

# Valérie Boire

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Association des  
professionnel.le.s en  
médiation interculturelle  
du Québec

Qualified Administrator  
**IDI** Intercultural  
Development  
Inventory®

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**Stand-out qualities:** good listener; strong analytical and synthesis skills; creativity, adaptation and flexibility; autonomy; strategic coherence and alignment; reconciling diverse interests/interdisciplinarity; cultivating ownership, belonging and empowerment.

## Professional Experience

- **WSP: Specialist, Knowledge Management and Communities of Practice (maternity leave replacement)**

01.2025 to this day

Participation in the Platform's strategic planning for the year ahead (140+ communities of practice covering technical and advisory disciplines, spanning all regions and end-markets. Reengineering and optimization of processes for better knowledge and community management. Implementation of a project tracking tool (JIRA) and a decision-making matrix within the global team. Integration of new stakeholders as part of an acquisition in the United States. Promotion of the platform and of best practices to community leaders.

**Keywords:** knowledge management • communities of practice • change management • webinar design • technology adoption • project management • process reengineering • international work within cross-cultural teams

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- **CRH Canada (materials & construction Fortune 500 company): Consultant/Specialist, Training and Communications**

09.2021 to 09.2024

Strategic advice to the Canadian communications team; facilitate retreats with division management teams (Quebec); training and team building for senior leaders (Quebec); design and facilitate the annual Senior Management Forum (Canada); design and implement various communications tactics in support of the company's transformation journey (Canada-wide reorganization).

Design and launch the new Employee Intranet (Canada) to provide a single point of entry to the company's internal services and procedures.

Post-graduate internship at Demix Construction: "Evaluating organizational DEI maturity (diversity, equity, inclusion)". - 01 to 04.2023. Counsel HR management (Canada) for the development of a potential DEI corporate function and to mediate intercultural situations.

**Keywords:** communication and business strategies • organizational development • change management • training design • project management • technology adoption • intercultural mediation (equity, diversity and inclusion)

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- **Integrated Breeding Platform – IBP (an international consortium for crop research) : Communications & Knowledge Manager**

11.2013 to 12.2020

Member of the executive team: define communications orientations and strategies; grant applications and reporting (USAID, Bill & Melinda Gates, IFAD, CGIAR, European Commission); drive partner network engagement (public and private).

Communications/Marketing: web portal; social media; awareness campaigns; partner committees; organize international events; production of informational resources for stakeholders (scientific and technological outreach); online technical support platform for clients.

Head the Knowledge Management component: development of a database and applications (mobile and Web) to link researchers, merchants and farmers. Oversee the implementation of technological platforms to facilitate the work of a decentralized team (Intranet; project management and virtual meeting tools).

Organizational development: define internal processes to increase efficiency for a team spread across 4 continents (procedures, meeting practices, integration of new employees, annual meetings, etc.); manage staff and mentor collaborators.

**Keywords:** communication and business strategies • management (staff, projects, programs) • organizational development • knowledge management • technology adoption • international work within cross-cultural teams • grassroots mobilization

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- **NGOs and foundations: communications consultant** ([CECI](#) and its partners in Guatemala and Bolivia - 01.2010 to 06.2013; [International Center](#) of the Sisters of Providence with offices in 8 countries - 01.2007 to 01.2010; [Alternatives](#) and its partners in Cuba - 05.2005 to 02.2006) :

**05.2005 to 06.2013**

Mobilize and enhance the participation of public and community partners by implementing integrated mechanisms for communications, resource sharing and skills transfer.

Implementation of Web, Intranet and/or Extranet sites; admin. and user training.

Train the trainer and awareness building within stakeholder networks, to promote collaboration in the context of workforce diversity. Integration of equity and inclusion metrics into project management.

**Keywords:** communication strategies • entrepreneurship • knowledge management • project management • training design • technology adoption • intercultural mediation (equity, diversity and inclusion) • international work within cross-cultural teams • grassroots mobilization (including partnerships with indigenous communities)

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- **Freelance: communications or organisational development consulting** with customers from a variety of sectors (banking, manufacturing, food industry, universities, the arts, start-ups, etc.). – [valeriscope.com](#)

**2005 to this day**

**Keywords:** strategic plans • writing, editing and translation (FR/EN) • graphic design • process implementation or reengineering • training design

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- **Tech industry: Executive Assistant and Marketing Coordinator at DMR Consulting (06.1998 to 12.2001), then M3K Solutions (09.2002 to 02.2005), both later acquired by [Fujitsu Canada](#).**

**06.1998 to 02.2005**

Support and coordination within different teams: recruitment, operations, procurement, training and knowledge management, and sales and marketing. Document policies and procedures; capture market intelligence data; organize events; manage inventory and supplier services; write reports and bids; support customers; provide product demos; participate in trade shows; build networks of content experts.

**Keywords:** marketing support • administration • organizational development • knowledge management • technology adoption

## Education

<b>Master of Arts in Intercultural Mediation</b> Université de Sherbrooke	<b>Obtained 01.2024</b>
<b>Certificate (undergraduate) in Public Relations</b> Université de Montréal	<b>Obtained 06.2004</b>
<b>French Literature (undergraduate studies)</b> Université de Montréal	<b>1998-1999</b>
<b>College degree (DEC) in Humanities (psychology/sociology concentration)</b> Collège Jean-de-Brébeuf	<b>Obtenu 12.1997</b>

## Continued Learning

- Certification: Qualified Administrator of the Intercultural Development Inventory – [IDI](#) (06.2024)
- Leadership and Management Course for Women, AWARD (10.2016)
- Capacity building workshop for new managers: Staff Supervision, MAPA (11.2015)
- Intercultural Adaptation in the Workplace, Canadian Foreign Service Institute (12.2009)
- Train the trainer: Intercultural Realities in Training, NetCorps Canada International (07.2005)
- AEC: Programming Community Websites, Collège Ahuntsic (08.2005)

## Other initiatives

- Member of the Quebec Association of Professionals in Intercultural Mediation ([APMIQ](#))
- Board Secretary for [PAAL Partageons le monde](#) (2021-2024)
- Volunteering with the [WILD](#) conservation trust
- Speaker / Animator in various corporate or community events
- Event organization and fundraising for a variety of causes

## Publications

- **Les Affaires (op-ed)** : *L'EDI en entreprise : au-delà de la polarisation* <https://www.lesaffaires.com/sans-section/ledi-en-entreprise-au-dela-de-la-polarisation-2/>
- **Master's essay** : *L'apport de la médiation interculturelle pour une adoption plus effective des mesures d'équité, diversité et inclusion (EDI) en entreprise* <http://hdl.handle.net/11143/21399>
- **Magazine article (collaboration)** : *More and better crops : beyond the science and access to technology* <https://researchoutreach.org/articles/more-better-crops-beyond-science-access-technology/>

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*French version available upon request.*