

Nominees for the 2019/2020 BCODN Board of Directors

Marian Hakze – running for BCODN Co-President

Marian Hakze, ACC, CPHR, MA is an OD professional who has lived and worked across the world. She holds a Master in Organizational Development and Leadership and a graduate Evidence Based Coaching certificate from Fielding University in California, and has worked in a diverse range of HR/OD/L&D roles across industries.

Currently she works at ICBC as Organizational Development Consultant. In this role she primarily focuses on leadership development. She is a firm believer in giving back to the community and in her spare time, she coaches leaders, and looks after the BCODN treasury portfolio.



Marian looks for potential in people, organizations and situations. She believes in achieving results through teamwork and strong relationships and excels at connecting people and ideas. Her demeanor is sincere and authentic.

She lives in North Vancouver, is married, and has a five-years-old daughter. She enjoys sports, reading, cooking, hiking, and camping with her family and friends.

Charles Lee – running for BCODN Co-President

Charles partners with organizations, leaders and teams to support change, design and facilitate strategic processes, and build capacity for effective action and learning. As a developing Organization Development Practitioner, he brings a perspective to capacity building and system transformation generated from 15 years of analysis, solutions design, change leadership and stakeholder engagement experience from his time in engineering research and development. With a keen interest in social learning and collaboration, his approach is underpinned by principles of community, collective growth and co-action. Charles is currently nurturing emergent change in health care.



Charles holds a B.A.Sc. in Engineering Physics and a M.A.Sc. in Mechanical Engineering from the University of British Columbia, and a Graduate Certificate in Organization Design and Development from Royal Roads University. He is a Prosci-certified change practitioner, and CTI-trained coach.

Kunal Moryani – running for BCODN Secretary-Treasurer

Kunal's desire to join BCODN is anchored in fostering a rich community for OD professionals. Kunal believes personal growth is directly correlational to professional growth. As such, Kunal hopes to contribute to the OD community by facilitating a platform for professionals to authentically connect, grow, and make a lasting impact in their workplaces as practitioners. He currently serves as the change management specialist at First Nations Health Authority. Kunal holds a Master of Arts in Organizational Psychology and is Prosci Certified. Kunal's research examined how isolation in the workplace affects employee self-esteem. Kunal brings a wide variety of experiences in leadership development, digital marketing, and account management.



Kim Braidwood – running for the Board

I am a Leadership and Organizational Development consultant and ICF certified ACC coach with a calling to transform people and processes. I go beyond business to help leaders develop a growth mindset, increase their performance, embrace change, innovate, and thrive.

After 17 years leading a highly profitable retail business, there was a push for me to do more as an entrepreneur. In 2008, I decided to sell my business in order to discover more purpose-driven work and participate in professional development opportunities.

During this time, I was being called on to help other entrepreneurs develop their profit levels, address sales structures, increase organizational capacity, and deliver overall coaching excellence toward their success. I was drawn to foster sustainable growth, growth that appreciated people and created added value.

After completing my Master of Arts in Leadership (RRU) I went on to complete a professional coaching program and receive ACC coaching certification from the International Coaches Federation Certified Coach. She also has an award of Achievement in Sustainable Business Management (UBC) and a Bachelor of Psychology (UBC).

Now, I partner with executive, Directors, start-ups, and leadership accelerators to improve performance, identify complex issues holding them and the organization back, and together develop strategies to build internal value alignment, capacity, and increase organizational effectiveness while fostering sustainable growth.



I joined the British Columbia OD Network (BCODN) in 2016 and started by doing consulting with the Building Community Organization (BCO). I then became part of the BCO committee. I also joined the OD Network in 2018 and became part of the Pro Bono Volunteer team that spearheaded the 2018 Social Impact Day at the annual conference.

Kate Hill – running for the Board

Kate has a diverse background in project and change management, communications, strategic consulting and leader/sponsor coaching, and has worked as an internal consultant in BC Clinical & Support Services (now PHSA) and Fraser Health (FH) for over ten years.

Kate is a strong advocate for organizational development methodologies and values, and is a leader in change management practice in FH. Kate believes Organizational Development's focus on whole systems, culture, environments and the people side of change aren't just what works; they're also the right thing to do. OD practice builds trust, confidence in leaders, and change capacity—all crucial in any workplace. Kate got hooked on OD early in her career after attending a Leading for Engagement and Clear Leadership program through FH. This experience broadened her view of her consulting practice and was the spark that ignited her passion for leadership and teams, psychosocial safety, systems thinking, healthy conflict, and enabling leaders and teams to succeed in planned and emergent change.



Kate (I-N-F/T-J) has a Master's Degree in Leadership from Royal Roads University, a BA in English and Communications from SFU, and is a Certified Change Management Professional (CCMP). A Prosci® Change Management Trainer, Kate is also certified as a Human Systems Dynamics (HSD) Professional and is currently pursuing a Certified Professional Facilitator (CPF) designation through the International Association of Facilitators.

Juliet Irwin – running for the Board

Juliet has a passion for developing the next generation of leaders, a continuous growth mindset, and a quest to make a positive impact on the social, environmental and financial stability of organizations in our community. She has spent over 20 years working in both the private and public sectors as an OD and change management consultant. She has specialized in working in large complex corporate environments coaching leaders through transformations, leading organizational change initiatives and developing talent. Her educational background includes a Bachelor's Degree in Science with specialization in Psychology from the University of Alberta, and a Master of Science Degree in Organization Development from Pepperdine University. She is the proud recipient of the George Award from Pepperdine University for leadership and scholastic achievement. Juliet has certifications in IT Management, Knowledge Management and a PROSCI Change Management certificate. She has recently been involved as a volunteer mentor with the BCO and is now a member of the BCO Committee. She has her own consulting firm, EnterChange Corp., of which she has consulted for many years with a passion in healthcare. Juliet is inspired by her colleagues with the BC ODN as these are the people living a life of purpose, service and leading the way of giving back to the community.



Barb Richards – running for the Board

Barb is a senior consultant at Habanero Consulting Group, working on culture and transformation, strategy and digital workplace engagement. Habanero is consistently recognized as a great place to work and exists to make lives better for its employees and the people and organizations it works with, and Barb has been inspired by its purpose since she started there in 2006.

Barb Richards found her way to the field of OD through her user experience consulting and working with people through the change that technology brings. She finds OD work meaningful because it helps create healthy, productive and purposeful workplaces that helps the people that work within them do great work.



Prior to working at Habanero, Barb worked in various user experience roles in international research and development organizations in the Philippines, Indonesia and Italy. Barb also spent five years at the Food and Agriculture Organization (FAO) of the UN in Rome, Italy where she led the initiation of many user experience practices to improve FAO's ability to provide information to people in support of its goal to reduce food insecurity around the world.

Barb has a Bachelor of Sociology, a Masters Degree from the School of Library, Archival and Information Studies and completed a Graduate Certificate in Organization Design and Development from Royal Roads in 2018. Barb's OD superpowers are curiosity, co-creating solutions with people, and also the ability to make great analogies.

Neera Vohra – running for the Board

Neera's passion lies in building high performing teams and HR practices in alignment with corporate culture that support organizations in achieving the business strategy. She is a results driven and proactive HR Leader with 10+ years of progressive HR & Operations experience in the public sector.

In her current role, Neera manages the HR and Operations functions of a non-academic department within one of the most well-known post-secondary Institutes in Western Canada. As a strategic member of the Dean's Executive Team, she is responsible for operational planning, procedure development, financial reporting and continuous process improvements.



Neera is a performance driven individual, fast learner and resourceful, somebody who genuinely cares. She believes in questioning the status-quo, continuous improvements and that nothing is constant. Neera is also a big advocate of growing people and feel most fulfilled when achieving personal and professional goals. She also has a natural flair for connecting with people.

Neera is a lifelong learner and a believer that the moment we stop learning is when we stop growing as an individual. She has a Bachelor's degree in Commerce and a management certificate in HR from BCIT. She is also currently enrolled in the MBA in Executive Management at Royal Roads, and has a CPHR designation.