

STEPHEN BOBKO

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A strategic business leader that drives growth, innovation and continuous improvement through strong and effective People and Operational Strategies. A passion for People and Business with 15 years of dual experience in leading Retail Operations and Human Resources in C suite roles. Innovative and influential in building and delivering long-term business strategies. Superpowers in the ability to translate business needs into Talent Management practices with strong DEIB commitments and top-tier performance cultures

EXPERIENCE

VP, GLOBAL TALENT

Four Seasons Hotels and Resorts | Toronto, ON
2023 – 2024

Developed an innovative 5-year global talent strategy supporting the desire to deliver a sophisticated and scalable talent model supporting strategic business growth and new lines of business. Scope included Talent Acquisition, Employment Branding, Diversity and Inclusion, Talent Management and Leadership Development.

- Managed/ executing global CRM project for total organization and optimized career website.
- Leading the development of the employee value proposition which also includes the employment branding strategy.
- Deployed a global campus approach supporting 2028 pipeline goals.
- Building and scaling a leadership development strategy including the acceleration of readiness through assessment and coaching tools for Senior Leaders.
- Driving DEI commitments through sophisticated Talent Management practices and talent analytics (new)

CHIEF PEOPLE OFFICER, VP HR, TALENT, EDUCATION, DEI, COMMUNICATIONS

Sephora Canada | Toronto, ON
2018 – 2023

Delivered an innovative and award-winning People and Culture Strategy for the Canadian organization of 5000 employees through the inspired Employee Value Proposition. Leading the People and Culture Team which includes Human Resources, Total Rewards, DEIB Diversity Equity Inclusion, Talent Acquisition, Learning and Development and Corporate Communications. Serving as a member of the Canadian Senior Leadership team and trusted advisor and partner to the Sephora Canada President.

Excellence in Talent Development Winner, Retail Council of Canada 2022, HRD 2022 Innovative HR Team, and Employment Branding winner, Forbes Top Employer 2019-2023. Increasing organizational engagement by 15% 2018-2023.

- Developed a long-term People and Culture Strategy re-aligning the employee experience with the growth agenda which included re-imagining Total Rewards offering and Health and Wellbeing strategy, an optimized
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Talent Management approach with a forward-thinking leadership model for assessing and developing talent and installed a local communications function to drive internal communication and external employment branding. **Increasing retention in 5 years by 18%.**

- Developed a multi layered DEIB strategy and led the vision of becoming the inclusion and equity champion in the industry, building inclusive environments for employees, clients and communities. **Belonging metric increased +16% 2020-2023**
- Led the company executive team and full organization through the global pandemic, ensuring the values of the organization continued to thrive post pandemic along with enhancements to the learning and development strategy and health and safety approach. **No job eliminations over the pandemic sustaining our commitment to our long- term talent approach**
- Led the relocation of the corporate headquarters from Mississauga to Toronto supporting the hybrid model and new ways of working.

CHIEF HUMAN RESOURCES OFFICER, VP HR

IKEA Canada | Burlington, ON

2015 – 2018

Led and developed a long-term People and Culture Strategy, implementing a strategic growth focused agenda supporting the business and people together culture for 7000 Co-Workers including Distribution Services.

Forbes Top Employer list and recognized by the Retail Council of Canada for Excellence in Talent Development in 2018.

- Led the HR Organization consisting of HR Operations, Total Rewards, Co-worker Relations, Talent Management, D&I and Learning and Development.
- Secured Succession and long-term talent strategy including Deputy Store Manager Program and Leadership Program supporting the country growth strategy.
- Coach/ Program Lead of *My Conscience Leadership*; an Executive Development Program supporting leaders foster their own authentic leadership

VP, GENERAL MANAGER

IKEA Winnipeg | Winnipeg, MB

2012 – 2015

Opened Canada's first new market store in 30 years. Recruiting 500 employees and delivering \$150M in sales.

Responsible for total Market P&L, HR, Logistics, Inventory planning, Marketing and Operations. Responsibilities included the buildup, recruitment, and implementation of the 400,000 Sq Ft. complex

- Delivered 3-year Sales and COP plans
- Customer Experience Survey- #1 in the country @71% would visit again.
- Brand Capital Development, highest market share for 3-year term

REGIONAL OPERATIONS/MARKETING DIRECTOR

Hudson's Bay/Eastern Canada

2010 – 2012

Led the Regional Marketing and Merchandising direction of 30 stores in Eastern Ontario

- Led 3 markets: Ontario, Manitoba and Atlantic Canada
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REGIONAL DIRECTOR

Hudson's Bay/Western Canada

2007 – 2010

Led 14 stores in 3 provinces with annual sales of 100M representing 26% blend of total Business.

GENERAL MANAGER

Hudson's Bay/Western Canada

2005 – 2010

IN-STORE MARKETING VISUAL PRESENTATION DIRECTOR

Hudson's Bay/Winnipeg, MB

1999 – 2005

EDUCATION

BA HONORS IN PSYCHOLOGY, BUSINESS & ECONOMICS

University of Winnipeg

1998

EXECUTIVE COACHING & EMOTIONAL INTELLIGENCE

HULT Ashbridge Executive Education

2019

COMMUNITY

CANADA CONNECTS VOLUNTEER

2023-PRESENT

Foster newcomers' sense of belonging and integration. Increase my own cross-cultural understanding.

SKILLS

- Strategic Vision
 - Operational Excellence/Driving Results
 - Talent Management/Scaling Growth
 - Influential Leadership
 - Coach
 - High Emotional Intelligence
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