



Leadership Team Biographies

Baijul Shukla, MBA, CM



*Driving Business Growth,
Engineering Advocacy, and
Transformational Impact*

Baijul Shukla is a dynamic and resourceful business leader with over 18 years of proven expertise in driving revenue growth, building impactful relationships, and delivering innovative strategies for member engagement and client success.

As a driving force at the **Ontario Society of Professional Engineers (OSPE)**, Baijul is a trusted partner to organizations seeking cutting-edge management consulting and engineering advocacy solutions that fuel growth and elevate results.

In his role at OSPE, Baijul's contributions are unparalleled. He has successfully led over 50 high-impact employer recruitment campaigns, delivering measurable results for member organizations. Through visionary leadership, he has grown OSPE's business by spearheading large-scale events, strategic conferences, and partnerships that resonate across industries. His ability to evolve OSPE's brand through innovative social media and communication strategies has strengthened its influence and amplified its value to clients.

With a collaborative approach and a relentless focus on excellence, Baijul's influence spans from corporate boardrooms to grassroots advocacy. He leads by example, fostering meaningful connections with CEOs, association members, and emerging engineering talent alike. His dedication to success is a hallmark of his leadership style, ensuring that every initiative he drives achieves outstanding outcomes.

Baijul's impact extends beyond OSPE. As a board member for the **Foundation for Engineering Competitions Canada**, the **Ontario Professional Engineers Foundation for Education**, and **Oak Valley Health**, he champions initiatives that empower communities and advance education. His involvement with the **Canadian Marketing Association's Customer Experience Council** reflects his passion for creating value through exceptional client experiences.

For organizations seeking transformative growth, innovative strategies, and an unparalleled commitment to excellence in management consulting and engineering advocacy, Baijul Shukla is the strategic partner who will help your business thrive.

Pierre Lebel, C.Mgr., BBA, MBA



Architect of Business and Leadership Transformation

Pierre Lebel is a powerhouse in business and leadership performance, with decades of experience helping Fortune 100 companies, CEOs, and senior executives achieve extraordinary results.

As CEO and Managing Partner of **Rzultz Consulting**, Pierre leads a dynamic boutique consulting firm that transforms businesses and amplifies results for CEOs, entrepreneurs, and executives across North America.

Pierre's influence extends far beyond consulting. As the founder of **Talent4Hire** and **Engineers4Hire**, he and the team connect top-tier talent to organizations, fueling growth and innovation. His strategic partnerships with prestigious institutions like McMaster University's DeGroote School of Business, the Ontario Society of Professional Engineers (OSPE), and Women in Nuclear (WiN) Canada demonstrate his dedication to shaping the next generation of leaders through cutting-edge programs in leadership and management development.

Pierre's leadership pedigree is strong and broad. At **Presidents of Enterprising Organizations (PEO)**, he served as President - Consulting Services - he spearheaded strategy and leadership initiatives, transforming a multi-million-dollar business with innovative advisory services. As a Partner at **PM2**, a global strategy firm, he guided hundreds of organizations across North America and Europe to optimize performance, execute strategies with precision, and deliver sustainable results.

Before stepping into consulting, Pierre built his career as a corporate executive, culminating in his role as Chief Operating Officer. His tenure included leading large-scale global transformation programs for industry giants in the semiconductor, pharmaceutical, and automotive sectors.

With a BBA in Industrial Relations and an MBA, Pierre seamlessly blends academic acumen with real-world expertise. His unwavering passion for driving results, optimizing organizational performance, and empowering leadership makes him the trusted ally of organizations seeking transformative growth. If you're ready to elevate your business, redefine leadership, and achieve exceptional results, Pierre Lebel is the partner who will take you there.

Monique Armstrong



Senior Partner and Chief Learning Officer

Monique is our leadership and management development expert and behavioural specialist helping leaders across North America to think, behave and lead with more impact.

A published author and expert facilitator, Monique helps organizations develop and transform using behavioural sciences, world class diagnostic tools, and her engaging and thought-provoking facilitation style.

With more than 15 plus years experience under her belt, Monique has led clients to achieve great results in the manufacturing, advertising, beverage, high-tech, academic, public sector, and pharmaceutical industries in Canada, the USA, and Europe.

A skilled, energetic, and entertaining facilitator, Monique provides coaching and consultation to executive and operating teams in the areas of strategic and operational planning, talent development, transition management, merger management, business process re-engineering, consultative sales, performance management, and organizational design.

Monique is a published author of “**Balance is Bogus**”, a guide and workbook to help individuals work through work/life balance.

As a part-time faculty member at **McMaster University’s Clinical Behavioural Sciences Department**, as well as teaching in the Executive Education program at **DeGroote School of Business**, Monique shares her experience and insights to help leaders, managers, and up-and-comers to achieve greater performance outcomes.

Monique has an Honours Bachelor of Arts from **Queen’s University** in Kingston. She is also a well-known speaker on the topic of individual and organizational transition, having authored a book, *Balance is Bogus*.

Janet Naidu, B.A., LL.B.



Chief EDI Leader, Rzultz Consulting

Janet Naidu is a trailblazer in transforming workplaces into thriving communities where everyone belongs. As **Rzultz's workplace equity, diversity, and inclusion (EDI) expert**, Janet partners with organizations to create a groundbreaking talent management paradigm rooted in human equity. She inspires clients to envision—and achieve—a better world and workplace, where inclusivity fuels innovation and belonging drives success. With over 20 years of expertise, Janet has built a stellar reputation for developing and implementing strategic EDI initiatives that strengthen workforce diversity in organizations of all sizes. Her background in law, dispute resolution, and change management uniquely positions her to address complex workplace challenges with clarity, empathy, and results.

Janet's specialized skill set includes **Mediation and Workplace Restoration, Coaching for Leaders and Managers, Equity, Diversity & Inclusion Training, and Human Rights Training.**

Janet's corporate leadership experience includes spearheading one of Canada's most acclaimed EDI programs, earning a prestigious **Finalist Award** for her groundbreaking training initiatives. She has also served as the head of an **Ombuds Office**, resolving complex workplace disputes and crafting best practices for organizational equity. Her impressive achievements include:

- ✓ Designing and implementing racial profiling prevention programs.
- ✓ Developing workplace violence prevention strategies.
- ✓ Leading high-stakes investigations into workplace harassment, discrimination, and bullying.

Janet Naidu doesn't just guide organizations through EDI challenges—she empowers them to become champions of equity and inclusion. With her unique ability to turn vision into action, Janet helps organizations unlock the power of diversity to build stronger teams, better cultures, and a more just future.

Janet holds a BA in Political Science and Caribbean Studies from the **University of Toronto** and an LL.B from the **University of London (UK)**. She has achieved the Human Resource Law Certificate with **Osgoode Law**, Toronto and the Advanced Alternative Dispute Resolution from the **Stitt Feld Handy Group**, Toronto. Janet is also a member of the **Alternative Dispute Resolution of Ontario (ADRIO)** and the **Human Resources Professional Association (HRPA)**. Janet also sits on several community-based Committees, using her passion and expertise to enable these organizations to flourish.

Ready to revolutionize your workplace? Janet is here to lead the way.

Peter B. Watson, Industrial Engineer, M.B.A



*A Proven Expert in
Performance Excellence
and Strategic Results*

Peter Watson's career is a masterclass in leveraging performance measurement and management while inspiring teams to drive exceptional results across industries and spanning the globe. With 30 years of combined expertise in global consulting and hands-on experience in the aerospace, IT, consumer products sectors, Peter combines strategic insight with operational expertise to transform organizations. Peter has been instrumental in shaping the future of over 2,000 scorecard projects across Canada, the U.S., Europe, and Asia, working with both public and private sectors to deliver measurable and sustainable outcomes.

A Legacy of Leadership and Results:

- ✓ **Innovator at Boeing:** As a senior leader in operations, engineering, and program management, Peter revolutionized performance systems, earning the prestigious "President's Award" for implementing transformative metrics in manufacturing, IT, and finance.
- ✓ **Trailblazer at Bombardier:** As Director of Global Express, Peter delivered the first unit of this iconic business jet on time and under budget, solidifying his reputation as a results-driven leader.
- ✓ **Efficiency Pioneer at Compugen Systems:** As Vice President of Operations, Peter used balanced scorecards to boost operational efficiency by 30% and cut distribution costs by an impressive 40%.
- ✓ **Turnaround Expert at Micro Warehouse Canada:** Within just six months as General Manager, Peter turned the division profitable, showcasing his knack for rapid strategic impact.

Peter's consulting portfolio reads like a who's-who of industry leaders. From financial giants like RBC to global aerospace innovators like BAE and Meggitt Aerospace, Peter has partnered with organizations worldwide, including Singapore, Oman, and Abu Dhabi, to design and implement strategies that deliver real-world results.

Whether your organization is scaling new heights or navigating complex challenges, Peter Watson brings unmatched expertise in driving operational excellence, strategic clarity, and measurable impact. His deep understanding of performance systems and ability to align them with organizational goals make him an indispensable ally for any business looking to accelerate results and sustain long-term success.

Let Peter Watson guide your organization to its next breakthrough.