



Bio: Roelf Woldring August 2019

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 shared what he had learned 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 with difficult people-related issues (corporate interventions and workplace investigations). He also develops and delivers e-learning and face-to-face based soft skill training. See the The-Right-Talent.ca for more information on both services.

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 = smaller entrepreneurial firms.

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or how powerful your technology,
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