



**Kelly Mawhinney, MHRM**

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Kelly Mawhinney is a partner with Mercer Canada, where she leads the Toronto career practice. The career line of business focuses on providing clients with talent and rewards advisory services and products. Mawhinney works in conjunction with two other business lines, bringing each of Mercer's capabilities (health, wealth and career) to the Canadian market. Previously, as the CHRO of Holt Renfrew (Interim), Mawhinney ran the day-to-day HR business, stabilizing the HR team, filling in functional gaps, and adding practices such as organizational effectiveness, D&I and HRIS. Prior to 2021, Mawhinney had several leadership roles within professional services firms. Most recently, based in Amsterdam and working across Western Europe, Mawhinney led the Talent practice at WTW (formerly Willis Towers Watson), supporting CHRO clients. Previously, with Accenture, Mawhinney led an HR transformation team within the human capital practice while also teaching part-time as an adjunct professor in human resources management at York University. Earlier in her career, Mawhinney worked in banking with a focus on HR and IT. Within RBC, she led an internal consulting team focused on HR, operations and technology, and within Scotiabank she worked in internal consulting focused on OD, operations and IT. During this period, Mawhinney also served as an executive partner in IBM's business consulting services. Mawhinney holds a master's degree in human resources management from York University's School of Human Resources Management as well as an honours bachelor of business administration degree from Wilfrid Laurier University's Lazaridis School of Business.