

Marina is fascinated by the complexity of people, systems, and social change. Her passions for contribution and broadening perspective led her to travel, work, study and volunteer in 19 countries across six continents and work across sectors (public, private, crown corporation and non-profit organizations). Having worked across multiple countries and organizational contexts, Marina is nimble in responding to challenges at hand and customizing approaches and deliverables and approaches that fit the client. Through these experiences, she's grown an interest in how experiences (and our responses to them) broaden perspective and ultimately shape the world. Marina is known for her positive disposition, calm demeanour and courage amidst the unknown, and as someone who keenly identifies connections and identifies what's going on below the surface. Marina's primary skills and abilities can be summarized as:

FACILITATION

Facilitation is one of Marina's favourite activities. Marina has a deep sense of response to her surroundings, which allows her to respond to the present in a way that uniquely fits the moment. She has also done public speaking and facilitated sessions with students, professional development organizations and various organizations in Canada, Washington DC, and India. For example, she ran strategy and planning sessions for the BC Public Service's Change Management Community of Practice. Participants often remark on Marina's ability to grow communities and create a space where people feel safe, inspired and heard. Marina keenly responds to the unexpected, experiments with various facilitation techniques, and customizes facilitation approaches to audiences.

Wellbeing program development and facilitation is one of Marina's niche skills. A hallmark includes co-founding and facilitating a mindfulness community within an organization which grew to over 60 members. She has also run similar programs at the University of Victoria, The International Student House in Washington DC, and within the BC Public Service. Organizations are increasingly seeking to grow in this area, and Marina can help find a way that aligns business and culture.

BUSINESS ANALYSIS, PLANNING & STRATEGY

Marina sees stakeholder engagement and collaboration as a key aspect of strategy. From conducting environmental scans, to researching best practices, to conducting stakeholder analyses, she develops strategies that support evidence-based decision making and draws on multiple theories and principles to fit with the client and culture. With a background in entrepreneurship, intrapreneurship, and Lean Startup methodology, Marina can develop strategies of multiple sizes and purposes.

CHANGE MANAGEMENT & CULTURE

Marina has developed and implemented change management strategies and plans across portfolio project management and resource management, data & security, continuous improvement and various technology projects. It's second nature for Marina to integrate change management into anything she does and build change management capacity in others. Having been on such diverse projects, she quickly identifies connections that facilitate problem solving. Marina recognizes that change management isn't a "one size fits all" exercise, and engages in developing a holistic understanding of the

people and projects she serves to best align it with their needs. In any project context, Marina has her eyes one on how to support your changes to succeed.

RESEARCH, GAP-ANALYSIS & RECOMMENDATION DEVELOPMENT

Marina has conducted research in India, Vietnam and Canada. For example, in Vietnam she focused on how to better align college curriculum with workforce needs and in Canada she projected employment for Indigenous communities in Northwest Canada and devised recommendations for a non-profit to support it. Marina has also conducted research and analysis to support business case development. When conducting interviews, she asks targeted questions and connects with individuals to uncover insightful findings. In analysis, she sifts through large amount of data, quickly uncovering the key points and making connections. Whether it's conducting interviews or sifting through secondary research, Marina readily jumps into the unknown to uncover information that supports informed decision-making.

STRATEGIC COMMUNICATIONS & BUSINESS WRITING

Having done communications for the United Nations Environment Programme, City of Edmonton, the BC Public Services and various non-profits, Marina has a knack for creating multi-channel/stakeholder consultations, communication strategies, plans and products.

EDUCATION AND PROFESSIONAL CERTIFICATION

- Bachelor of Commerce, University of Victoria
- PROSCI Change Management Certification
- LEAN Advanced Practitioner Training
- LEAN Business Start-Up Training

For more information, see Marina's [LinkedIn](#).