

# Patrick Doyon

Advisor • Executive Educator • Author  
Leadership • Strategy • Organizational Excellence

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Location: Montréal (Qc) Canada  
Languages: English & French



## EXECUTIVE SUMMARY (300 Word Bio)

Patrick Doyon is a business advisor, executive educator, author, and speaker specializing in leadership, strategy, and Organizational Excellence. Over the course of a career spanning more than three decades, Patrick has worked as management consultant, executive coach, educator and business leader across a variety of industries and organizational contexts. His work focuses on helping leaders improve strategic clarity, strengthen organizational alignment, and translate ambition into sustainable results.

Patrick's multidisciplinary background spans engineering (PEng), climate science (MSc), management (MBA), education (CEd), executive coaching (CEC/PCC), and business leadership. This breadth of experience provides him with a unique perspective on the organizational, strategic, operational, and human dimensions of performance.

He is the creator of the Organizational Excellence (OX) framework and the author of two management books: *OX (ORGANIZATIONAL EXCELLENCE) – A Leader's Blueprint for Achieving Strategic Clarity, Fostering Team Alignment, and Sustaining Long-Term Success*, and *LEADERSHIP VELOCITY – Coaching Approach, Best Practices and Tools to Accelerate the Development of Leaders*.

Patrick's work is guided by a simple belief: organizations rarely fail because of a lack of talent or ambition. More often, they struggle with clarity, alignment, focus, and disciplined execution. Through his advisory work, executive education programs, speaking engagements, and coaching activities, he helps leaders address these challenges and build stronger, more effective organizations.

Today, Patrick serves as Program Director and instructor for executive education programs at Carleton University (Ottawa) and Concordia University (Montreal) while advising organizations on leadership, strategy, organizational effectiveness, and transformation. Based in Montréal (Canada), he works comfortably in both English and French and regularly engages with leaders across North America and internationally.

## EDUCATION & PROFESSIONAL DEVELOPMENT

- Bachelor of Engineering (BEng, Mechanical), McGill Univ.
- Master of Science (MSc, Climate Physics), McGill Univ.
- Certificate in Education (CEd), Université du Québec
- Executive MBA (MBA), Université du Québec
- Grad. Certificate in Exec. Coaching (CEC), Royal Roads U.
- Mini-MBA in Digital Marketing, Rutgers University
- Executive Program in Sustainability Leadership, U of T
- Prof. Engineering Credential (PEng - OIQ, since 1996)
- Prof. Coaching Credential (PCC – ICF, since 2013)

## AREAS OF EXPERTISE

- Organizational Excellence
- Corporate Strategy & Execution
- Leadership Assessment & Development
- Team Effectiveness
- Organizational Alignment
- Executive Education (Design, Delivery & Management)
- Management Diagnostic & Analysis
- Business Planning & Transformation
- Change Leadership
- Product & Service Innovation

## PUBLICATIONS

- **BOOK (2025): OX (Organizational Excellence) – A Leader's Blueprint for Achieving Strategic Clarity, Fostering Team Alignment, and Sustaining Long-Term Success** (available on Amazon – 260p., ISBN 978-1777177324)
- **BOOK (2020): Leadership Velocity – Coaching Approach, Best Practices and Tools to Accelerate the Development of Leaders** (Available on Amazon – 260p., ISBN 978-1-7771773-0-0)

## SELECTED SPEAKING / EXECUTIVE EDUCATION TOPICS

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- Organizational Excellence
- Strategy & Performance Planning
- Leadership & Management
- Team Effectiveness
- Employee Engagement & Work Climate
- Emotional Intelligence
- Change Management
- Leadership Coaching
- Customer Experience Management
- Innovation & Product Management

## TYPICAL CLIENT ENGAGEMENTS

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- Strategic Diagnostic, Planning & Advisory Services
- Executive Education & Presentation (Design, Delivery)
- Coaching (Executive, Leadership, Team)
- Leadership Program (Development, Delivery, Mgmt)
- Business Diagnostic, Planning & Consulting
- Team Effectiveness Diagnostic
- Organizational Climate Assessment
- Leadership Assessment & Plan

## PAST CLIENTS & EMPLOYERS

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**CLIENTS:** AKWA Group (*Energy, Morocco*) • CAPREIT (*Real Estate, Toronto*) • Concordia IITS (*IT, Montreal*) • ACI – Airports Council International (*Aviation, Canada & England*) • CCA – Canadian Centre for Architecture (*Research & Education, Montreal*) • FuturPreneur (*Finance / Investment, Toronto*) • FedNav (*Maritime Logistics, Montreal*) • BDC – Business Development Bank of Canada (*Banking, Montreal*) • NRC – National Research Council of Canada (*R&D, Ottawa*) • La Canadienne (*Retail, Montreal*) • Carleton University, Sprott School of Business (*Executive Education, Ottawa*) • TD Bank (*Banking, Toronto*) • ACCQ – Assoc. des Cadres des Collèges du Québec (*Prof. Assoc. - Education, Québec*) • Ford Canada (*Automotive, Toronto*) • Ottawa Police Service (*Law Enforcement, Ottawa*) • OIQ – Ordre des Ingénieurs du Québec (*Prof. Assoc. – Engineering, Montreal*) • Salvation Army (*Charitable Org., Toronto*) • ExpresCo (*Food, Montreal*) • Telecon (*Engineering, Montreal*) • Bugatti Group (*Retail – Apparel, Montreal*) • AirBnB Canada (*Hospitality, Montreal*) • VON – Victoria Order of Nurses (*Healthcare, Toronto*) • Otsuka Canada (*Pharma, Montreal*) • Ultra Forensic Technology (*Defense / HighTech, Montreal*) • Rogers Communications (*Telecom / Media, Toronto*) • Groupe Maurice (*Real Estate / Hospitality, Montreal*) • Rapid7 (*Software – Cybersecurity, Boston*) • TBC World / Gaia (*Multimedia, India*) • Scholle (*Packaging, Montreal*) • Warner Brothers Media Group (*Media / Gaming, Montreal*) • TC Transcontinental (*Media / Print, Montreal*) • FDP (*Finance / Wealth Management, Montreal*) • SSI – Survival Systems Int'l (*Engineering / Manufacturing, California*) • Intact (*Insurance, Montreal*) • LAURA Canada (*Retail, Montreal*) • Multiple-Média (*Software, Montreal*) • Hillhurst Sunnyside Community Assoc. (*Community Center, Calgary*) • Cisco Systems (*Telecom / High-Tech, Canada & Europe*) • Bombardier (*Aerospace, Montreal*) • ACASS (*Aviation Services, Montreal*) • AeTrade (*Digital eCommerce / NGO, Africa*) • AXCAN Pharma (*Pharma, Montreal*) • BotaBota (*Wellness, Montreal*) • CDPA – La Caisse (*Finance / Wealth Management, Montreal*) • Geloso (*Wine & Spirits, Montreal*) • UIS – UNESCO Inst. For Statistics (*NGO, Montreal*) • Vanilla Forums (*Software, Montreal*) • WADA – World Anti-Doping Agency (*NGO, Montreal*) • CEGEP à Distance (*Education*) • **EMPLOYERS:** LeadsOnline/Forensic Technology (*Law Enforcement / Software*) • TELUS (*Telecom, Software*) • GT Group Telecom (*Telecom*) • Videotron (*Telecom / Media*) • CRIM – Computer Research Inst. Of Montreal (*R&D, Software*) • Technomedia (*Software/eLearning*) • UForce/Netergy (*Software*) • McGill University (*Research*)

## PAST FUNCTIONAL ROLES & POSITIONS

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**ROLES:** Advisor, Project Manager, Sales Engineer, Consulting Manager, Product Manager, Director, Sr Director, Practice lead, Vice-President, Business Owner. **FUNCTIONS:** R&D, Software Development, Software Deployment, Consulting Services, Product Management, Customer Service, Strategic Planning, Pre-Sales Engineering & Support, Sales, Marketing

### SHORT BIO (50 Words)

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Patrick Doyon is an executive advisor, educator, author, and speaker specializing in leadership, strategy, and Organizational Excellence. Drawing on more than 30 years of experience, he helps organizations improve strategic clarity, alignment, and execution. Patrick is the author of OX (Organizational Excellence) and Leadership Velocity.

### MEDIUM BIO (150 Words)

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Patrick is an executive advisor, educator, author, and speaker specializing in leadership, strategy, and Organizational Excellence. With more than 30 years of experience spanning executive leadership, consulting, coaching, and executive education, he helps organizations improve strategic clarity, strengthen alignment, and enhance execution. Patrick is the creator of the Organizational Excellence (OX) framework and the author of two management books: OX (Organizational Excellence) and Leadership Velocity. His work focuses on helping leaders navigate complexity, improve organizational effectiveness, and sustain long-term performance. In addition to his advisory work, Patrick serves as Program Director and instructor for executive education programs and regularly facilitates workshops, leadership development initiatives, and strategic planning sessions. Based in Montréal, he works in both English and French and supports organizations across North America and internationally.