

VALÉRIE BOIRE

Organizational Capacity Building · Intercultural Facilitation · Training · Communications

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Profile

Organizational development consultant working at the intersection of training, intercultural facilitation, and strategic communications. What sets me apart: a proven ability to cross silos — across sectors, cultures, and disciplines — to help organizations work better together. My experience spans multinational engineering firms, research consortia operating across 4 continents, NGOs in Latin America, and large enterprises in transformation. Qualified Administrator of the Intercultural Development Inventory (IDI). Master's degree in Intercultural Facilitation (2024). Bilingual (French, English); functional trilingualism (Spanish). Proven remote work practices for 15+ years; open to travel.

Services

Intercultural Facilitation

Intercultural competence assessment (IDI) and individual or group debriefing. EDI organizational maturity diagnostic. Intercultural facilitation, dialogue, and inclusion workshops. Manager coaching in diverse environments.

Custom Training

Needs analysis, instructional design, and facilitation of workshops · Strategic retreats and senior leadership seminars · In-person, virtual, and hybrid formats · Train the trainer · Team building and spokesperson coaching

Team Assessment & Consolidation

Psychometric assessment (Myers-Briggs, DiSC, IDI) and debrief · Team dynamics diagnostic · Facilitation of co-construction and alignment processes · Organizational transformation support

Strategic Communications & Knowledge Management

Diagnostics, strategic plans, and internal communication campaigns · Development and facilitation of communities of practice · Documentation and dissemination of best practices · Stakeholder engagement

Sectors served: Engineering & Advisory · Construction & Materials · Manufacturing · Technology · Research · International Development · Community Sector · Government Services

Professional Experience

Consultant, Organizational Capacity Building

2005 – present

Valeriscope.com — Independent practice

Advisory, training, and facilitation mandates for clients across private, public, and community sectors. Areas of practice: intercultural facilitation and EDI, custom training, team assessment and consolidation, strategic communications, change management, writing and editing.

Specialist, Knowledge Management & Communities of Practice Development Jan. 2025 – Jan. 2026

WSP Global (multinational engineering and advisory firm) — Maternity leave coverage

Strategic planning and facilitation of 140+ communities of practice worldwide, spanning all technical and advisory disciplines, across all regions and market segments. Process redesign and platform optimization to improve leader experience and increase adoption. Integration of stakeholders from a U.S. acquisition. Implementation of tracking and governance tools within the global team.

Strategic Communications Advisor & Facilitator

Sept. 2021 – Sept. 2024

CRH Canada (multinational construction materials) / Demix (Québec) / Dufferin (Ontario)

- Design and facilitation of training programs for managers and leadership teams during a national organizational transformation. Formats: in-person workshops, strategic retreats (Québec), Annual Senior Management Forum (Canada).
- EDI mandate (Master's practicum, 2023): organizational maturity assessment; strategic advisory to HR leadership (Canada); intercultural mediation.
- Strategic advisory on internal communications, change management, and stakeholder engagement.
- Redesign of the employee intranet (Canada) as a unified entry point for internal services and procedures — project with a strong adoption and training component.

**Director (2017–2020) / Coordinator (2013–2017),
Communications & Knowledge Management**

Nov. 2013 – Dec. 2020

Integrated Breeding Platform (IBP) — International agricultural research consortium

- Member of the senior leadership team: strategic direction, partner mobilization, reporting to funders (USAID, Bill & Melinda Gates Foundation, European Commission).
- Direction of the OD function for a decentralized team across 4 continents: integration, inclusion, training, knowledge transfer.
- Development of databases, web portals, and mobile applications to connect researchers, partners, and farmers.
- Management of marketing communications, international events, and scientific and technological publications.

Communications Advisor

2005 – 2013

CECI (Guatemala, Bolivia) · International Centre of the Sisters of Providence (8 countries) · Alternatives (Cuba)

Intercultural facilitation, train-the-trainer facilitation, and knowledge transfer in international cooperation contexts. Mobilization and improved participation of public and community partners through integrated communication and resource-sharing mechanisms. Integration of equity and inclusion criteria into project design and management.

Marketing Coordinator & Executive Assistant

1998 – 2005

DMR Conseil / M3K Solutions (acquired by Fujitsu Canada) — Information technology sector

Support to recruitment, training, knowledge management, and sales teams. Policy documentation; event organization; development of expert networks.

Skills & Tools

Facilitation & Training: IDI (Qualified Administrator) · DiSC (certification in progress) · Needs analysis · Instructional design · Adult learning (andragogy) · Train the trainer · Communities of practice · LMS basics (Articulate360)

Organizational Development: Change management · Team assessment · Stakeholder engagement · Process redesign · Systems thinking

Communications: Strategic planning · Internal communications · Knowledge management · Writing & editing (FR/EN/ES) · Thought leadership

Technology: Microsoft Office suite · Collaboration tools (SharePoint, Teams, JIRA/Confluence, Asana) · Web development (WordPress, Wix, basic HTML) · Presentations & design (Scribe, Canva, Prezi, PowerPoint, MS Publisher, Adobe Acrobat, Photoshop) · LMS basics (Articulate360) · AI tools (ChatGPT, Claude, MS Copilot) · Advanced remote work practices

Languages: French (native) · English (fluent) · Spanish (working proficiency)

Education

Master's degree in Intercultural Mediation 2024

Université de Sherbrooke

Certificate in Public Relations 2004

Université de Montréal

French-Language Literatures, undergraduate (21 credits) 1998–1999

Université de Montréal

DEC (College education, Social Sciences) 1997

Collège Jean-de-Brébeuf

Certification & Professional Development

- Qualified Administrator of the [Intercultural Development Inventory \(IDI\)](#) — IDI, LLC (2024)
- Train the Trainer: Intercultural Realities in Training, NetCorps Canada International
- Intercultural Adaptation in the Workplace, Canadian Foreign Service Institute
- Leadership and Management for Women, AWARD
- Personnel Supervision (in-job training)

Selected Publications

- The contribution of intercultural mediation to a more effective adoption of diversity, equity and inclusion (DEI) measures in the workplace (in French: Master's thesis, 2023) — <http://hdl.handle.net/11143/21399>
- DEI in the workplace: beyond polarization (in French: open letter, Les Affaires, 2024) — <https://www.lesaffaires.com/sans-section/ledi-en-entreprise-au-dela-de-la-polarisation-2/>
- More and better crops: beyond the science and access to technology (article, collaboration, 2020) — <https://researchoutreach.org/articles/more-better-crops-beyond-science-access-technology/>

Community Involvement

- Association of Intercultural Mediation Professionals of Québec ([APMIQ](#))
- Board of Directors — [PAAL Partageons le monde](#) (2021–2024)
- Volunteer, [WILD](#) Conservation Trust
- Workplace campaigns, [Centraide](#)