



Bio: Roelf Woldring March 2018

Roelf Woldring has been a CIO, a CTO, a CEO, and a senior organizational change leader. Yet he has always attributed his career success to the talent of other people.

Earlier in his career, Roelf led IT organizations that outside experts twice rated as world class. The IT professionals working for him created and put into production millions of lines of software code. A few years into his IT management career, Roelf realized that his success was based on the talent of the people working for him, not the power of the computers under his control.

Based on this insight, Roelf changed his life long learning focus to understanding people at work. He went back and did PHD level post graduate work in organizational behavior and work place psychology.

An early Internet champion, Roelf built the first Internet software development and production management organization for a major Canadian financial service organization in the late 1990's. Later, as a change consultant and an organizational leader, he was responsible for the turnaround of several under performing organizations.

Since 2005, Roelf has published extensively on work place soft skill development. He took the to share his knowledge and experience via the Internet. An early e-learning champion, he has numerous e-learning programs on soft skills in business available on [Udemy.com](https://www.udemy.com) and on his own e-learning website – Know That / Know How / Know Why.com (www.ktkhkw.com).

Roelf now focuses his energy on helping organizations and individuals acquire, develop and grow their talent. Through The-Right-Talent.ca, he helps start-ups, dramatically growing, and highly innovative organizations find, inspire, and grow their talented people.

Roelf has worked for and with organizations like Canadian National, the Bank of Nova Scotia, McGill University, TransCanada PipeLines, Magna, various parts of the US Military, US based Defense Research Associates, the CIBC, the Royal Bank of Canada, the Chicken Farmers of Ontario, and various smaller entrepreneurial firms.

Roelf summarizes his decades of experience working with talented individuals in the following.

**“TALENT trumps everything.
No matter how great your vision,
or how powerful your technology,
without the talent to execute,
you have NOTHING.”™**

www.The-Right-Talent.ca

What We Do

Talent trumps everything.
No matter how great your vision,
Or how powerful your technology,
Without the talent to execute
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Talent Management Services

Talent Management Practice Lead: **Roelf Woldring**

Full service recruiting / hiring for tough to staff, rapid evolving roles
in start-ups, dramatically growing,
and highly innovative design / problem solving organizations.

Basic soft skill professional development e-learning programs
available on www.UDEMY.com
and at www.ktkhkw.com (Know That / Know How / Know Why)

Advanced soft skill face-to-face professional development programs
customized to maximize skill transfer back-to-the-job.

One-on-one advanced soft skill development
and self-awareness coaching.

Project Management Services

Project Management Practice Lead: **Heather Webber**

Project Management Office Start Up and Strategic Coaching

Project Manager One-on-One Skill Development Coaching
With a focus on interpersonal skills and 'redemptive' coaching

Project In Trouble Turnaround Coaching and Leadership

Roelf Woldring and Heather Webber act as 'back ups' to one another
to provide depth and consistency of service to clients.

Each has the professional experience to handle the other's assignments,

www.The-Right-Talent.ca

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