



**Cheryl Mitchell, PhD**  
**Facilitator, Advisor, Professor, Researcher**

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Cheryl Mitchell is a freelance facilitator and advisor, who has provided organizational systems solutions for more than 20 years. During that time, Cheryl has designed and facilitated hundreds of group programs for tens of thousands of participants. Her practice has evolved from team building and leadership development, through engagement and strategic planning, to a focus on organizational structure, team crisis interventions, change management, and identity & culture development. She currently specializes in designing & facilitating multi-stakeholder collaborative processes to develop sustainable solutions to complex system issues and to drive innovation.

Cheryl has worked extensively across all areas and levels of the public service with a wide range of clients, most of whom are repeat clients. Over the past few years, Cheryl has specialized in healthcare working with on various projects for the following organizations: Ministry of Health, Providence Health Care, PHSA, Cardiac Services BC, Stroke Services BC, and the Heart & Stroke Foundation among others. In addition to facilitation and advising, she has developed curriculum and training programs on many topics for organizations, conferences and universities, as well as delivered several keynote presentations. Cheryl uses her skills in social science to apply qualitative research methods for data collection and thematic analysis to better understand organizational dynamics and ensure the development of comprehensive and sustainable solutions.

As a practitioner, Cheryl is known for her solution-focused approach, her ability to apply a range of collaborative strategies including design thinking, and her style of navigating through all types of conversations from resolving issues, identifying opportunities for innovation, and creating sustainable strategies. She is a team coach and qualified to deliver a wide range of assessments.

Cheryl has a PhD in Human and Organizational Systems, where her dissertation research focused on systemic blame in healthcare. She also has a Master's Degree in Counselling Psychology. She is an assistant teaching professor at the University Of Victoria Gustavson School of Business where she teaches MBA courses on collaboration, design thinking & innovation, leadership and consulting. She is also a Principal Investigator at the Cardiac Network of Canada (CANet), a National Centre of Excellence (NCE), where she researches multi-stakeholder collaboration in national research networks. Her academic research and interest in blame, group dynamics that impede collaboration, and processes that enhance solution-building, ensure that her professional projects are evidence-informed and align with current research and literature.

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