

Francine Piché, MBA, CPCC, PCC.
Senior Facilitator and Executive Coach

My mission is to enable individuals to stand in their own power; to imagine what is possible and succeed at it.

Francine is a senior leadership development facilitator and executive coach with Path To Trust. With her extensive background in learning and development combined with her experience as a HR professional, she brings a unique focus to her sessions on management, leadership, team and organizational development.

A Senior HR Leader with Siemens in Canada for more than 25 years, with the last 9 years within Learning, Talent & Leadership Development, Francine has been responsible for implementing global Learning and Talent Development Strategies within the Canadian operation. Some of her accomplishments include the implementation of a formal succession planning process, a Talent Identification and Development program, and the adoption of a Coaching framework to support people development.

Her HR career spans several industries including airline, banking and manufacturing in continuously progressing HR roles. Francine holds an Honours Bachelor of Commerce degree from the University of Ottawa and an MBA from Athabasca University. She is a Certified HBDI® Practitioner and has obtained a Professional Coaching designation through the Coaches Training Institute.

Francine has been a volunteer with the YWCA movement in Canada for the past 15 years and is currently sitting as a community member on YWCA Canada's Nominations Committee and YWCA Canada's HR Committee. She has sat on the Board of Directors of YWCA Canada for 6 years with 2 of them as Vice-president. Prior to this she served 7 years on the YWCA Peterborough, Victoria and Haliburton board of directors with 3 of them as President.

Francine has a passion for long-distance walking. She has completed 10 half-marathons and has coached several individuals to the completion of their first half marathon.

Francine is fluently bilingual, French and English and is a member in good standing of the HR Association of Ontario and the International Coach Federation.

