

Julian Young (he/him)

Associate

Profile

Julian Young joined Fire Inside Leadership in June 2015. He holds a Master of Public Administration degree and is a Certified Professional Co-Active Coach, Certified Team Performance Coach, and Organizational Relationships Systems Coach. He is also certified in a variety of leadership assessments and change management tools. He's an artful facilitator, experienced educator, strategist, and consultant and he has supported the transformation of people, organizations, and systems for 25 years.

Julian has been a leader in emergency services, health care, community, and the public sector. He taught at Dalhousie University for over a decade and instructed in the University of Victoria's Distance Education Program. He has also served as an advisor and Master Facilitator for several national curriculum programs.

Drawing on his unique background and advanced training in adult development and neuroscience, Julian engages with individuals, teams, and organizations to design and generate the conditions required to transcend results to the next level. As a highly skilled and experienced facilitator, Julian engages groups of all sizes to address complex issues and draw out the diverse and inherent wisdom therein to build innovative strategies and solutions and create transformation.

Julian is a former RCMP Auxiliary Constable and First Responder. He is passionate about mental health and was the co-recipient of the Mental Health Foundation's 2020 *Partners in Our Vision Award*. He is also a member of the Board of Directors for Landing Strong, a non-profit organization serving military members, veterans, and first responders injured as a result of workplace trauma exposure.

Selected Clients Served

- Province of Nova Scotia
- Housing Nova Scotia
- Compass Group
- NSCC
- Dalhousie University
- HRM
- EMCi
- EduNova
- InterTalk Critical Information Systems
- Infection Prevention & Control Canada
- Staples Business Advantage Canada
- Acadian Seaplants
- The Shaw Group
- Clearwater Seafoods
- STI Technologies
- Cox and Palmer
- Innovasea
- Armour Group
- Nova Scotia Health
- MUFG Investor Services
- Hercules SLR
- Halifax Partnership
- Soccer Nova Scotia
- BDO/Lixar
- Doctors Nova Scotia
- NS Medical Examiner Service
- Mental Health Foundation

Work History

June 2015 – Present **Fire Inside Leadership Inc.**

Associate

September 2013 – Present **Julian Young Leadership Inc.**

President and Owner

As a developmental coach, Julian delivers individual leadership coaching to support his clients to create focus, strengthen performance, and grow leadership capacity — in all facets of life. He also coaches existing and forming teams to develop their leadership and support them in building the conditions for sustained high performance and exceptional results. He's an engaging public speaker and powerful facilitator of strategy development, employee engagement, and large group process in which he builds the capacity to mine collective intelligence to surface new ideas and creative solutions.

April 2014 – July 2015 **NS Department of Health and Wellness**

Director, Culture Change, Leadership, and Employee Engagement

Julian led the planning and execution of system-wide strategic initiatives to transform culture, strengthen leadership capacity, and enhance employee engagement in a 480 employee department. Key responsibilities included individual and team coaching; strategic counsel to senior leaders; change management and communications support; and design and facilitation of engagement events, including non-traditional department-wide staff gatherings, game-changing team meetings, impactful strategic planning, transformative learning, and both internal and external stakeholder consultations.

2005 – 2015 **Dalhousie University, School of Health and Human Performance**

Part-Time Academic

Julian introduced hundreds of students to the subject of injury – a modern public health epidemic – igniting students' passion for learning, while developing future leaders in the fields of health promotion, public health, and injury prevention and control.



September 2011 – October 2013

NS Department of Health and Wellness

Project Executive, Public Health Renewal

Julian supported the advancement and championed Nova Scotia's Public Health vision by providing leadership to the ongoing planning, development, and implementation of strategic system initiatives, including: engaging employees at all levels of the organization; leading participatory processes; and building relationships with public health and other partners to support and strengthen an effective integrated public health system.

2009 – 2013 **University of Victoria, Continuing Education, Health Sciences, and Public Relations**
Part-Time Instructor

Julian facilitated the delivery of the Canadian Falls Prevention E-Learning Curriculum to health professionals from across Canada and beyond.

December 2003 – September 2011

NS Department of Health and Wellness

October 2013 – March 2014

Coordinator, Injury Prevention and Control

Julian led the development and implementation of Canada's first provincial Injury Prevention Strategy; coordinated the development and implementation of policy and legislation; managed communications and social marketing initiatives; and developed partnerships across all levels of government and with the community sector.

January 2001 – December 2003

NS Department of Health and Wellness

Program Manager, Nova Scotia Trauma Program, Emergency Health Services

Julian provided leadership to the Nova Scotia Trauma Program and facilitated the development, implementation, and evaluation of Nova Scotia's inclusive trauma system.

May 1996 – December 2000

NS Department of Health and Wellness Program

Research and Statistics Officer, Emergency Health Services

During the redesign and transformation of Nova Scotia's emergency medical services system, Julian played a pivotal role in developing programs; establishing policy and performance standards; and building management systems for LifeFlight, the Nova Scotia Trauma Program, ground ambulance services, and the Atlantic Health Training and Simulation Centre.

Education, Training and Accreditation

Inside Coaching

Currently enrolled in this program, which brings insight and development from some of the world's most experienced and innovative coaches in the field of adult development and sustainable change.

2020 World of Business Ideas (WOBI), Digital Training

Two part series on developing Emotional Intelligence with Daniel Goleman.

2020 Neuroscience of Change

Completed an advanced international program in creating sustainable change and transformation, rooted in the latest in the fields of psychology and neuroscience.

2020 Active Hope Facilitator and Trainer

Trained to facilitate Active Hope and train other facilitators to deliver this global intervention. The mission of Active Hope is to spread hope among humankind, faster than COVID-19 spreads.

2020 Positive Intelligence Coaching Program

Completed Shirzad Chamine's Positive Intelligence Coaching Program, designed for coaches to support the development of Positive Intelligence in themselves and their clients.

2019 Art of Developmental Coaching

Completed an advanced international program in Developmental Coaching through Coaching Rising.

2018 Art of Developmental Coaching

Completed a comprehensive international program in Developmental Coaching through Coaching Rising.

2017 -2018 Organizational Relationship Systems Coaching

Completed all foundational courses in Organizational and Relationship Systems Coaching through the Global Centre for Right Relationship.

2017 The Leadership Circle

Certified to administer the Leadership Circle Profile and Manager Edition

2016 Team Coaching International

Certified Team Performance Coach

2014 Coaches Training Institute, California

Certified Professional Co-Active Coach



2013 – 2014 Coaches Training Institute, Toronto
Professional Co-Active Coach, Core Curriculum

2013 Public Service Commission, Province of Nova Scotia, Halifax
Prosci Change Management Practitioner Certificate

2011 – 2012 Fire Inside Leadership Inc., Halifax
Peer Leadership Program

2012 International Association for Public Participation, Halifax
Planning for Effective Public Participation

2012 Deep Democracy (New Leaf Social Innovation), Halifax
Deep Democracy, Intermediate Level

2012 Deep Democracy (New Leaf Social Innovation), Bridgewater
Deep Democracy, Foundations Level

2012 Presencing Institute, Nova Scotia
Prototyping for Innovation, a Three-Part Series

2009 to 2011 Collective Wisdom (apprenticed by), Nova Scotia
Art of Hosting and Participatory Leadership

2007 Canadian Falls Prevention Curriculum, Charlottetown
Master Trainer and Facilitator

2005 Social Marketing for Health Practitioners, Calgary
Taking it to the Next Level

2003 Canadian Injury Prevention Curriculum, Ottawa
Master Trainer and Facilitator

2003 Continuing Education, Saint Mary's University, Halifax
Leadership Development Certificate

2002 Continuing Education, Saint Mary's University, Halifax
Workplace Conflict Management

2001 Media Magic, Halifax
Media and Communications Training

2001 American Trauma Society, Washington DC
Trauma Coordinator Advanced Course

2001 Nova Scotia Emergency Measures Organization, Truro
Basic Emergency Preparedness

2000 Priority Atlantica, Halifax
Project Management Breakthroughs

2000 Continuing Education, DalTec, Halifax
Benchmarking to Achieve Excellence

1999 – 2000 Public Service Commission, Province of Nova Scotia, Halifax
Leadership Development for Frontline Managers

1999 Continuing Education, DalTec, Halifax
Managing Public Consultations

1999 Continuing Education, Grant MacEwan Community College, Edmonton
Basic Trauma Life Support Patient Access and Extrication Course

1998 AMS Mediation Associates, Halifax
Mediation Skills Training and Assessment Program

1998 American Trauma Society, Washington DC
Trauma Coordinator Core Course

1998 Emergency Medical Care, Inc., Halifax
Certified Emergency Health Services First Responder

Master of Public Administration, Dalhousie University, May 1997.
Bachelor of Arts, *summa cum laude*, (Sociology), Saint Mary's University, 1995.
Certificate of Criminology, *summa cum laude*, Saint Mary's University, 1995.

Community Leadership

- Current Board of Directors, Landing Strong Foundation
- 2013-2019 Auxiliary Constable, Royal Canadian Mounted Police
- 2011 Co-Chair, CIHR Café Scientifique, Snow Sport Helmets
- 2009 – 2012 President and Vice President, Waterstone Community Association
- 2009 – 2010 Co-Chair, Canadian Suicide Prevention Conference
- 2008 – 2013 Co-Chair, Atlantic Network on Injury Prevention
- 2005 – 2008 Board Member, Atlantic Summer Institute for Healthy and Safe Communities
- 2004 – 2005 Co-Chair, Canadian Injury Prevention Conference