


Susan Hodkinson, BA  
Chief Operating Officer  
Partner, Human Resources (HR) Consulting Group

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 Click [here](#) to see my video bio.

## Professional Summary

- Susan Hodkinson is the Chief Operating Officer at Crowe Soberman, where she has management responsibility for the operations of the firm, including finance, information technology, human resources, facilities and marketing. Susan is also the Partner in charge of the firm's Human Resources Consulting Group. In this capacity, Susan provides advice on all aspects of HR, including policy development, planning and strategy and transition and succession. Susan also provides HR advice to international clients doing business in Canada.

## Experience

- Specific examples of Susan's recent HR consulting services include:
  - Providing advice on hiring personnel and maintaining offices in Canada for international clients.
  - Acting as an on-call HR consultant, supporting as needs arise, for clients in industries such as professional services, real estate, and construction.
  - Creating policies and implementing training on harassment and discrimination as well as social media policies for a group of private educational institutions.
- Susan is a frequent writer, speaker and facilitator on a variety of business subjects. Her background includes over 25 years of senior management experience in professional services firms, as well as five years acting as Senior Vice President, Operations, for ClubLink Corporation, Canada's largest owner, operator and developer of private and resort golf courses.



## Service Focus:

- Outsourced HR Management
- Leadership Assessments
- Policy Development, Training and Compliance
- Doing Business in Canada: HR Policy and Practice for Non-Canadian Companies

## Industry Focus:

- Construction and Real Estate Development
- Professional Services
- Educational Institutions
- Software Developers
- Family Offices
- Not-For-Profit



## **Education**

- Bachelor of Arts, The University of Western Ontario
- Executive Education, Anderson School of Business at UCLA; Queen's University; McGill University

## **Community Involvement**

- At-Large Director, International Women's Forum Global Board of Directors
- Chair, Board of Directors, Nightwood Theatre
- Board of Directors, Women's Brain Health Initiative
- Women's Art Council, McMichael Canadian Art Foundation
- International Mentor, World Business Council for Sustainable Development LEAP Program