

City of London - Application for Appointment to Western University Board of Governors

Application

Please choose the Board or Commission you are interested in serving on: **Western**

Contact Information

Name: **Marlene McGrath**

City: **London**

Province: **ON**

Postal Code: **N6K 1A9**

Experience and Qualifications

If you have experience on a London Board or Commission, please provide dates and details. (max. 1500 characters): **Board of Directors, London Economic Development Corporation**
As a member of 3M's leadership team, I represented the interests of a significant London employer and a local Canadian head office at the LEDC table, together with other members from academia, government and business. Our focus was to positively impact the London economic environment through development of key areas of the city and by attracting significant employers and business opportunities.

What do you hope to contribute or learn as part of a Board or Commission? (max. 1500 characters): **As part of the Board, I hope to learn about and contribute to the operations and strategies of the organization. It is important to learn and understand the fundamental business drivers of the organization, the funding models and sources necessary to drive operations and future opportunities, the vision, values and mission that shape decision-making and the key cultural elements that create a working and learning environment.**

I believe my deep experience in business management obtained as an executive of both 3M Canada in London and 3M Company in St. Paul, Minnesota would assist in these fundamentals. I would contribute through my expertise in Human Resources and share my experiences in organizational dynamics, fostering collaborative teams and building a culturally diverse workforce to assist in the Board's deliberations. I would also provide governance expertise obtained through my legal work and work on Boards in both a professional and volunteer capacity.

How will you support the work of a Board or Commission? (max. 1500 characters): **My support for the Board of Governors would be in the areas of business management, strategic Human Resources practices, diversity, equity and inclusion, change management, leadership development, engagement, collaborative organizational structures and governance practices. I would also hope to share my interest in different cultures in the work of attracting and retaining international students, faculty and staff. I would act as an ambassador of Western in the areas of public relations and fund-raising.**

Please describe additional experience, training, or community involvement that will help you in your role as a Board or Commission Member. (max. 1500 characters): **I have been deeply involved on boards in the London community in the areas of health care, long-term care, member clubs and business education. Through these experiences I feel I possess a strong understanding of our city's strengths and challenges and embrace an opportunity to contribute to one of the city's leading organizations.**

I participated on the Board of a provincial board/agency (WSIB) which provided a broader provincial and governmental perspective.

My work at 3M brought me a global perspective and taught me about organizational complexity and cultural impacts. 3M also provided an opportunity to become more involved in American professional groups, permitting me a view of how US business interests operate and drive change.

Please tell us about your interest in being a part of the Western University Board of Governors. Why are you interested in this particular opportunity? (max. 1500 characters): **As part of the Board of Governors, I am interested in learning about the operations, strategies and governance of one of Canada's top-rated universities. Higher education plays such an important role in shaping the future of our workforce and impacting many elements of societal thought; as such, oversight and governance would be challenging and inspirational.**

I am keenly interest in in the themes reflected in Western's strategic plan : greater impact; people, community and culture; and Western's place in the world. I believe my background as an executive of 3M Company, a global corporation which contributes to the economies, workforce and communities in countries around the world would be an asset to this work.

Having a global workforce of over 90,000 employees provided experience in recruiting and attracting professionals around the world in such disciplines as research and development, engineering and manufacturing, to name a few. Dealing with a culturally diverse student population and faculty in many disciplinary programs at Western would be a similar experience. It would be my hope to contribute to Board discussions on recruiting students and faculty, building relevant marketable skills, creating an innovative and energizing culture and developing thoughtful graduates who contribute to their communities and society.

Please tell us about your educational background, professional credentials, or any other training which is relevant to this position. (max. 3000 characters): **I am a graduate of the Bachelor of Laws (LL.B) program of Western University (1986)**

I became a member of the Law Society of Ontario in 1988 when called to the Bar. I remain a member to date.

I was a long standing member of the Canadian Bar Association.

As a Human Resources professional, I joined the Human Resources Policy Association and the Health Transformation Alliance both located in Washington, D.C.

To assist in my work as a director, I attended Rotman School of Management's Institute of Corporate Directors (2008 graduate).

I have participated in numerous internal and external programs on leadership, diversity and inclusion, change management and organizational development.

Please describe any relevant work and/or lived experience you have. (max. 3000 characters): **The bulk of my work experience was spent with 3M Company, first at the Canadian head office in London and then in St. Paul, Minnesota on the executive team. I commenced my career as a lawyer in 1994 and moved to positions of greater responsibility until I reached the 3M Canada executive team where I had responsibility for Law, Human Resources, Environmental, Health and Safety, Corporate Marketing and Public Relations. In 2006, I became the Human Resources leader for 3M Company's International Operations with responsibility for all subsidiaries of 3M outside the United States. In 2012, I was promoted to Senior Vice President, Human Resources, 3M Company and moved to St. Paul, Minnesota to become a member of the global executive team. In that role I had responsibility for a global workforce of over 90,000 employees with a Human Resources team of approx. 1000 FTEs worldwide. Our team had responsibility for all aspects of Human Resources - talent acquisition, leadership development, compensation and benefits, employee relations, diversity and inclusion, human capital and succession planning and HR technology. I was also responsible for working with the 3M Company Board of Directors, primarily with the Compensation Committee and the Nominating and Governance Committee.**

Tell us about your involvement in any public or private sector boards, community involvement, or other experiences that are relevant to this position. Please describe the roles you played and the period of time you were involved.(max. 1500 characters): **I currently sit as a Director of the following Boards :**

1. Ivey Advisory Council (2022), Ivey Business School Foundation and Ivey Business School Asia (2019)

2. McCormick Care Group (2019)

3. Samuel, Son & Co. Limited (2020) - Samuel is a privately held Canadian multinational company specializing in metal processing, distribution and industrial products. Founded in 1855, the company has over 5000 employees and is one of the largest processors and distributors of metal products in North America. In addition to the Board, I am a member of all Standing Committees and Chair of the Human Resources and Compensation Committee.

4. London Hunt and Country Club (2021)

In London, I have been a member of the following Boards :

1. St. Joseph's Health Care Foundation (2000-2007), Chair of the Board (2005-2007)
2. Brain Tumour Foundation of Canada
3. London Economic Development Corporation

In Ontario, I sat on the Board of WSIB (Workplace Safety and Insurance Board) (2004-2012) and chaired both the Audit and Finance Committee and Investment Committee. In Washington, D.C., I participated on the following Boards :

1. Human Resources Policy Association (2015-2018)
2. Health Transformation Alliance (2017-2018)

If necessary, please provide any additional relevant information that is not captured in your previous answers.(max. 1500 characters): **Recipient of the London YMCA Woman of Excellence Award (2009) and Global Women's Envoy Woman of Excellence Award, National Association for Female Executives (New York) (2016)**

I was very proud to participate in a number of awards presented to 3M as HR leader including the 2017 Catalyst Award (U.S.) which honours companies for their proven approach to expand opportunities for women and business; Best Companies for Leaders; and one of the 25 World's Best MultiNational Workplaces.

Attach resume or other document here, if needed: **M.McGrath Resume May 2022.pdf**

Attach more files here, if needed:

Confirmations

I declare the following: **I am a resident of London. ; I am at least 18 years old.; I am not a City employee or Council member.; 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): **Other**

If you selected 'Other', please specify: **Contact from Western University Board of Governors**

Submitted on: **5/4/2022 2:54:42 PM**

MARLENE M. MCGRATH

EMPLOYMENT HISTORY

- Apr 2012 – Jun 2018 **3M Company; St. Paul, Minnesota, U.S.A.**
Senior Vice President, Human Resources
- Human resources leadership of global organization of 91,000 employees, with a team of approximately 1,000 FTEs worldwide
 - Responsibilities include human capital planning, succession planning, talent acquisition, talent and leadership development, compensation and benefits, employee relations, diversity and inclusion, HR technology, systems and processes
 - Staff responsibility for Compensation Committee matters of 3M Board of Directors
 - Staff member of Nominating Committee of 3M Board of Directors
 - Interim General Counsel prior to recruiting current General Counsel from external market
- Sep 2006 – Apr 2012 **3M Company; St. Paul, Minnesota, U.S.A.**
Vice President, Human Resources, International Operations
- Human resources responsibility for all subsidiaries of 3M outside United States
 - Implemented numerous programs globally including employee engagement, diversity, HR service delivery model, leadership development, talent acquisition, productivity and service metrics
- Mar 1994 – Sep 2006 **3M Canada Company; London, Ontario, Canada**
- Executive Director, Corporate Services and General Counsel
 - Responsibility for Legal, Human Resources, Environmental, Health and Safety services, Public Relations, Corporate Marketing department
 - Secretary, 3M Canada Company Board of Directors
 - Secretary and Director, 3M AiT, Ltd. Board of Directors
 - Business Manager, Specialty Materials, Dyneon and Filtration Products
 - Responsibility for Canadian business team and operations
 - Legal Department
 - Senior Counsel providing legal advice and counsel to line and staff groups and manufacturing operations
- 1986 – 1994 **Ross, Bennett & Lake, Barristers and Solicitors; Cohen Menitzer, Barristers and Solicitors; Harrison, Elwood, Barristers and Solicitors; London, Ontario, Canada**
- Practiced Corporate/Commercial Law, Securities Law and Bankruptcy/Insolvency Law, Estate Planning
 - Responsible for corporate work and records

EDUCATION

- 1987 - 1988 **The Law Society of Upper Canada**
- 1983 – 1986 **University of Western Ontario, London, Ontario, Canada**
- Bachelor of Laws
 - Graduated with Distinction
- 1981 – 1983 **University of Waterloo, Waterloo, Ontario, Canada**
- Two years of study towards Honours Bachelor of Arts in Chartered Accounting

MARLENE M. MCGRATH

ADDITIONAL ACCOMPLISHMENTS

- 2022 **Ivey Advisory Board**
- Director
- 2020 **Samuel, Son & Co., Limited**
Samuel, Son & Co. is a privately held Canadian multi-national company specializing in metal processing, distribution, and industrial products. Founded in 1855, the company has over 5,000 employees and is one of the largest processors and distributors of metal products in North America.
- Director and Member of all Standing Committees
 - Chair Human Resources and Compensation Committee
- 2019 - Present **Ivey Business School Foundation, Ivey Business School Asia**
- Director
- 2019 – Present **McCormick Care Group, London, ON**
McCormick Care Group is committed to advancing dementia care through programs and services.
- Director
- 2012 – 2018 **3M Company Awards**
3M has placed on the Best Companies for Leaders list compiled by Chief Executive magazine and climbed the ranks of Aon Hewitt’s Top Companies for Leaders and Hay Group’s Best Companies for Leadership lists. 3M won the prestigious 2017 Catalyst Award which honors companies for their proven approach to expand opportunities for women and business. 3M has also received top scores on equality indices and was named one of the 25 World’s Best Multinational Workplaces by Great Place to Work and the number-one preferred employer in the National Society of High School Scholars (NSHSS) 2016 Millennial Career Survey
- 2017 **Health Transformation Alliance Board of Directors; Washington, D.C.**
- Director (2017-2018)
- 2016 **National Association for Female Executives, Women of Excellence, Global Women’s Envoy**
- 2015 **Human Resources Policy Association Board of Directors; Washington, D.C.**
HRPA is the lead organization representing Chief Human Resource Officers of major employers doing business in the United States and globally
- Director (2015-2018)
- 2009 **London, Ontario YMCA Woman of Excellence**
- 2008 **Institute of Corporate Directors, University of Toronto; Ontario, Canada**
- 2008 Graduate – Class Valedictorian
- 2004 **Workplace Safety and Insurance Board; Toronto, Ontario, Canada**
WSIB is an independent trust agency that administers compensation and no-fault insurance for Ontario workplaces

- Director (2004-2012)
- Chair – Audit and Finance Committee (two-year term)
- Chair – Investment Committee (two-year term)

2000

St. Joseph's Health Care Foundation; London, Ontario, Canada

- Director (2000-2007)
- Chair of Board (2005-2007)

1988

Canadian Bar Association

- Member (1988-2018)