



Sharon Broughton

Creating impact for causes that matter

M. Ed.
(She/Her/Elle)

Profile www.sharonbroughton.com

Sharon is an accomplished leader in the social impact sector with a values-based, positive, learning-focused approach to her work as a consultant, educator, interim executive and Board Director. She has a keen understanding of the strategic challenges faced by non-profits across all lifecycle phases, from start-up to growth, maturity, crisis, and turnaround.

Highly collaborative and proactive, she is passionate about supporting both individuals and organizations to increase their impact. Down-to-earth with a sense of humour, Sharon is an effective communicator, able to distill challenging information with clarity to diverse audiences, and to create agile, engaging environments that support teams to thrive, even in times of uncertainty. She has brought her solutions-focused energy to leading significant developments in governance, strategy, funding, innovation and partnerships, and the process for Imagine Canada Standards accreditation.

Areas of Expertise

- Interim executive leadership, including executive succession planning and ensuring seamless transitions to new leadership
- Strategy development and implementation at the organization and program level
- Stakeholder engagement and partnership development
- Resilience and adaptive capacity, leading through transition and change
- Leadership development for emerging leaders
- Equity, diversity, inclusion, access and justice policy development and implementation
- Governance | Strategic Planning | Organizational Transitions | Human Resources Policy development

Professional Experience

INDEPENDENT CONSULTING & INTERIM LEADERSHIP

sharonbroughton.com – Principal, Oct 2022- present

Independent consultant focused on the social impact sector. Projects have included interim executive support, strategy development, Board and staff session facilitations, stakeholder interviews and engagement, change management/organizational development support, governance and policy reviews, program evaluation and leadership development training. [See website for further details.] Highlights include:

- **Strategic planning, governance, facilitation, program evaluation, change management, training and succession planning projects** – Clients include CARE Centre for Internationally Educated Nurses, Diabetes Canada, Georgian Bay Symphony, Noongwa Wellness, Ontario Camps Association, Pancreatic Cancer North America, Technion Canada, The Period Purse, and Upstream Ottawa. [Full list on website.]
- **Interim leadership:** 1) Interim Executive Director – Amref Health Africa in Canada – 2023; 2) Interim Senior Leadership Support to ED – Amref – 2024; 3) Interim Governance Leader for Noongwa Wellness – 2025-present



Professional Experience

INSTRUCTOR AND CURRICULUM DEVELOPMENT

University of Toronto, School of Continuing Studies 2014-present

Non-Profit Leadership for Impact Certificate Program: Subject matter expert on team to develop Certificate program. Instructor since 2015 of "Nonprofit leadership, strategy and change" course, with consistent, positive student feedback.

EXECUTIVE ROLES - PERMANENT AND INTERIM SUPPORT

Prince's Trust Canada – CEO (now The King's Trust Canada) 2018- 2022

Member of global charity founded by then HRH The Prince of Wales supporting at-risk young people into employment. Led strategic planning, program development for youth, Veterans and Indigenous language revitalization, and ensured resourceful stewardship throughout the pandemic. Supported an effective and seamless transition to the incoming CEO as part of a well-planned succession strategy.

Kids Help Phone – President & CEO, Executive Advisor 2009 – 2017

As **President & CEO**, led Canada's only national charity providing 24/7 bilingual, confidential mental health support and counselling online and by phone for kids, teens and young adults. Reported to National Board of Directors, overseeing an annual budget of \$18 million and staff complement in Toronto and six regional offices of 180 employees.

- Led two major five-year strategic planning frameworks, involving Board, staff and stakeholders across the country, creating a new brand identity and high impact roadmap for the future of digital service delivery and expansion.
- Positioned Kids Help Phone's leadership role in child and youth mental health, resulting in new significant partnerships across the sector.

As **Executive Advisor**: After retiring from role of President and CEO after 8 years of service to pursue a sabbatical period, served as an executive advisor to ensure senior leadership on key files during the transition to an incoming CEO. Secured \$10 million multi-year funding renewal for post-secondary helpline program; confirmed new major gift to support strategic program for Indigenous youth; government submissions and presentation to the Federal budget standing committee.

Canadian Breast Cancer Foundation 2001- 2008

CEO, Ontario Region 2001-2008

Interim CEO, National/Central Office 2007-2008

Interim CEO, National Office 2004-2005

Reporting to the Ontario Board, CEO of the largest regional office of the Foundation, with revenues of approximately \$20 million. Member of the Foundation's Executive Management Team (5 business units collectively responsible for the Foundation's strategic operations and budget of over \$50 M). Served twice as Interim National CEO and supported effective succession planning and transitions.



Professional Experience

Crossroads International – Executive Director

1999– 2001

Provided leadership to a bilingual, national NGO focused on sustainable development and cross-cultural awareness in an international context, with four regional offices (Vancouver, Toronto, Montreal, Halifax) and a national office in Toronto.

Ontario Trillium Foundation – Director of Learning and Development/Interim Co-CEO 1989–1998

Hired as a Grants Associate in 1989; promoted twice to final role of Director, Organizational Learning and Development. Served as Interim co-CEO with other Directors at the departure of the CEO in 1998.

EXECUTIVE LEADERSHIP DEVELOPMENT (Selected)

Decolonizing the Boardroom – Charity Village

Non-Profit Succession Planning for Consultants – Interim Executive Academy

Interim Executives Academy – Third Sector Company (& member, IE Alumni (Canada) Network)

Strategic Perspectives in Non-Profit Management – Harvard Business School

Community Shift Fellow: Creating Value in Non-Profit Organizations – Ivey School of Business

The Art of the Executive Leader – The Banff Centre, Alberta

Leadership for the Community of Tomorrow – Leadership for Foundation Professionals – Centre for Creative Leadership, Greensboro, North Carolina

EDUCATION

Master of Education, Adult Education – Workplace Learning and Change Focus; OISE/UT

National Certificate in Non-Profit Sector Management – Imagine Canada /TMU

Certificate in Business French and Translation – TMU

Bachelor of Arts, English, University of Waterloo

GOVERNANCE LEADERSHIP (current roles on Boards of Directors - 2026)

Amref Health Africa in Canada – Chair, Governance and Human Resources Committee

Excellence in Literacy Foundation – Member, Strategic Planning Task Force

Genwell Foundation – Chair, Board of Directors

Higher Education Quality Council of Ontario – Board Member, Finance Committee Member

Parkinson Canada – Vice-Chair; Chair, Human Resources Committee

PERSONAL

Sharon is an enthusiastic planner of family trips and gatherings, and a joyful parent, partner, daughter, friend, hiker, skier, walker, reader, traveller, theatregoer, baker, community member and volunteer (Don't Mess with the Don), and crossworder.