

Wayne Rawcliffe B.A., B.Ed., MBA, EdD, CHRP

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Wayne received a Bachelor of Arts degree in philosophy from the University of Saskatchewan and then studied for a Bachelor of Education degree in Secondary Education in Social Studies from the University of Calgary, with further specialization in world religions. He received a Master of Business Administration with a focus in Human Resources and Organizational Culture Change from Royal Roads University, and a Doctor of Education in Higher Education and Adult Learning (HEAL) from Walden University. The thesis topic of his doctorate was “Cultural Adaptation of Chinese Students in an Undergraduate Business Program in Canada”. Wayne also studied organizational dynamics, organization development, organizational change, social geography and culture.

After working in education and in industry, Wayne founded Senga Consulting Inc. an organizational effectiveness company focused on manager and leader effectiveness and Human Resource management. Wayne’s clients benefit from his over 25 years of experience improving individual, team and organizational performance. Wayne has worked extensively with all levels of leadership in public, private and not-for-profit sector organizations to successfully develop and implement organizational improvement initiatives.

Recognized for bringing humour and creativity into his classes, Wayne is an instructor in the OBHR division at the University of British Columbia, Sauder School of Business where he teaches HR courses at the undergraduate and graduate level. He is a faculty mentor for several HR case competitions and Master’s in Management community projects supervisor. His community involvement has included being a Director on the Calgary Family Service Bureau Board and Director of the Kensington String Orchestra Board, and he is currently the Director of the Coast Social Enterprise Council, Director of the BC Organizational Development Network and an active mentor for the BCO.

A native of Calgary, Alberta, Wayne moved to Vancouver where he has lived since 1996. He can be found walking his two whippets along the sea wall near historic Chinatown, in downtown Vancouver, where he lives.