

Resume: Rick Beauchamp

Objective

To provide high quality family and child protection mediation services.

Skills and Qualifications

12 years counseling experience with children, youth and families.

Experienced in leadership roles, project management, negotiation, facilitation and dispute resolution

Strong conceptual and planning skills

Demonstrable problem-solving abilities

Well-developed communication and presentation skills

Professional Experience

RFB Associates Management Consulting

November 2010 – Present

Principal/Owner of a sole proprietorship focused on capacity-building in the non-profit sector. Services offered include: organizational reviews; managerial leadership training; strategic planning; inter-organizational disputes; workplace conflict.

Information/Referral Coordinator The Mediation Centre

October 2012 – March 2014

Provided assistance, information and community referrals to individuals involved in Family Law matters in Ontario and Superior Courts - Brantford, Cayuga and Simcoe.

Family Mediator The Mediation Centre

May 2013 – Present

Provide full range of mediation services for couples experiencing separation and/or divorce.

Child Protection Mediator The Mediation Centre

February 2014 - Present

Provide mediation for individuals involved with the Child Welfare system. Routinely involve other parties (e.g., CAS staff and supervisors; Office of the Children's Lawyer –OCL) in the mediation process.

Community Programs Manager

June 1997 - September 2004

January 2007- April 2010

*Ministry of Children and Youth Services/Ministry of Community and Social Services
Hamilton/Niagara Regional Office*

- Project Manager for region-wide service system restructuring of services for children and for individuals with developmental disabilities. Headed the development and execution of a comprehensive community consultation and subsequent implementation plan that resulted in the creation of four new, single-point access (“Contact”) organizations across the Region serving these populations.
- Service system management leadership for transfer payment agencies in young offenders, child protection, children’s mental health, developmental services. Responsible for all contract administration, licensing and regulatory oversight. Scope of contractual arrangements included multiple, independent social service agencies, four municipal governments and two First Nations communities.
- Recruitment, training, supervision, coaching and development of staff and teams
- Representative on provincial task forces and working groups.

Regional Director (Acting)

October 2004 – December 2006

*Ministry of Children and Youth Services/Ministry of Community and Social Services
Hamilton/Niagara Regional Office*

- Provided leadership to a Regional Office comprised of over 200 staff across a geographically and culturally diverse jurisdiction representing 10% of the provincial population.
- Provided strategic and tactical leadership to senior management team in establishing and directing local organizational priorities.
- Inspired and guided the development of a three-year strategic plan.
- Contributed to program development and policy initiatives at corporate ministry level.

Program Supervisor

March 1990 – May 1997

*Ministry of Children and Youth Services/Ministry of Community and Social Services
Hamilton/Niagara Regional Office*

- Managed transfer payment service portfolios across children’s and adult community services including children’s mental health, women’s services, supported employment, sheltered workshops, acquired brain injury, services for the deaf-blind.
- Enacted all components of service system management role: communicated ministry expectations, negotiated service agreements, monitored agency

performance, and initiated corrective action as required.

- Provided strategic advice and direction to individual agencies and service networks.

Project manager for several individual organizational reviews resulting in service improvements and enhanced organizational functioning.

Additional Work Experience

Policy Analyst (secondment)

June 1994 – November 1994

Corporate Policy Branch, Strategic Directions Division, MCSS, Toronto

Probation Officer

January 1982 – March 1990

Hamilton

Child and Youth Worker

February 1981 – January 1992

White Oaks Treatment Centre, Hagersville

Child and Youth Worker

May 1978 – January 1981

Arrell Observation & Detention Home, Hagersville O & D Home, Hamilton & Hagersville, ON.

Education

Master of Laws (Alternative Dispute Resolution). York University, Osgoode Hall. 2007.

Master of Social Work (Social Welfare Policy). McMaster University, 2003.

Bachelor of Arts (Hons.) (Political Science). McMaster University, 1978.

Selected Professional Development

Mandatory Training for Family Mediation: Domestic Violence Screening (Riverdale Mediation, Toronto, 2010); Basic and Advanced Family Mediation (The Mediation Centre, Hamilton, 2011).

Family Mediation Internship Program: (100+hours). May – October, 2012. Mediation Centre, Hamilton.

Family Mediation & Domestic Violence: Annual Training Day through Hamilton Mediation Services since 2013.

Family Mediator Accreditation. OAFM. May, 2013.

Child Protection Mediation Training. Training session commissioned by the Ontario Ministry of Child and Youth Services. January 16, 17 & 18, 2014.

Workshop attendance at AFCC Annual Conferences from 2013 – 2017.

Insight Mediation Training. One day workshop with author, Cheryl A. Picard. September 2018.

Additional Training Courses/Workshops

- Project Management
- Leadership and Culture in Organizations
- Basic and Advanced Facilitation
- Performance Management in the Public Sector
- Internal Consulting
- Writing Business Cases
- Change Management
- Emotional Intelligence in the Workplace
- Coaching & Mentoring Staff
- Resolving Multi-Party Disputes

Professional Affiliations - Memberships

Ontario Association for Family Mediators (OAFM)

Global Organization Design Society (GO Society)