

Crystal joined Elevate Consulting after working with the Alberta public service for more than 25 years. She is an experienced c-suite leader as well as a Project Management Professional (PMP).

Crystal has over 15 years of experience as a senior leader and more than 10 years of experience in developing regional land-use plans and undertaking extensive engagement and consultations with Indigenous communities, stakeholders, and the public. She has led a series of significant transformational projects for the province as well as led a major capital project through the federal and provincial environmental regulatory processes.

Crystal's strengths are project management leading complex and politically sensitive initiatives; team building; facilitation and consultation; and policy development. Her passion is using systems thinking and systems design to guide teams to articulate the issues and their environment, identify the desired future state and then working with the team to create a plan to achieve success. Crystal is a committed leader who believes in engaging team members to leverage all their perspectives and knowledge to drive the best possible results. Crystal's primary skills can be summarized as:

PROJECT MANAGEMENT

Crystal has led projects of varying size, scale, and complexity over the course of the past decade. She has led numerous teams across complex Indigenous and multi-stakeholder environments. As a seasoned executive, Crystal ensures every project has clarity on the desired outcome, strong communication throughout the project and change management plans to support the organization in the long-term. She understands how to effectively develop project plans while actively identifying and mitigating risks to ensure outcomes are realized. Throughout Crystal's career she has focused on building empowered, results-driven teams. She demonstrates her leadership by setting the standards for accountability, excellence, and results. Crystal is a proven leader in creating safe, inclusive, and supportive environments.

FACILITATION AND CONSULTATIONS

Crystal is dedicated to ensuring engagement and consultations are meaningful and respectful. She possesses the strong communication and interpersonal skills required for consensus building. Crystal is a collaborator who seeks to maximize everyone's involvement and participation. She has extensive experience in providing support and facilitation for high-level committees and initiatives, including Alberta's Strategic Aviation Advisory Council and three Land-use Framework Regional Advisory Councils. These initiatives included working directly with senior officials, elected representatives, sector stakeholders, municipal governments, federal and provincial agencies, and Indigenous communities and associations.

POLICY AND LEGISLATION

Crystal has a strong policy development background and extensive experience in the development and implementation of policies, regulations, and legislation. She believes that to enact a successful adoption of a policy or legislative change, it is critical to engage with stakeholders to fully understand implementation considerations. Crystal ensures communication strategies and messaging for

stakeholders are a key component of any policy or legislative change.

COMMUNICATIONS AND CHANGE MANAGEMENT

Robust planning, ensuring shared ownership, and ongoing communications with those affected by the change are foundational to Crystal's approach to new change initiatives. Sahe believes that the key to implementing change successfully is based on understanding the organizational culture and developing communication strategies which meet people's needs.

STRATEGIC AND BUSINESS PLANNING

Crystal has established several business units and led business planning and strategic transformation initiatives of service delivery models and organizational changes. Success in delivering transformational initiatives is founded in having a clear, well communicated vision of the desired end state. Crystal uses her systems thinking and systems design expertise to develop strategies and plans in leading teams to achieve their desired vision.

EMPLOYMENT HISTORY

- Management Consultant, Elevate Consulting: 2022 - present
- Assistant Deputy Minister, Registrar of Motor Vehicles, Safety & Policy, Alberta Transportation: 2019 - 2022
- Assistant Deputy Minister, Springbank In-Stream Reservoir Project, Alberta Transportation: 2018 - 2019
- Executive Director, Land Use Secretariat, Alberta Environment and Parks: 2008 - 2018
- Director, Central Administration, Alberta Sustainable Resource Development: 2003 – 2008
- Chief of Staff to Deputy Minister, Alberta Sustainable Resource Development: 2000 - 2003
- Tourism Program Coordinator & Investment Development Officer, Alberta Economic Development: 1994 - 2000

PROFESSIONAL AND COMMUNITY SERVICE

- Secretary, Beaumont Elves (current)
- Chair, Canadian Council of Motor Transport Administrators (2021-2022)
- Board Member, Alberta Tomorrow (2012 – 2018)
- Executive Sponsor, Government of Alberta's Lesbian, Gay, Bi-Sexual, Transgender, Queer, 2 Spirit (LGBTQ2S+) Employee Relations Group (2011 – 2022)

EDUCATION AND PROFESSIONAL CERTIFICATION

- Indigenous Canada, University of Alberta, 2022
- Project Management Certificate (1551929) 2012
- Six Sigma White (2022) and Yellow Belts (in progress)
- Faculty of Engineering, Computer Process Control Engineering (completed 5 terms), 1994
- Bachelor of Commerce, Alberta School of Business, Major Accounting, 1990