



# Clarity at Work

Strategic HR advisory, AI governance, and practical training for mid-sized businesses navigating people decisions and AI adoption.

## CREDENTIALS

### SHRM AI+HI

Artificial Intelligence and Human Ingenuity (SHRM)

### PMI-CPMAI

Certified Professional in Managing AI (PMI)

### Oxford OAMLP

Advanced Management & Leadership, Saïd Business School

### MIT

AI for Business Strategy

### PHR

Professional in Human Resources (HRCI)

### CHRP

Certified HR Professional (HR Academia)

## MEMBERSHIPS

- Member, PMI
- Member, SHRM Global
- General Member, CPHR Alberta

## DELIVERY GEOGRAPHY

In-person: Central Alberta, Calgary, Edmonton, and elsewhere in Alberta by arrangement. Virtual delivery available across Canada. Travel available where the engagement requires it.

## ABOUT

Clarity at Work is a Canadian advisory practice founded by Theresa Lynn, bringing over 20 years of senior HR and leadership experience to the intersection of people strategy and responsible AI adoption. Clients bring Clarity at Work in when they need experienced thinking applied to real problems — not generic frameworks. Every engagement produces something concrete, defensible, and usable.

### What makes this practice different

This blend of HR expertise and AI credentialing — SHRM AI+HI, PMI-CPMAI, Oxford OAMLP, and MIT AI for Business Strategy — is still relatively uncommon in the Canadian advisory market. Most HR consultants understand people. Most AI consultants understand technology. Very few understand both with the credentials and senior leadership experience to back it up.

## PRACTICE AREAS

### Advisory and Fractional Support

Fractional HR leadership, people strategy advisory, and HR and AI advisory subscription.

### HR Foundations and Compliance

HR health checks, compliance audits, handbook rewrites, and policy library development.

### People Systems and Infrastructure

HR infrastructure builds, onboarding program design, and hiring process redesign.

### AI Governance and Workplace Readiness

AI governance frameworks, ethics and risk workshops, and executive AI briefings.

### Leadership and Team Development

Manager foundations, performance management, and culture accountability programs.

### Workforce Strategy and Effectiveness

Succession planning, retention risk assessment, and workforce strategy sessions.

## ENGAGEMENT TYPES

- Monthly retainer
- Fixed-fee project
- Half-day workshop
- Fractional HR leadership
- Executive briefing
- Conference keynote
- Multi-session program
- Compliance audit

## TYPICAL DELIVERABLES

- Written reports
- Policy sets
- Playbooks
- Frameworks
- AI governance packages
- Workshop materials
- Manager guides
- Prompt libraries

## WHO WE WORK WITH

### Business Owners & Senior Leaders

Growing businesses that need senior HR and people strategy thinking without a full-time executive hire.

### HR Professionals

HR teams and generalists who need senior advisory partnership or specialist AI governance expertise.

### Associations & Event Organizers

Event organizers and associations looking for credentialed, practical sessions on AI adoption and workplace strategy.