

Curriculum Vitae

Robert (Bob) Gurney, PhD, C. Mgr.

Bio

Bob has developed his knowledge and skills in diverse fields of business leadership and management. He has applied this knowledge in disciplines of business and economics, sports management, coaching and sports sciences/medicine. The achievements have been a product of higher education, research, professional certifications, work experiences and consulting practices. He has developed excellence as an educator, researcher, and practitioner in the diverse fields. Bob's most current accomplishments include teaching in diverse populations, writing for publications/conference presentations and the creator of 'Competencies-Based Coaching System ©'. Bob is the founder and President of two consulting firms (Navigating for Success Inc. [www.managementdesignations.com]) and SkillPair (www.skillpair.ca). He has also been instrumental in developing learning approaches for courses through deliveries of face-to-face, remote, on-line, and blended or hybrid. Bob continues to be active in instructional methodologies, professional memberships, consulting and preparing deliveries for conferences and publications. Bob has lived and worked in the provinces of Ontario, Alberta and British Columbia, and the country of Australia.

Education Achievements

Doctor of Philosophy (PhD) School of Business and Economics – Monash University. Victoria, Australia.

- **Research: Organisational Development**

Master of Science (Exercise and Sports Sciences) – University of Alberta. Edmonton Alberta, Canada.

- **Research: Thermoregulation Physiology**

Bachelor of Physical Education/Kinesiology (specializations in Sports Administration, Coaching and Outdoor Education) and class Valedictorian – University of Alberta. Edmonton Alberta, Canada.

Diploma Outdoor Recreation – Seneca College of Applied Arts and Technology. Toronto Ontario, Canada.

Certification – TCPS 2: CORE – Panel on Research Ethics – Government of Canada; Ethical Conduct for Research Involving Humans.

Employment Experiences

Health & Wellness Consultant – Department of Athletics. Grant MacEwan College, Edmonton Alberta, Canada.

Faculty Instructor – Department of Sciences, University Transfer. Grant MacEwan College, Edmonton Alberta, Canada.

• **Teaching areas: Sciences, Kinesiology & Physical Education.**

Faculty Instructor – Department of Sciences, University Transfer. Selkirk College, Castlegar British Columbia, Canada.

• **Teaching areas: Kinesiology/Physical Education & Sports Management**

Athletics Director - Selkirk College, Castlegar British Columbia, Canada.

Faculty Instructor (2011 – present) – Sessional/Term (Contract Instructor) Schools of Business - Department of Organizational Behaviour, Human Resources & Management; Department of Decision Sciences; FBET; Department of Allied Health & Human Performance; and Faculties of Extension (corporate learning).

• **Teaching areas:** Human Resources Management, Organizational Behaviour, Management, Leadership; Macro/Micro economics; Decision Sciences & Kinesiology/Physical Education.

Professional Work

Presenter (coaching science) – International Coaching Schools including Commonwealth Games.

Chair – BC colleges and universities articulation and transfer committee (kinesiology/physical education)

Strategic Advisor (Editorial Advisory Board) – Leadership in Health Services Journal – Emerald.

Learning Facilitator and Trainer of Course Instructors – National Coaching Certification Program (Coaching Association of Canada)

Learning Facilitator (Sports Medicine Council of BC & Sports Medicine Council of Alberta) – Delivery of courses to Coaches, Athletic Therapists, Physiotherapists and Massage Therapists as part of their Continuing Education Credits.

President & Founder of 'KinetoSports' Consulting – Property Management & Professional Learning/Development (Continuing Education).

President & Founder of ‘Navigating for Success Inc.’ – Strategies for Constructing: Professional & Organisational Fields, Emotional Intelligence Leadership, Psychological Contracts, Peer Coaching & Work-Safe Coaching.

President & Founder of Management Designations (A Division of Navigating for Success Inc.) www.managementdesignations.com

President & Founder: SkillPair www.SkillPair.ca

Advisor to ‘Sports Medicine Alberta’.

Advisor to ‘Coach Alberta’

Chartered Manager (C. Mgr.) and Member

C.I.M – Chartered Managers Canada



Chair – CIM-Chartered Managers Canada (Northern Alberta/NWT)

Board Director – Canadian Sports Institute, Pacific.

Professional Member (Sports Scientist)– Sports Medicine Australia

Professional Member – Institute of Corporate Directors

Consulting Work

1. Develop Health and Wellness Centre for Canadian National Railways. Edmonton Alberta, Canada.
2. Peer Coaching Workshop. NUNA Logistics. Edmonton Alberta, Canada.
3. Organizational Development. Sports Medicine Council of Alberta. Edmonton Alberta, Canada.
4. Peer Coaching Training. Strathcona Emergency Services. Sherwood Park Alberta, Canada.
5. CIM Chartered Managers Canada – development of competencies for professional designation Chartered Manager (C. Mgr.)

Journal Publications (Author/Co-author)

Gurney, R. (2022) The Coach-Coachee Relationship. *Canadian Manager Magazine*. Spring 2022 edition.

Benson, L. & **Gurney, R.** (2019) When University Students Peer Coach Professional Skills Do They Counsel, Mentor, and Tutor? *Journal of Higher Education Theory and Practice*. Volume 19(2).

Benson, L. & **Gurney, R.** (2016) Coaches Development of Professional Skills Through Peer Coaching. *Journal of Strategic and International Studies*. Vol. XI (4). pp. 30 – 39

Rezania, D. & **Gurney, R.** (2016) The Effect of Coaching Practices on Psychological Contract Fulfillment of Student-Athletes. *Physical Culture and Sport. Studies and Research*. Vol. LXXI. DOI: 10.1515/pcsr-2016-0016

Gurney, R. (2015) Constructing professional and organisational fields: Lessons learned from the Australia Sports Medicine Federation (ASMF), also known as SMA. *Leadership in Health Services*, Vol. 29 Issue: 1, pp.111 – 114

Rezania, D. & **Gurney, R.** (2014) Building successful student-athlete and coach relationships: Examining coaching practices and commitment to the coach. *SpringerPlus*, 3:383

Gurney, R. (Summer 2009) Developing an Understanding of Disciplines, Multidisciplinary and Inter-disciplinary. *Sport Health*. 27 (4); 28-30.

Conference Papers

Gurney, R. (2022) **Behaviour-Based Safety**. The Association of Professional Engineers and Geoscientists of Alberta (APEGA). Conference. June 2022.

Gurney, R., Benson, L., & Enstroem, R. **University Student Peer Coaching for Development of Professional Skills and Leader Self-Confidence**. In, Daly, P., Reid, K.E., Buckley, P. & Reeve, S. (2015). *Proceedings of the 22nd EDINEB Conference Critically questioning educational innovation in economics and business: Human interaction in a virtualising world*. Brighton, UK: University of Brighton.

Gurney, R. (2013) **Change Management Perspectives – Professions and Multidisciplinary Organizations of Sports Sciences and Medicine**. Paper submission and acceptance to Pan Pacific Conference – Sports Sciences and Medicine. Hawaii. February 2013.

Gurney, R. (2011) **Change in the Management Activities of ASMF Conferences**. Abstract submission and acceptance to Pan Pacific Conference – Sports Sciences and Medicine. Hawaii. January 2011

Books – Publications

Gurney, R. (2020) Emotional Intelligence Domains: Experiential stories from the Competencies Based Coaching System. ISBN 978-0-9949955-5-1

Gurney, R. (2020) Improving Emotional Climate and Performance in the Workplace and in University Studies. ISBN 978-0-9949955-6-8

Gurney, R. (2020) The Five Discoveries: How the steps of self-directed learning have been applied to the Competencies-Based Coaching System. ISBN 978-0-9949955-7-5

Gurney, R. (2020) Peer Coaching Professional Skills College/University Students and Applications to Leadership Topics, Theories & Concepts. ISBN 978-1-7775388-0-4

Gurney, R. (2020) Peer Coaching Case: Generation Y Coaches Baby Boomer in Technology (Excel Skills) and Applications to Leadership Theories & Concepts. ISBN 978-1-7775388-1-1

Gurney, R. (2020) How the C-BC System worked to promote positive emotions in students and employees. ISBN 978-0-9949955-8-2

Gurney, R. (2020) Emotional Intelligence Leadership Styles: Experiential stories from the Competencies-Based Coaching System. ISBN 978-0-9949955-9-9

Gurney, R. (2017) Leadership/Peer Coaching: Applications to Emergency Services – Strathcona Fire Department. Navigating for Success Inc. Edmonton. Alberta. (Workbook)

Gurney, R. (2015) Leadership/Coaching: Applications to Workplace Safety. Navigating for Success Inc. Edmonton. Alberta. (Workbook)

Gurney, R. (2015) Peer Coaching Engagements: Forms & Reports. Navigating for Success Inc. Edmonton. Alberta. ISBN 978-0-9949955-0-6

Gurney, R., Benson, L. & Bilodeau, V. (2015) Peer Coaching University Students & Workplace Employees. Navigating for Success Inc. Edmonton. Alberta. ISBN 978-0-9949955-2-0

Gurney, R., Benson, L. & Bilodeau, V. (2015) Peer Coaching Professional Skills. Navigating for Success Inc. Edmonton. Alberta. ISBN 978-0-9949955-1-3

Gurney, R. (2015) Constructing Professional & Organisational Fields: Lessons learned from Australia Sports Medicine Federation. Navigating for Success Inc. Edmonton. Alberta. ISBN: 978-0-9949955-3-7