



Alicia Wight

B.Ed, M.Ed, CEC

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Biography

Alicia Wight is a creative and compassionate consultant, facilitator, and coach with over 20 years of experience leading within organizations to create people focused HR programs that enable organizations to excel.

Throughout her career, Alicia has developed leadership and talent development programs for a variety of sectors, including the police, telecommunications, energy, and post-secondary education. Her expertise lies in supporting teams and leaders in discovering their purpose, strengths, and opportunities through interactive activities that encourage connection and collaboration. Working one on one with leaders, Alicia loves to create space for leaders to explore different perspectives in moving through challenges.

Alicia now works with organizations to build sustainable HR programs that support their strategy and purpose and support their people in living into their potential. She believes the success of organizations is built through their amazing people, which is dependent on the systems, tools, and talent programs (engagement, development, performance, succession, selection) that support them. Often HR programs are built to meet a specific need within the organization but can feel fractured and illogical when combined with other programs. Alicia specializes in creating, redesigning, or tweaking talent programs that support organizations to excel and make sense to the end user. The solutions that she works with organizations to create are backed by research and integrate into their processes and are consistent across the organization.

Alicia's commitment to lifelong learning led her to obtain a Certificate in Executive Coaching from Royal Roads University and become an Associate Certified Coach with the International Coaching Federation. In addition, she holds a Bachelor of Science and a Bachelor of Education from the University of Windsor and a Master of Education in Adult Workplace Learning from the University of Calgary.

CERTIFICATIONS

**CEC Royal
Roads University**

ACC (In progress)

**Academy of Executive
Coaching**

**LEAN 6 Sigma Green
Belt**