

City of London - Application for Appointment to a City of London Board or Commission

Application

Please choose the Board or Commission you are interested in serving on: **London Public Library**

Contact Information

Name: **Jon R Lavkulich**

Phone Number:

Address:

City: **LONDON**

Province: **ON**

Postal Code: **N6K 4T8**

E-mail Address (Confirmation e-mail of your application will be sent):

Experience and Qualifications

If you have experience on a London Board or Commission, please provide dates and details. (max. 3000 characters): **I have not been on a London Board or Commission to date. However, I am currently the Vice President of the Board of Directors for Hutton House (London based) and President of the Board of Directors for Community Services Coordination Network (Southwest Ontario agency).**

What do you hope to contribute or learn as part of a Board or Commission? (max. 3000 characters): **Through my volunteer work, and in particular on boards, I can offer you a good understanding of the role of governance; strong leadership skills, strong collaborative skills and knowledge, and experience in developing and participating in strategic planning within the private sector, the public sector and non-for-profit. You will note from my attached resume that I have been actively involved in volunteering since retiring. This is the opportunity to employ those skills and knowledge that I gained through work and study for the benefit of others. One important lesson I quickly learned was that I benefit as much as those I serve through these new experiences as well as another level of understanding of human dynamics and social and cultural conditions. What I hope to gain is experience understanding boards at a municipal level as well as an appreciation at another level of library services. In addition, I am a learner by inclination and, actually, need. And the library is precisely the epitome of learning. What I can offer is my work experience in Human Resources and Conflict Management and my volunteer work in both hands-on and fiduciary roles.**

How will you support the work of a Board or Commission? (max. 3000 characters): **I note that the Library has just completed its new Strategic Direction for the next five years. Because of my strategic planning expertise, I can contribute to both ensuring decisions are aligned with the strategic plan and monitoring to ensure the the Strategic Plan remains current as we move through changing times; My training and experience in conflict resolution will assist while participating in discussions with opposing viewpoints to look for commonalities and shared interests; I have a solid background in governance, respecting the distinctions between administration and the role of a board and recognizing the important fiduciary role of a board member; Strong leadership skills acquired through my career and in board leadership roles; Progressively more community engagement since settling in London; I am naturally a learner, seeking knowledge and awareness. That has made me a more accomplished instructor and a more successful participant in organizations. The need to know and expand is an essential element of library services.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 3000 characters): **The two boards with which I am currently involved have a strong focus on anti-racism and anti-oppression. During my career, in Human Resources, I not only had a strong knowledge and awareness of human rights issues and legislation, but also taught courses focussing on cultural and disability awareness.**

These two boards also are directly involved with members of the community who have challenges. And, interestingly, I developed a much more personal understanding and appreciation for socio-economic issues in London serving as a tour guide. In this role, I have worked with students from all areas of the city and have become more aware of the realities facing unfortunately large numbers of children and youth.

My community involvement is, and has been, from a policy perspective as a board member, hands on through tai chi, ESL and Museum London and community participation such as being part of the contributors to the Richmond Street Underpass Community Art Project.

Having worked overseas for a number of years, and continuing to be connected with other cultures, keeps me aware of cultural differences and the need for adaptability in how we perceive our environment.

My experience and training as a conflict resolution advisor and mediator has proven to be of value both within board settings and in community involvement.

Attach resume or other document here, if needed: **Resume.pdf**

Attach more files here, if needed:

Confirmations

I declare the following: **I am a Canadian citizen. ; I am a resident of London. ; I am at least 18 years old.; I am not a City employee, Council member, or employee of the Library Board.; I understand that my application and any attachments will be included on a public agenda that is published on the City website.**

To help inform our outreach activities, please tell us how you heard about this opportunity: (optional): **City Website**

If you selected 'Other', please specify:

Submitter E-mail:

Submitted on: **1/4/2022 4:24:56 PM**

JON R. LAVKULICH

London, Ontario
Canada, N6K 4T8

PROFESSIONAL EXPERIENCE

Labour Relations Advisor (Retired)

*Provide labour relations advice to management in the Canada Revenue Agency
2008 September to 2014, April*

Liaise with management, unions and staff on labour relations and people management issues including performance management, discipline, health and safety, grievances, human resource policies, training, and accommodations. Work with unions is centered on informal, interest-based negotiations.

Note that I was seconded for one year (2012 September to 2013 September) to the role of the Southern Alberta Conflict Resolution Advisor for the Canada Revenue Agency.

Mediator, Alberta Provincial Courts

2010 August to 2014 February

Co-mediator in mediation services to parties involved in Provincial Court legal actions.

Team Leader, Canada Revenue Agency

*Individual income tax agent, promoted to tax specialist/resource officer and, 2005 January, to
team leader*

1999 December to 2008 September

Liaise with individuals and the legal and accounting communities, regarding complex income tax issues; present programs and new policies to concerned parties to promote compliance with income tax law; manage a team of 14 income tax generalists; and facilitate both management and income tax related training programs. As a resource officer, I provided information to clients on complex income tax issues including Tax Conventions and Residency.

Consultant, Human Resources Development and Organization Development

Principal Clients: major national companies in central and eastern Europe

1992 March to 1999 November

Assist large Central European companies restructuring from a centralized economy to competitiveness in a market economy. This included reviewing work flows and budgets, restructuring staff functions to market driven functions and implementing new human resources policies and programs including human resource planning, staffing, job classification, and employee relations based on European standards.

Director, Human Resources

*Government of Alberta, Ministries of Economic Development and Tourism,
Economic Development and Trade*

1982 August to 1993 August 5

Beginning as a human resources generalist, promoted to Assistant Director and then Director, responsible for the human resources program and policies for several ministries of the Government of Alberta. This encompassed all aspects of human resources management, including human resource planning, staffing, job classification, employee relations, compensation and training.

Classification and Compensation Officer
United Nations Secretariat, New York, N.Y.
(Secondment from Economic Development and Trade)
1984

Participated in the development and implementation of a new classification system for General Services staff at UN Headquarters.

Co-ordinator, Human Resources
Government of Alberta, Attorney General
1980 November to 1982 August

Responsible for providing human resources support (staffing, classification and employee relations) to Court Services, Personal Property Registration, Crown Prosecution and Legislative Services.

Consultant, Professional Recruitment
Right Hand Employment Services
1980 January to 1980 November

Provide executive search for professional and management positions, primarily in the oil and gas industry.

General Manager and Partner
Edmonton Personnel Services
1976 May to 1979 December

EDUCATION

University of Lethbridge
Honours B.A (History and Economics)., with Distinction

Mount Royal University
Conflict Resolution Certificate (220 hours)

University of Economics
University of Budapest
Post Graduate Studies, Economics

Qualified Mediator Designation with the ADR Institute of Canada
Recipient of the Queen Elizabeth II Diamond Jubilee Award for service to the Community.

VOLUNTEER ACTIVITIES

Boards

Community Services Coordination Network (CSCN)
Chair of the Board of Governance and the Board of Directors

- Not-for-profit organization, funded by the Ontario Ministry of Children, Community and Social Services and the Ministry of Health, working with families to coordinate access to services and supports for children and adolescents who have complex multiple needs. CSCN provides these services across a five-county catchment area that includes: London-Middlesex, Elgin, Huron, Oxford and Perth Counties;

- Includes Developmental Services Ontario and the Passport agency in the South West portion of the Ministry of Children, Community and Social Services' West Region.

Hutton House

Vice President and member of the Board of Directors

- Society enabling individuals with disabilities to train, work, volunteer in the community;
- Delivering an individualized program for young adults with complex needs and providing opportunities for individuals to be more involved in the community. This also provides families respite time for other activities.

Nottingham Woods Condominium Corporation

President of Board of Directors.

Other volunteer activities and memberships:

- *Taoist Tai Chi*, Instructor;
- *Museum London*, Tour Guide and Vice President of the Tour Guide Association;
- *The London and Middlesex Historical Society*, Member.

Prior volunteer activities:

- London Public Library, ESL Reading Program facilitator and One-on-One Coach;
- Epilepsy Southwestern Ontario, Member of Board of Directors;
- Seniors Gathering Place, Host;
- Calgary Immigrant Education Society, ESL Instructor;
- Hamstead Estates Condominium Association, Member Board of Directors,
- Volunteer tax preparer for low-income individuals and families each tax filing season;
- The Alberta Provincial Court, Mediator;
- Mount Royal University, Conflict Resolution Certificate Program, Coach;
- Calgary Homeless Shelter, Volunteer food preparer;
- Christmas Socks Campaign, Fund Raiser;
- United Way, Fundraiser;
- Annual Calgary Stampede Breakfast, Volunteer.