

# BRANT BECKTA

## Senior Leader - Strategic Operations - New Developments

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## SUMMARY

With a background in Project Management, Business Integration, Field Operations, and Technology, I thrive in directing projects and enhancing team performance across diverse cross-functional departments. Driven by innovation and strategic planning, I'm passionate about converting team efforts into enduring success and fostering a culture of collaboration and professional growth.

Known for my integrity and respect, I focus on streamlining team dynamics, optimizing resources, and tackling problems with enthusiasm. My leadership extends to every level, influencing and inspiring colleagues, including executives, to align with our organization's vision. Leveraging technology for efficiency and celebrating team victories are key elements of my approach.

## EXPERIENCE

### National Director of Strategic Operations

#### Cogir Senior Living

📅 12/2023 - 03/2024 📍 Mississauga

#### Formerly Revera through acquisition

- Through the acquisition of Revera Retirement Living Operations, I continued in my current role with Cogir Senior Living.
- Led Project Management team in successful cross-functional Enterprise transition from Revera Operations to Cogir Operations
- As of February 28th, 2024 - the Strategic Operations department was restructured out of Cogir, which included my role.

### National Director of Strategic Operations

#### Revera Retirement Living

📅 01/2020 - 12/2023 📍 Mississauga

- Responsible for all aspects of operations for integrating acquisitions and new builds. Works in close collaboration with matrixed Strategic Operations, Property Development and Corporate Development teams on proforma development
- Lead the integration of new builds and acquisitions, working closely with VPs and Regional Directors of Operations, National Directors, Development, Strategic Sourcing, IT and the Project Management Office
- As a cohesive working unit, partner with Regional Operations to plan and supervise all assigned activities for new builds and acquisitions to ensure seamless transition sustained success. Opened 3 new Retirement Residences.
- Assist in the establishment and achievement of Retirement's short term and long-term objectives to optimize financial returns by providing turnaround support to existing communities to ensure that revenue, operating margins, net operating income, Resident Satisfaction and Employee Engagement targets are achieved
- The Scenic Grande, Calgary Alberta, 202 Suites
- Glenora Park - Edmonton Alberta - 290 Suites
- Sharon Corners, East Gwillimbury Ontario - 204 Suites

## CONNECT

LinkedIn

<https://www.linkedin.com/in/brantbeckta>



Expanded Professional Profile

<https://beckta.ca>

## TECHNICAL EXPERTISE

### Leadership

Strategic Planning

Business Development

Business Integration

Property Development

Leadership Development

### Management

P&L

Analytics

Innovation

Field Operations

Project Management

Team Building

Succession Planning

### Technology

Microsoft Office Suite (15+ yrs.)

Microsoft SharePoint (10+ yrs.)

Microsoft Enterprise Applications (+12 yrs.)

Project Management Applications (8+ yrs.)

Mobile Technology / Field Ops (10+ yrs.)

## EXPERIENCE

### Director, Business Integration

#### Shoppers Drug Mart

📅 10/2018 - 09/2019 📍 Toronto

- Provided leadership to the HealthWatch rollout specialists team of Pharmacists and Pharmacy Assistants to integrate a paperless workflow to all stores in Canada
- Assumed leadership of Project Management Office for Product Development and Planning
- Directed strategy for communications, training, and operational planning to convert stores to New Healthwatch paperless workflow, saving ~90 seconds per Rx, improving Pharmacy workflow efficiency, and reducing wait times
- Aligned executive stakeholders to architect the strategic 3-year product roadmap for Pharmacy Systems workflow rollout, enhancements, updates, and managing backlog
- Innovated project tracking and planning for executive view, tactical planning, and task level activities providing consistent status of all stakeholders

### Senior Project Manager - Business Integration

#### MediSystem Pharmacy

📅 04/2016 - 10/2018 📍 Toronto

- Led the successful transition of Revera Long Term Care and Retirement Residences of 135 homes in BC, AB, MB and ON, for a combined 11,411 beds, which now represents the largest client for MediSystem
- Managed complete operational replacement of primary transportation vendor to four localized vendors to reduce risk, optimise financial return
- Partnered with Clinical Leadership to develop, pilot and launch compliance audit process and reporting dashboard to benchmark all 13 locations to comply with provincial clinical standards
- Led cross-functional team to develop and implement Operational Labour Model, standardizing roles, and responsibilities across the business to measure and manage pharmacy performance. Collaborated with Clinical Best Practices, Analytics, Operations and HR to ensure effective implementation and compliance.
- Innovated and standardized national policy for new client onboarding and transitions, payroll management, systems implementation, IT development, and new technology innovation to ensure financial cost controls vs budget

### Director, Sales and Operations

#### The Source

📅 01/2015 - 06/2015 📍 Toronto

- Led Sales and Operations for 5 District Managers, 12 Field Managers, 90+ stores, 350+ associates across 5 trading markets
- Developed extensive retail product and vendor relationships to stabilize a volatile market with inconsistent sales techniques and leadership
- Implemented strategic data analytics to enhance Bell Subscriber revenue and motivate associates and leaders, resulting in improved year-over-year EBITDA profitability
- Reduced chargebacks by \$403k in the first quarter

## INDUSTRY EXPERTISE

### Real Estate & Property Development

### Senior Living & Retirement Managed Operations

### Healthcare & Pharmacy Operations

### Retail & Consumer Technology & Wireless

### CPG (Consumer Packaged Goods)

## STRENGTHS

### Cross-Functional & Collaborative Culture

Engage with all functional departments of an enterprise, including Finance, IT, HR, Procurement, Field Operations, Central Operations. Supportive and encouraging culture that would enable leading by example.

### Executive Presence & Influence

Engage with experience and confidence to influence C-Suite and Senior Leadership teams.

### Strategic Thinking

Long term roadmap and 5-year strategy framework experience, with talent management and succession planning.

### Development Driven Performance Management

Talent acquisition, 9 box, succession planning, 1:1 performance management, managing hybrid teams, decentralized decision making, balancing accountability with responsibility.

### Continuous Learning

Continuous learning and self-improvement, driven, and avid consumer of business books: Dale Carnegie, Napoleon Hill, Seth Godin, Jim Collins Simon Sinek.

### Mentorship

Advocate for fostering culture of personal development through 1:1 mentorship

## EXPERIENCE

### Director, Field Operations

#### Mosaic Sales Solutions

📅 10/2012 - 01/2015 📍 Mississauga

- Led 3 regional managers, 15 district managers, and 350 territory representatives across Canada. Responsible for successfully stabilizing the implementation of two former competing agencies to create one harmonized culture. Accountable for all program financial performance management lowering cost to serve each year for 3 years.
- Directed field operations in every province and territory of Canada as well as internal operations and communications for the Mosaic Entertainment Team to consistently deliver exceptional field service performance of 98.7% visit coverage result with 70,000 visits annually, and 240,000 field hours, over-performing client charter.
- Oversaw the timely, accurate, and cost-efficient execution of merchandising programs and promotions on behalf of movie studios and gaming companies in major retail chains across Canada, including Walmart, Best Buy, Future Shop, Toys R Us, and EB Games/GameStop.
- Managed the alignment of two merged operations and field teams (Mosaic acquisition of CIM), including harmonizing all client and field reporting systems. Architect of "Evolution of MET" initiative - internal collaboration and prioritization to drive change management, which was seamless to clients with no operational disruption.
- Improved field rep vacancy rate from 11% in 2013 to 3% in 2014 by aligning with partner programs to harmonize field rep cross-program support

### Director, Store Operations

#### The Body Shop

📅 01/2012 - 07/2012 📍 Toronto

- Managed operational processes, functional systems and procedures, and store communications for 117 stores & 10 District Managers across Canada, with the goal of harmonizing operations between Canada and the US.
- Aligned with leadership teams for global product launches, event planning and marketing campaigns, and launched first Canadian pilots for new store design rollout to North American market consistent with global strategy.
- Innovated National store payroll and store grade level budgeting and store targets, cost control, P&L responsibility.

### Regional Manager, Sales & Operations

#### HMV Canada

📅 08/2002 - 12/2011 📍 Ontario

- Oversaw all aspects of sales, P&L, and operations with up to 25 high-volume stores from ON to NL. Provided leadership, direction, and support to a team of 400+ including 25 store managers, 50 assistant managers.
- Increased comparable store sales and profit contribution by 4-11% every year Generated the 2nd highest year-over-year sales growth in the country for FY 2010-2011
- Consistently ranked 1st or 2nd out of 12 regions in the country on all key performance indicators including sales-to-budget, profitability (EBITDA), and annual sales growth.
- Consistently ranked 1st in the country for employee retention, and 1st for employee satisfaction scores.

## LEADERSHIP STYLE



My leadership style is centered around collaboration, strategic insight, and fostering employee growth. I excel in uniting diverse teams towards common goals, emphasizing the importance of aligning individual projects with our broader vision. I'm committed to mentoring my team, focusing on skill development and career advancement as key components of our collective success.



Technological savvy and innovation underpin my approach, utilizing cutting-edge tools to enhance efficiency and keep us ahead. I tackle challenges with adaptability and a solutions-focused mindset, turning obstacles into opportunities for learning.



Clear, effective communication is fundamental to my leadership, ensuring my team is always informed, engaged, and motivated. I prioritize empathy and support, particularly in difficult times, and celebrate our successes to reinforce a sense of achievement and team unity.



I promote innovation by cultivating an open, collaborative environment where creative thinking and new ideas are highly encouraged. By integrating the latest technologies and hosting regular brainstorming sessions, I ensure my team feels empowered to explore and share diverse perspectives. We adopt a "fail fast, learn fast" approach, rewarding innovative ideas and their implementation, thereby diminishing the fear of failure. This strategy not only fosters a culture of continuous improvement but also motivates my team to actively contribute new solutions, driving our collective growth and innovation.



In summary, my leadership fosters a culture of strategic collaboration, personal development, and adaptability, with a strong emphasis on communication and celebrating our achievements.

## RECOMMENDATIONS

 **John Beaney - Experienced COO, Healthcare Executive, Board Director and Public Speaker.**

*"Brant is a seasoned and experienced project manager with additionally, exceptional technology skills. He brings a team spirit, kindness and respect to any team. Brant is a pleasure to work with, fostering collaboration and celebration.*

*He is passionate about his projects and the business he supports, providing clarity and detailed communication to ensure the team is aligned.*

*It is a pleasure to recommend Brant's skills, his passion and his enthusiasm to any organization looking for a team player."*

 **Andrea Carson, CHRL - Director, Human Resources at Aramark Canada**

*"I had the pleasure of working with Brant during his tenure at Revera. I always found him to be a dynamic and thoughtful leader, with exceptional project management skills.*

*Not only was he a great visionary, but he has a great tactical approach that allowed Operations to take it to the next level.*

*Brant was well-respected and often sought out for his expertise. His commitment to his team and the organization as a whole was evident in everything he touched!"*

 **Nick Calina - Senior Leader | Culinary Operations | Corporate Executive Chef**

*"As someone who had the opportunity to work alongside Brant for over four years, I can attest to his exceptional leadership skills. Brant's devotion to his team's professional growth, coupled with his passion for the company's KPIs, sets him apart as a leader. His collaborative and organizational processes bring people together, a true testament to his enthusiasm and influence.*

*Brant's technical abilities and subject matter expertise are undeniable, which makes him a valuable asset to any organization. His forward-thinking and methodical approach ensures that he puts 100% into everything he does. There's no doubt that his dedication will continue to drive his organization's success.*

*If you're searching for a leader who prioritizes both results and the development of their team members, look no further than Brant."*

 **Kiet Ngo - Director, Property Development at Revera Inc.**

*I worked with Brant at Revera, where he managed the operationalization of newly built retirement homes. Brant is always willing to help, comfortable with navigating ambiguity, and a strategic decision-maker. He adds joy to the workplace, and will have an impact in whatever role he chooses to pursue.*

## PROPERTY DEVELOPMENT


### Glenora Park

 06/2022 - 11/2023  Edmonton

Complete operational activation of Edmonton's 22 story, 290 suite luxury retirement residence.

- Design, procurement, preopening sales & marketing strategy, local leadership selection, onboarding, training, grand opening.
- [Glenora Park](#)

### The Scenic Grande

 01/2020 - 01/2021  Location

Complete operational activation of Calgary's 204 suite luxury retirement residence.

- [The Scenic Grande](#)

### Sharon Corners

 11/2021 - 02/2024  East Gwillimbury

Complete operational planning of East Gwillimbury's 204 suite retirement residence, expected to open 2024.

- [Sharon Corners](#)

## CERTIFICATION

### [PMP - Project Manager Professional Candidate](#)

Project Management Institute

### [P.Mgr - Professional Manager Designation.](#)

Canadian Institute of Management

## PASSIONS

 **Technology**

 **Music Performance & Production**

 **Travel**