

Jovette Morin

Senior Manager Consulting

Profile

Jovette Morin has over 20 years of project management experience, as well as strategic planning, business process efficiency, finance and human resources management.

Fluently bilingual, Jovette holds an honours bachelor's degree in Commerce with a Major in Finance and Marketing from Laurentian University. She is a certified Green Belt with Lean Six Sigma, from McMaster University, and is also trained in consulting approaches and techniques.

Her motivational and action management style has led to building and retaining highly motivated teams while achieving organizational and project goals.

As a consultant, analyst and strategist, Jovette has exceptional leadership skills, political savvy, as well as a strong knack for planning and developing business strategies that lead to positive, concrete actions.

As a strategic consultant, she has provided direction to her clients that increased market share, improved customer satisfaction and captured cost reductions through organizational redesign and performance management. She is a highly experienced facilitator who brings high energy and an intuitive approach to her work to stimulate discussion and generate ideas. From "town hall" meetings to focus groups, to interviews, Jovette finds a way to relate to the participants and get the maximum participation from a group.



Contact

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Education

Laurentian University (1994)
Bachelor of Commerce

Languages

English

Project Experience

Industry	Service Line	Project Description
Private Sector	Business Development and Startup and Feasibility	<p>Multiple Private Sector Enterprises</p> <p>Developed business plans and conducted feasibility studies for multiple private sector clients through the past 11 years. Assisted SMEs in receiving millions of dollars in funding from government programs or other agencies as well as supported clients in business case presentations to financial institutions.</p>
Indigenous	Strategy Development	<p>Micmacs of Gesgapegiag's Strategic Planning</p> <p>The goal was to review the 5-year Community driven Strategic Plan and the Council's Vision 2019 and to determine how these two key tools would guide the coming years for the band administration. The strategic exercise was conducted with all departmental leads and members of Chief and Council. The resulting strategic outlook and goals incorporated both visions and consolidated the whole to provide a clear roadmap for the administration team.</p>
Indigenous	Business Park Development Planning	<p>Atikameksheng Anishnawbek (Whitefish Lake First Nation – WLFN)</p> <p>Jovette, as lead on a team of consultants and engineering firm, developed a Business Plan for a proposed business park to be located on the First Nation. The project included a detailed review of existing feasibility studies and reports and community and stakeholder consultations, including the facilitation of a focus group with economic development partners, interviews with other First Nation business parks; all in order to determine the best development and implementation strategies, as well as plans for long-term sustainability. The consulting team worked closely with the WLFN Project Steering Committee to develop the final deliverable. The final business plan was developed such that it will support the First Nation in moving the project forward, and in obtaining funding for the project.</p>
Public Sector – Municipal	Strategy and Planning Economics and Research	<p>Town of Blind River – Strategic Planning and Economic Development Plan, Community Improvement Program and Implementation Coaching and Support</p> <p>The objective of this project was to develop a long-term plan for the Town through a process that engaged stakeholders and community members and included an action plan for implementing priorities and strategies that encourage investment in the Town, support and retain existing businesses, and attract new businesses and industries to the town. Jovette informed the process; gathered the input from stakeholders; analyzed the data that was collected; collaborated in developing the strategic priorities; and, produced a final Strategic Economic and Community Development Plan with feedback from stakeholders. She was retained to support the newly formed municipal strategic plan steering committee in their inception and project development and management processes.</p> <ul style="list-style-type: none"> • Developed a Community Improvement Program for the Town of Blind River as well as the implementation strategy.

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		<ul style="list-style-type: none"> • Established a community theme and program criteria through stakeholder consultations, established geographic parameters and program delivery processes. • Developed the Community Improvement Program, the guidelines, and marketing strategy for roll-out as well as the marketing collateral.
Agricultural Sector	Market Study	<p>Northern Ontario Farm Innovation Alliance - Feasibility of a Malting Barley Facility in Northeastern Ontario</p> <p>The project was part of a three-year initiative managed by NOFIA, to assess the potential for growing malting barley across Northern Ontario. The market study pertained specifically to the potential for the development of a pilot malt facility. Jovette led a team that conducted the market study and background rationale portion of the business case to support the next steps in the final business model feasibility study for a large scale commercial malting and drum malting facility in Northern Ontario.</p>
Indigenous	Feasibility Study	<p>Assembly and Sale of Solar-Power Generator Feasibility Study</p> <p>The MWSI contracted Jovette to conduct a feasibility study for a new social enterprise geared towards the assembly and sale of Solar-Powered Generators. In conducting the feasibility study, the project team objectively and rationally uncovered the strengths and weaknesses of the proposed social enterprise, analyzed the market environment, the resources required to carry through the project, and ultimately the factors for success. The completed feasibility study incorporated and expanded upon the technical feasibility analysis, operational requirements, a marketing strategy and the financial viability.</p>
Public Sector – Municipal	Operational Review and Process Improvement	<p>Regional Daycare Organization – Operational Review and Process Improvement of Management and Administration Functions</p> <p>Two key areas were addressed organizational effectiveness and improvement processes and internal controls. Current state analysis was done through management staff interviews and work sessions. Designed and implemented: organizational structure, detailed task-oriented job descriptions for all administrative and management roles. This clarified responsibilities, improving employee performance and engagement. Work processes for the administration of the center were reviewed and gaps were identified allowing us to develop process improvements, these were incorporated into a new procedure manual, including an integrated and all new internal control program, optimizing task performance, reducing organizational risk and allowing for the Executive Director to gain better management information.</p>
Healthcare	Organizational Effectiveness and Internal Control	<p>West Nipissing Community Health Center – Organizational Effectiveness and Internal Control</p> <p>Working with the Executive Director and the Administrative Team, Jovette led a team that undertook a review of current practices, the structure and roles within the Team. An administrative task diagnostic was conducted, and the optimization of the delegation of tasks and clarification of roles within the management team was</p>

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		<p>implemented. An organizational structure for the management team and detailed task-oriented job descriptions were completed.</p> <p>IT system diagnostic and proposed solutions for outsourcing, risk management, hardware and software management as well as internal IT management procedures were reviewed, and solutions to improve and increase efficiency were implemented.</p> <p>Internal controls review and proposal of additional risk management procedures and segregation of duties as well as control tasks are added for certain management roles.</p>
Public Sector – Municipal	Feasibility Study	<p>Municipality of West Nipissing – Industrial Park Feasibility Study</p> <p>Jovette was part of a team retained by the Municipality of West Nipissing to complete a feasibility study for a proposed industrial park. Jovette worked with an engineering firm and economic development specialist to determine the feasibility of the project and identify the types of businesses that could be attracted to the park. A detailed pre-engineering plan was created along with an assessment of the local and regional economic impacts, potential municipal revenues and job creation opportunities.</p>
Public Sector – Municipal	Strategy Development	<p>Municipality of West Nipissing – Tourism Strategy and Long-Term Development Plan</p> <p>Jovette Morin led a team of industry experts consultants that were retained by the Municipality of West Nipissing to conduct a tourism attraction study, including the development of a long-term plan. The approach included research on best practices and background work done to date. The stakeholder consultation process involved several groups of key stakeholders and using various methods such as interviews and focus group sessions. The Tourism Strategy and Long-Term Development Plan resulting from the work was developed through a consolidation of key stakeholder (potential partners) needs and wants.</p>
Post-secondary Institution	Strategy Development	<p>Nipissing University – Office of Student Development and Services (OSDS) – which included Athletics</p> <p>The Student Development and Services (SDS) division at Nipissing University in North Bay engaged Jovette to undertake the facilitation and development of the division's multi-year strategic plan. The strategic planning process was collaborative in its approach, with the team working with the SDS Working Group throughout the process, including several workshops aimed at aligning the development of the Strategic Plan with the stakeholder input and the current university multi-year strategic plan. In addition, other stakeholders were consulted in the development process, including staff, students and executives, using a range of techniques to engage the identified key stakeholders.</p>
Education	Strategic Planning and Governance, Implementation Coaching	<p>Montessori School of Sudbury – Multi-year Strategic Planning & Implementation Coaching</p> <p>Working with the Board of Directors and the Administrator, conducted a strategic planning exercise which resulted in a new Mission and Vision, Values and a strategic implementation plan. Supported for the Administrator for a year on retainer, for the</p>

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		implementation of the strategic action plan to achieve their ambitious organizational performance and transformation goals.
Financial Services	Strategic Planning and Governance	<p>Desjardins – Strategic Planning and Network Optimization and Transformation</p> <p>As a Regional Director and Strategic Advisor to the Ontario Caisses Populaires, Jovette led a team of consultants for over 15 years. She led and facilitated local and province-wide strategic planning, mergers and acquisitions, organizational change initiatives. She also led the deployment team for all banking systems and products solutions and approaches. Responsible for the performance the Ontario Caisses, she coached and worked with the Executives to improve performance, manage risk and optimize the operations.</p>
Various	Board Governance Coaching	<p>Board Governance Coaching</p> <p>Jovette has supported boards in the Municipal, Institutional and NFP sector on board governance training, risk management, social enterprise development and organizational development.</p>

Work Experience

Organization	Title	Timeframe (MM/YY – MM/YY)	Role Description
Raven Enterprise Consulting	Founding Principal	July 2019 – November 2019	Founded a Management Consultant Practice, with clients ranging from the Public Sector, the Private Sector and the Not-for-profit group.
Baker Tilly, formerly Collins Barrow	Director of Advisory	December 2012 – July 2019	Reporting to the Managing Partner, launched and developed the Advisory Services department. Established a new portfolio of clients as well as offer management consulting services to firm clients. Provide strategic planning expertise internally to the firm and to advisory clients. Change management and process improvement champion for the firm and for Baker Tilly clients.
L'Alliance des caisses populaires de l'Ontario limitée	Strategic Consultant	March 2010 – January 2013	Reporting to the Chief Executive Officer, manage strategic projects originating from the L'Alliance Federation Network's five-year strategic plan. Offer consulting services and management coaching to all Caisse management teams and executive boards. Responsible for the delivery of business solutions such as the sales approach and human resources management programs.
Desjardins	Regional Consulting Director	December 2001 – February 2010	Reporting to the Regional Advisory Services Vice-President, managed a consulting team specialized in human resources, infrastructure improvement, productivity, efficiency and the delivery of all new Desjardins business solutions. Executive committee member, implemented and supported corporate

strategies in Ontario through team initiatives, provided information and strategic support to Senior Vice-President. Managed a staff of 10 to 15 professionals across Ontario.

Additional Information

Community Involvement

- Coach, North Bay Youth Soccer and West Nipissing Soccer Association
- Humanitarian Worker, École secondaire Franco-Cité
- Vice-Chair Board Of Directors, 2019 International Plowing Match and Rural Expo