Learning & Development is working with a variety of skilled partners to facilitate and deliver learning opportunities to University of Guelph employees. We work with a number of internal and external partners to provide quality learning and development services.

To learn more about each of our external partners click on their names below:

- [Meghan Kirwin, The Kirwin Group](#)
- [Jackie Lauer, Axletree Consulting Inc.](#)
- [Doug Heidebrecht, Sun Mountain Self Management](#)
- [Kate Jones, Live to Learn](#)

**Meghan Kirwin, The Kirwin Group**

Meghan Kirwin, Principal, founded The Kirwin Group based on her drive to implement positive change in client organizations. With over a decade of senior HR and leadership experience, Meghan blends experience, best practice, and business understanding to build innovative solutions for clients that drive performance. She has extensive experience working with leaders as a trainer, group facilitator, project leader, and coach. Her depth of expertise provides a valuable and innovative approach to many organizational issues. She has consulted in a wide range of industries including education, high tech, professional services, pharmaceuticals and health care. Meghan completed her Masters of Business Administration program specializing in Management and Organizational Behaviour at Wilfrid Laurier University.

**Jackie Lauer, Axletree Consulting Inc.**

Jackie brings over 16 years of experience in management, human relations, and systems development to her work as an executive consultant and coach. Prior to launching Axletree Consulting she managed large-scale sales and marketing initiatives in the Education (public and private) and Telecommunications Sectors with such organizations as Carleton University, ITI Information Technology Institute and Nortel Networks.

She has managed as many as 200 individuals. As a leader, she soon learned her talents were in facilitating buy in for large-scale change initiatives and developing the leadership skills of those around her.

Her approach is based on proven consulting and coaching methods, integrating individual performance, personal development, change management and well being, with business results. Trained in Change Management methodologies, Jackie combines her knowledge of assessments and change strategies with her training at the Coaches Training Institute and the B-Coach (Business Coaching) program, as well as being certified in Emotional Intelligence and Relationship Systems Coaching. Her coaching supports increased awareness, allowing leaders to take more purposeful action, build greater competence, and increased confidence as individuals learn how to become more efficient and effective. By integrating skillful use of intention, reflection, dialogue, and action to transform vision into reality, her clients experience genuine and sustained change.

**Doug Heidebrecht, Sun Mountain Self Management**

Doug is the principal of Sun Management Self Management. Self Management learning (also known as workload management, results management, priority management, etc.) has been his specialty for the last 17 years. Working in Canada’s corporate market, he has facilitated workshops across Canada and more recently in Italy and Romania for thousands of people in hundreds of organizations. He has also appeared on BNN, and has been featured in the Globe, the Star, Your Workplace, On Board (the Toronto Board of Trade magazine) and various
After completing a Bachelor of Commerce degree from McMaster University he developed an enthusiasm for bringing "what they don't teach you in business school", specifically self-management to the corporate world. Helping people produce better results, feel less stressed and enjoy life more is what really motivates Doug. In his efforts to promote long term learning implementation – real change – he has become an Adler Certified Professional coach.

Kate Jones, Live to Learn

Kate’s extensive experience in the private, public and non-profit sectors across Canada spans more than twenty years in the areas of Performance Improvement, Training, Facilitation, Leadership, Sales and Sales Management, Communication and Group Interaction. This knowledge and expertise enables her to effectively communicate with learners at all skill levels.

As a facilitator, Kate utilizes innovative training methods that create dynamic learning environments. She conducts customized workshops and personalized coaching sessions in a variety of areas including Leadership Development, Customer Service, Selling Skills, Time Mastery, Building Effective Work Teams and Understanding Behavioral Styles. Her focus is to utilize proven strategies and the techniques necessary to optimize the personal and professional success of her clients.

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