



ELIZABETH HILL

Senior Consultant, Pesce & Associates

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Elizabeth is an experienced Human Resources generalist with specialized knowledge and practice in health care, long-term care, and social services.

A focus on building partnerships between unions and employers is the foundation of her role in supporting clients with labour relations from problem-solving and grievance resolution through to collective bargaining.

To support organizational success, Elizabeth has successfully facilitated, developed, and implemented strategic human resources initiatives, including strategic planning, employee surveys, organizational effectiveness projects, and core competency plans.

Elizabeth's clients include hospitals, long-term care homes, community health centres, and other not-for-profit organizations. Elizabeth is a member of the Human Resources Professional Association (Ontario).

RHONDA KUPFER

Senior Consultant, Pesce & Associates



Rhonda is an experienced Human Resource Professional with strengths in compensation, job evaluation and pay equity, policy and procedure development, training and development, recruitment and staffing, organizational development, and employee relations.

Rhonda's major projects and accomplishments include: design, development, and analysis of employee surveys; design and development of Job Evaluation and Compensation Plans including toolkits for managers; design and delivery of various training programs; and development of the conceptual design for and implementation of an Administrative Support Pool.

Rhonda's clients include educational institutions, long-term care homes, and other not-for-profit community based organizations. Rhonda is a member of the Human Resources Professional Association (Ontario).

DARLENE LEGREE
Co-owner, Silver Meridian



Darlene has over 25 years of diverse experience in long term care, from direct care provider, registered nurse, to management and staff education positions.

With additional education in Nursing Informatics and MDS, as well as being a Nurse Classifier with the Ontario Ministry of Health, and receiving her Gerontology Certification from the CNA, Darlene provides training and consulting in clinical, documentation, leadership and organizational practices.

Darlene sits on the board of Gerontological Nursing Association of Ontario, and is currently working on her degree in adult education

RON MARTYN
Co-owner, Silver Meridian



Ron Martyn combines over 30 years of managerial, recreation and training experience in long term care, with comprehensive education in gerontology.

He has served as an administrator in long term care, recreationist in facility and community-based settings, faculty member, program coordinator and department chairperson in the College system, and works as a trainer and consultant.

Ron holds a bachelor degree in Recreation from the University of Waterloo, and a masters degree in Gerontology from the University of North Texas.

As the co-owner of Silver Meridian, he provides training and consulting services in leadership, organizational practices and recreation, and is the developer of the recreation software documentation program ActivityPro.

IAN MCARDLE

Senior Consultant, Pesce & Associates



Ian McArdle has over 35 years of experience in the field of labour relations, and specializes in all aspects of labour and employee relations, particularly collective bargaining, grievance management, arbitration, mediation, and strategic planning, as well as management training in these and other related areas.

He offers a comprehensive understanding of public governance and public policy, assisting public and private-sector employers to prepare for the upcoming implementation of the Accessibility for Ontarians with a Disability Act (AODA). Ian's clients have included school boards, social service agencies, associations, and other organizations in the not-for-profit sector. Ian is a member of the Human Resources Professional Association (Ontario).

STEVE MATTHEW

Partner, MDM Associates



For 15 years, Steve has trained all ranges of healthcare professionals across Canada and parts of the U.S. in geriatric mental health and organizational dynamics. He most recently presented in Chicago at the Aging in America national conference. Steve holds an undergraduate degree in psychology and is graduate trained in psychotherapy from the University of Toronto. Steve is a Certified Human Behavior Consultant, trained at the Insights Institute in Atlanta GA. He has held several leadership positions throughout his career most notably as a Clinical Manager in a psychiatric hospital. Steve has authored several publications including magazine articles in geriatric trade journals and co-authored the book "Breaking Through: Working with the Frail Elderly."

ANGELO M. PESCE, CHRP, CMC
President & Principal Consultant, Pesce & Associates



Angelo has extensive senior management experience in all aspects of human resources.

Angelo's style, whether negotiating or managing change, is principled, and he seeks solutions that enhance the organization's effectiveness. He is an acknowledged expert in labour relations and has successfully negotiated many collective agreements, from small to very large. He also has extensive experience in strategic human resources planning, change management, and conflict resolution.

Angelo is sought after as a conference speaker on a variety of human resources topics, including attendance management, labour relations, discipline, and elder-friendly workplace. Angelo is a member of the Human Resources Professional Association (Ontario) and Certified Management Consultants (Ontario).