

Patrick Doyon, PEng, MSc, CEd, MBA, CEC/PCC

Location: Montreal (CANADA)

Phone: 514.945.3901

Email: me@patdoyon.com , patrick@crinq.com

Web: <https://patdoyon.com> , <https://crinq.com>

LinkedIn: www.linkedin.com/in/patrickdoyon



Profile

Patrick is a creative, goal-focused Executive and Leadership Coach, Consultant and Group Facilitator who loves complex problems and business challenges - situations where he can demonstrate his creativity, common sense and analytical skills. Patrick has a diverse background including a BEng and an MSc from McGill University, as well as a Teaching Diploma, an Executive MBA and a Graduate Certificate in Executive Coaching - supplemented with the PCC certification from the ICF (*International Coach Federation*). Patrick also holds multiple certifications on various individual and organizational diagnostic tools.

His 20 years of management experience have provided him with a broad spectrum of practical know-how and expertise gathered at R&D centers, high-tech start-ups, Canadian public companies and international organizations. Prior to his consulting and coaching career, Patrick held senior leadership positions at Telus, Videotron and Ultra Electronics Forensic Technology. He has expertise in project & product management, marketing, sales and finance, and has a deep technical and operational background in R&D, engineering, IT, telecom, Internet and Media, and Manufacturing. Patrick has great business sense, exceptional leadership and superior project & team management, strong industry knowledge and broad business process understanding. Patrick counts skillful analysis with creative problem solving and interpersonal communication among his strongest abilities. Above all, he prides himself on being able to approach challenges in a holistic fashion first, before zooming in to solve smaller issues, and then reintegrating all layers into a "big-picture", actionable solution and plan. Patrick is fluently bilingual in French and English, and has expertise in R&D, IT and Telecom, Product Management and Marketing, Finance, Sales and Customer Service. He is also known for his creativity, strong work ethic, dry sense of humor, and his pragmatic and down-to-earth nature - qualities that transpire in his coaching and consulting approach with clients. Some of his clients include Ford Canada, Rogers Media, CDPQ - Caisse de Dépôt et Placement du Québec, Otsuka Pharma, Laura Canada, OIQ, TC Transcontinental, Cisco Networks, Warner Brothers, etc.

For the last three years, Patrick has partnered with the University of Concordia's John Molson Executive Centre to setup and manage their executive and leadership coaching practice. Patrick also owns CRINQ Leadership, a boutique leadership coaching and organizational consulting practice focused on developing the individual capabilities and improving the team effectiveness of his clients.

Education and Professional Certifications

- The International Coach Federation (ICF). Professional Certified Coach (ACC - 2013, PCC - 2019)
- Royal Roads University (Victoria, CANADA). Graduate Certificate in Executive Coaching (2012)
- University of Quebec in Montreal (Montreal, CANADA). Executive MBA (1999)
- University of Quebec in Montreal/Chicoutimi (Montreal, CANADA). Teaching Diploma/Certificate (1996)
- McGill University, (Montreal, CANADA). Master of Sciences (1996)
- McGill University, (Montreal, CANADA). Bachelor of Engineering (1992), OIQ member (P.Eng, 1997)
- Certified/qualified practitioner on several individual and team diagnostic tools such as: KornFerry/Hay - 360 assessment on Leadership and Emotional Intelligence; 6Seconds.org - Organisational Diagnostic; CCL - 360 assessment on Leadership Competencies; Zenger-Folkman - Team effectiveness Diagnostic; etc.)

Recent Mandates

- **Caisse de Dépôt et Placements du Québec** (2018-2020, Financial Services): Design, Co-co-production and management of a vast leadership development program for 250 leaders of CDPQ; More 1,500 coaching sessions, including team coaching, group workshop, 360 assessment; elearning platform, etc.
- **FORD Canada** (2017-2020, Car manufacturing and retail operations): Individual and team coaching of senior leadership teams and owns - 10+ distinct Ford dealers in the province of Quebec - focus on customer experience, leadership effectiveness and employee engagement; etc.)
- **TELECON** (2017-2018, Technical Professional Services): Executive Coaching - Member of Telecon's Leadership Team; 360 assessment and action plan...
- **ROGERS Media** (2013-2016, Telecom/media sector): Multiyear, Multi-participant Coaching and Training Engagement: Leadership Coaching - Individual Managers, Directors and Senior Directors; Team Coaching & Assessments - Senior Director and their Management Teams; Workshop Facilitator: Leadership and Coaching - Cohorts of Managers
- **OTSUKA Pharma** (2016-2020, Pharma industry): Leadership Coaching (360 and psychometric assessments, action plan, individual coaching); 5x directors over 3 years
- **WARNER Brothers Entertainment** (2014-2015, Media/Entertainment sector): Executive & Leadership Coaching (coupled with psychometric and 360 leadership assessments, appraisal administration and debriefing) - General Manager and Production Vice-President for Warner Brothers' Canadian Studio
- **RAPID7** (2016-2017, IT Security sector): Leadership Coaching (coupled with psychometric and 360 leadership assessments, appraisal administration and debriefing) - Team of Sales Engineering Managers.
- **Scholle Canada** (2014-2015, Specialized Manufacturing sector): Executive & Leadership Coaching (coupled with psychometric and 360 leadership assessments, appraisal administration and debriefing) - General Manager of the Canadian Plant
- **BOMBARDIER Aerospace** (2010-2013, Manufacturing/Aerospace sector): Design, Development and Facilitation - Customer Experience Program (1x full-day workshop, 2x half-day workshops, 4x elearning modules, 500+ participants over 20+ training sessions)
- **OIQ - Provincial Association of Professional Engineers** (2014-2017, Professional Association sector): Leadership Training (Customized Workshop, Half-day - 500+ participants over 10+ sessions); Professional Group Facilitation (Facilitation, Co-Development and Team Coaching - 2 groups of 10+ participants)
- **Le Groupe Maurice** (2013 & 2015, Hospitality sector): Instructional Design & Development of Customized Training Programs: Customer Service (half-day workshop) and Trust-based Selling (full-day program)
- **LAURA Canada** (2012-2013, Retail sector): Organization-wide Climate Assessment - Multirater Survey Administration and executive debriefing

Relevant Professional Experience

The following are sample professional roles that I have held prior to launching my coaching practice:

- **Forensic Technology** (2009-2011, Specialised HighTech sector): Head of Marketing and Product Management
- **Videotron** (2008-2009, Telecom and Media): Senior Portfolio Director - Broadcast television (\$1B P&L, \$25M product development budget, \$25M marketing budget)
- **TELUS** (2003-2008, National High-Tech Sector - Business Solutions): National Director (Healthcare Application Product Portfolio, P&L)
- **Cisco Networks** (2002-2003, European High-Tech Sector - B2B): Program Manager - Sales Engineering Management Development
- **Group Telecom** (2000-2002, National Telecom Sector - B2B): Product Marketing Director

Author of the book « LEADERSHIP VELOCITY: *Coaching Approach, Best Practices and Tools to accelerate the Development of Leaders* », 2020 (eBook: ISBN 978-1-7771773-0-0, Book: ISBN 978-1-7771773-1-7)