



LAURA DUNNE, ICD.D

MANAGING DIRECTOR

"I believe in the power of great leaders to unleash the creativity and capability of individuals, teams and organizations. I believe great leaders balance charisma and humility, intellect and curiosity, drive and compassion. Above all, I believe great leaders know that their most important work is developing others. Having the right leaders at the board, executive, and team levels is as a competitive advantage as critical as having the right business strategy."

Laura Dunne, ICD.D, is a Managing Director at Arlington Partners International. Laura advises clients in multiple sectors and leads Arlington's Retail Search Practice and Human Capital Consulting Practice. Laura also works extensively with boards advising on a range of governance and talent matters.

An experienced executive and board director, Laura brings over 20 years of management consulting, executive and board service working with leading brands across a broad range of industries. She has expertise in business and HR strategy, process and organization design, talent development and succession planning, total rewards, mergers/acquisitions/divestitures, internal communication, and the governance and disclosure protocols of public, private, and non-profit organizations. Laura has proven capability in international assignments and multiple industry sectors.

Laura brings exceptional capability in the retail sector having worked extensively with multi-channel retailers in hard goods, apparel and specialty/service categories. She has served as the CHRO for two iconic retail organizations and has been retained as an advisor to many North American and global retailers. From her consulting and corporate experience, Laura has shaped the go-to-market and talent strategies for corporate and franchised models at various stages of growth from early-stage entrepreneurial ventures to mature market leaders.

Prior to Arlington, Laura led human resources for Indigo Books & Music and Canadian Tire Corporation. In both CHRO roles, Laura reported to the CEO, served as a member of each corporation's executive committee, was accountable for all aspects of human resources strategy and operations, organization effectiveness, culture, change management, internal communications, and worked extensively with their respective Board of Directors. While at Indigo and Canadian Tire, Laura led major retail work process design, organization design, and built outstanding retail talent through a combination of internal development and external hiring.

Laura spent ten years with the U.S.-based, global management consulting firm Sibson & Company. At Sibson, Laura was retained by the executive management and boards of Canadian, U.S., and international clients on a range of human capital and organization initiatives. Laura currently serves on the National Board of Directors of the Canadian National Institute for the Blind ("CNIB") and is the Chair of Governance Committee and a member of the Human Resources Committee. Laura graduated with an Honours Bachelor of Arts from the University of Toronto and earned her ICD.D from the Rotman School of Business (U of T).

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