycle across Canada, ensuring consistent, compliant, and people-centered people practices.
- Coach leaders through employee relations matters, investigations, performance management, and progressive discipline.
- Design and implement HR programs aligned to business goals, including onboarding, leadership development, and performance management.
- Built and launched a Canadian onboarding ecosystem (SharePoint-based) to simplify the employee experience and accelerate productivity.
- Ensure compliance with provincial employment standards, human rights legislation, health & safety, and internal policies.
- Oversee HRIS data integrity, compensation/benefits administration, and salary benchmarking.

Human Resources Manager

Stutters Restorations | Kelowna, BC | Sept 2022 – Aug 2024

Owned HR strategy and execution for a multi-site organization of 100+ employees during a period of growth and operational change.

- Reduced voluntary turnover by 25% by implementing structured onboarding, development pathways, and manager enablement.
- Increased engagement by 40% through recognition programs, communication tools, workshops, and employee listening strategies.
- Built custom training in LMS for supervisors, managers, and employees to enhance effectiveness, improve health & safety, and tie in to company mission and values.
- Designed and rolled out a performance management framework focused on clarity, coaching, and continuous improvement.
- Partnered with leaders on employee relations, organizational design, and succession planning.
- Secured 70% reimbursement of training investments through government grants.
- Adopted mental health and DEI initiatives to strengthen culture and psychological safety.

People, Culture & Operations Manager

Octopus Garden Holistic Centre | Toronto, ON | Dec 2020 – Jun 2022

- Led HR and operations through a successful transition to remote and hybrid work.
- Built foundational HR infrastructure including policies, employee handbook, onboarding, and training programs.
- Recruited, coached, and developed teams while maintaining a strong, people-centered culture.

Operations & HR Manager

Octopus Garden Holistic Centre | Toronto, ON | Aug 2018 – Mar 2020

- Directed HR/payroll for 65 employees; improved vendor efficiency cutting costs by 30%.
- Increased membership by 241 members, generating \$1.2M annual revenue.

Earlier Roles

HR & Operations Leadership roles across hospitality, events, and service organizations. Former wedding and event manager with deep project management expertise, stakeholder coordination skills, and a strong bias toward execution.

EDUCATION & DESIGNATIONS

- **CPHR** - Chartered Professionals in Human Resources BC & Yukon
- **Human Resources Management Certificate** - Simon Fraser University
- **BSc Science & Business**, University of Waterloo (Double Major, Cooperative)
- **Professional Development**: Connected Leadership (Harvard Business School), Event Design, Digital & Social Media Marketing, HR Courses (LinkedIn Learning)