

# Who is Howatt HR?



Howatt HR Consulting is a growing Nova Scotia-based company. We believe in fostering an agile work environment that focuses on learning, thought leadership, personal development, and providing a high quality of service to our clients.

We strive to bridge the gap between academic research and applied solutions for organizations across Canada. This approach helps businesses solve complex problems regarding the health and productivity of their employees. We work to become trusted advisors that support organizations in the development of total health strategies using our proprietary 5-step approach.

In addition to working closely with our clients, we partner with numerous organizations such as the Conference Board of Canada, the Mental Health Commission of Canada, Thomson Reuters, and the Globe and Mail to aid in the development of evidence, awareness, and the understanding of workplace health and productivity.

Our areas of focus include:

- Behavioural Science;
- Strategic HR;
- Mental Fitness;
- Optimal Employee Experience;
- Total Health (e.g., Physical Activity, Coping Skills, Workplace Experience, Financial Literacy, etc.);
- Employee Productivity;
- Respect in the Workplace;
- Psychological Health and Safety Systems;
- Predictive Modelling, and;
- Cannabis in the Workplace.

An organization's success is dependent upon its people. We pride ourselves on being a team of multi-disciplinary experts that can challenge and collaborate with one another in a respectful, safe, and fun environment. This sparks thought leadership, an empowering culture, and a unique experience for our clients.

# Impact Coaches



**Dr. Bill Howatt**

*Ph.D., Ed.D*

President and CEO



## Bio

Dr. Bill Howatt is the CEO of Howatt Consulting and the Chief of Research and Workforce Productivity at The Conference Board of Canada, leading the Board's applied research programs in workplace wellness, mental health, and workforce productivity.

Dr. Howatt, a behavioural scientist, is known as one of Canada's top experts in mental health issues in the workplace and has more than 30 years of experience in the field of mental health, addiction, and HR consulting. As a highly-respected columnist for the Globe and Mail, author, clinician, consultant and speaker, he effortlessly engages and inspires both individuals and groups.

Dr. Howatt is a member of the International Research Advisory Council (IRAC) at Pacific Coast University of Workplace Health Sciences (PCU-WHS). He is also Chair of CSA Standard 21008: Management of Substance Related Impairment in the Workplace.

Prior to joining The Conference Board in 2018, Dr. Howatt worked as Chief of Research and Development, Workforce Productivity at Morneau Shepell where he launched a total health consulting strategy designed to improve health engagement and productivity in Canadian organizations. He has published numerous books and articles, such as *The Coping Crisis*, *Pathway to Coping*, the *Wiley Series on Addictions*, *The Human Services Counseling Toolbox*, and *The Addiction Counselor's Desk Reference*. He is a regular contributor to *The Globe and Mail 9 to 5* and *Leadership Lab* columns and *The Chronicle Herald*. Bill Howatt, is Ph.D., Ed.D., Post Doctorate Behavioral Science, University of California.



## Jesse Adams

*MSc*

Head of Strategy and  
Operations



### Bio

As a part of his current role, Jesse continues to use his in-depth knowledge of strategic HR, workplace health and wellness, and predictive modelling to support organizations in implementing evidence-based solutions for tangible impacts on key business metrics.

For the last 10+ years, Jesse has worked in the field of corporate health and performance as a senior consultant and National Lead for Morneau Shepell's Total Health Index (THI) Analytics team, an exercise physiologist for Olympic athletes and business professionals. As the national lead for the THI analytics team Jesse lead the development of the THI assessment, employee feedback, reporting and predictive modelling techniques that helped connect and identify key drivers of employee health, engagement and productivity. Along with leading the THI, Jesse was a key contributor to the development of Employee Recommended Workplace Award.

Jesse is also a contributing author to The Globe and Mail, and white papers with the Mental Health Commission of Canada, The Conference Board of Canada, The HR Reporter and Morneau Shepell. These have a key focus on understanding respect in the workplace, mental health and developing a total health strategy among other topics pertaining the health, engagement, and productivity of organizations.