

Mr. David Ward

Partner, Mediator & Adm. A.

BIOGRAPHY

David Ward is a founding partner at Latitude and leads the firm's conflict resolution and workplace assessment practice. He also acts as lead facilitator. His multi-faceted experience and expertise make him a valuable asset, bringing a wealth of experience and strategic perspectives to the forefront of workplace conflict resolution and organizational development.

Mr. Ward is a seasoned mediator who handles interpersonal conflict with finesse, offering comprehensive mediation services. His strategic focus on civil, commercial and labour relations mediation mandates ensures transformative solutions beyond the boundaries of conflict.

Mr. Ward has extensive experience working with the federal government, and Aboriginal governments and organizations across Canada. He is also involved in the sports world, where his expertise in conflict resolution and work climate analysis is put to good use with organizations facing complex issues, including performance, athlete pressure and violence prevention.

A bilingual human resources consultant for some 15 years, Mr. Ward has developed expertise in employee management, organizational development and work climate. He has conducted numerous human resources audits and work climate assessments. He worked for several years in an international consulting firm.

CERTIFICATIONS AND AFFILIATIONS

- *Institut de Médiation et d'arbitrage du Québec* , Member, Accredited mediator and Mediator trained in Indigenous realities and issues
- *Ordre des administrateurs agréés du Québec*, Member

EDUCATION

Certification, Better Understanding Indigenous Realities ASHUKAN INSTITUTE	2023
Civil, Commercial and Workplace Mediation UNIVERSITÉ DE SHERBROOKE	2019
Master of Science, International Business HEC MONTREAL	2008

PROFESSIONAL EXPERIENCE

Latitude Management (formerly De Facto)
Founder, accredited mediator and administrator

September 2019 – Ongoing
2016 – September 2019

REPRESENTATIVE WORK

- Mediator, Sport Dispute Resolution Centre of Canada (SDRCC) since 2025
- Mediator trained in Indigenous realities and issues by IMAQ since 2023
- Mediator, Parliamentary Protective Service since 2023
- Senior Human Resources Consultant, Organizational Design and Classification Consultant, and Mediator, the Cree Board of Health and Social Services of James Bay (CBHSSJB) since 2014
- Analyst / Organizational Development Consultant, National Defence since 2020
- Mediator, Canadian Railway Company since 2018
- Human Resources Consultant and Organizational Design Advisor, Canadian Coast Guard, 2021

AREAS OF EXPERTISE

- Conduct and oversee neutral assessments of harassment, violence and discrimination.
- Conduct dispute prevention and resolution methods, mainly mediation, facilitation and conciliation.
- Train public administration investigators and internal investigators on best practices in investigations, as well as on the concepts of harassment, violence, and discrimination.
- Conduct and supervise workplace investigations into complaints of psychological harassment, discrimination and discriminatory harassment, violence, violations of the law, violations of the Code of Conduct and/or Code of Ethics, policy violations, abuse of management rights, conflict of interest, and incivility.
- Develop investigative policies, procedures and work tools on harassment, violence and discrimination.
- Develop and implement strategies to prevent and deal with harassment, violence and discrimination in the workplace.

Boreala Management
President and Founder

January 2012 – September 2019

- Responsible for the management of the firm from an administrative and business development point of view.
- Develop and deliver human resources and organizational effectiveness services specifically designed to improve business performance.

- Develop and support organizers in implementing human resources strategies.

Mercer

September 2008 – February 2012

Senior Analyst, HR Consultant

- Work at senior analyst level as a human resources consultant.
- Analysis, interpretation, observations, recommendations and action planning based on employee survey results, including employee engagement, new hire checks, exit interviews, 360 multi-criteria assessments and other organizational assessments.
- Facilitate training on a variety of topics, including leadership, culture and organizational effectiveness.
- Contribute to the development of new training courses based on customer or market needs.
- Collaborate with accounting team to ensure quality and timeliness of deliverables.
- Proactively improve customer deliverables to maximize product value.
- Provide customers with support for the online reporting tool to help them get the information they need.
- Consulting with customers to help them understand what their data is telling them and how they should use it.
- Working with the sales team (account managers and business development consultants) to strengthen customer relationships.
- Proactively identify customers' additional consulting, training and coaching needs.
- Assist business development consultants with sales presentations, as required.
- Upsell by expanding services and/or making additional presentations to customers.

LANGUAGES

- Level of French (written and spoken): advanced
- Level of English (written and spoken): advanced