

Carol Mabey, CHRP, CEB  
Principal of Applied Strategies, Inc.

With over 40-years experience in both union and non-unionized environments, Carol is a cost conscience, balanced problem solver who understands the importance of delivering win-win solutions.

While she is available to advise all Applied Strategies' clients, Carol's focus will be to work with law firms that have not yet created an HR department.



### About Applied Strategies

Applied Strategies assists small to mid-sized law firms providing strategic advice and counsel on a wide variety of law firm issues, including planning, leadership, understudy planning, business development, capitalization of partnerships, lawyer and staff engagement, marketing, key performance indicators, competitive intelligence, finance, mergers, practice transitioning, compensation, organizational structures, and partnership arrangements.

### Carol's hands-on HR experience

- All aspects of union labour negotiations,
- Develop job descriptions, training and materials in the recruiting process,
- Pre-employment and promotion testing,
- Coaching/counseling on office-related work issues, including staff engagement, and wellness programs,
- All aspects of Policy Development and execution,
- Active participation/oversight of the progressive discipline process,
- Salary administration – compensation standards, government funding applications, and oversight,
- Administration/design of pension plans – including conversion of defined benefit to defined contribution,
- Overseeing group benefit plans, negotiation of annual adjustments, developing and communicating changes

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## Company Experience

### **Applied Strategies, Inc., Nova Scotia - January 2022 - Present**

#### *Principal*

It is a firm that provides practical solutions drawn from the learned experiences, continuous research, and inquiry to today's business challenges. Our focus includes strategy and organizational direction, human resources and benefits, marketing, and technology.

### **Scotia Investments Group of Companies, Nova Scotia - 1988 – 2022**

2000 – 2022 - Human Resources Manager – CKF Inc. (a subsidiary of Scotia Investments)

This role grew over the years from a single plan role in Hantsport NS to a position with corporate responsibilities in pension and group insurance, overseeing Human Resources in the Ontario location (2011), corporate salary administration (2014), and managing the Payroll Department (2015).

1995 – 2000 – Human Resources Manager – CKF Inc. and Minas Basin Pulp and Power Company Limited (another subsidiary of Scotia Investments)

1991 – 1995 – Personnel Manager - CKF Inc. and Minas Basin Pulp and Power Company Limited

1988 – 1991 – Personnel Assistant - CKF Inc. and Minas Basin Pulp and Power Company Limited

### **Atlantic Wholesalers (formerly Capital Stores Ltd.), Nova Scotia**

1986 – 1988 – Personnel Assistant

### **Farmers' Co-operative Dairy Ltd., Nova Scotia**

1979 – 1984 – Personnel Officer

