



Suzanne Hawkes

Suzanne Hawkes is a management consultant, leadership trainer and ICF-accredited coach. She has supported strategic planning, change management and leadership development with business, non-profit, political and public sector clients across the US and Canada for over 20 years.

Suzanne is a principal with Convergence Strategies, based in Vancouver, Canada. She is also an associate with InPartnership Consulting, a U.S. management consulting firm with a focus on equity and organizational effectiveness. She is the sole Canadian trainer with the Rockwood Leadership Institute, based in California, which supports equity-embedded leadership capacity building for community and civic leaders from around the world.

Suzanne is the founding instructor for Simon Fraser University's Certificate Program in Executive Leadership, focusing on team performance, and a co-instructor for SFU's Essentials for Leading Teams. She also co-teaches two courses on decision-making in the Equity Essentials certificate program for SFU and the Provincial Health Services Authority. She co-facilitates the renowned Art of Leadership multi-day training each year at Hollyhock Leadership, which draws participants from around the world. Suzanne has been a Dialogue Associate with SFU's Centre for Dialogue since 2016.

Suzanne entered the facilitation and organizational effectiveness field through an initial focus on multi-stakeholder engagement in natural resource management. She has an Honour's Bachelor's degree in Environmental Studies from the University of Waterloo, and a Master's degree in Resource and Environmental Management from SFU, both with a focus on Indigenous resource management. She went on to support hundreds of civil society organizations in strategic communications efforts for more than 10 years, when she founded Canada's first non-profit communications training and service center, housed within the Institute for Media, Policy and Civil Society.

Suzanne is a certified Integral Facilitator. She is also certified to lead the Intercultural Development Inventory, which assesses intercultural competence; the Interpersonal Leadership Styles assessment, a tool to support more effective communication and partnership across diverse teams; and the Diamond Power Index, a 360-degree survey tool aimed at developing an organizational leader's skillful use of power.

Core Areas of Work

- Executive coaching for senior leaders
- Leadership team effectiveness and alignment
- Strategic planning and decision-making
- Leading through complexity, change, and ambiguity
- Accountability, feedback, and performance conversations
- Organizational trust, culture, and team dynamics