

Victoria Mlynko, MA, RP
Executive Advisory, Leadership & Workplace Mental Health

Organizational Consulting Services

Victoria partners with senior leaders, executive teams, and organizations to strengthen leadership performance, psychological safety, and workplace mental health. Services are tailored to meet organizational goals, from executive coaching to systemic strategy, and are grounded in clinical expertise + corporate leadership experience.

Option 1. Fractional Executive Advisory

Ongoing strategic guidance for senior leaders and executive teams.

Ideal for:

- C-suite and senior leadership navigating growth, restructuring, or complex organizational challenges
- Leadership teams seeking to strengthen decision-making, resilience, and psychological safety
- Organizations wanting a part-time strategic advisor without a full-time hire

What's included:

- 1:1 advisory for executives (monthly sessions + ongoing guidance)
- Leadership team support, coaching, and workshops
- Guidance on workplace mental health, performance, and culture
- Strategic input on high-stakes decisions or organizational transitions

Engagement model: Monthly retainer, standard 8-10 hours/month for \$5,000 CAD

Flexible engagements typically 3–6 months, with the option to extend.

Option 2. Short-Term Strategy Projects

Focused, high-impact projects designed to deliver tangible outcomes.

Ideal for:

- Organizations seeking targeted interventions or strategic planning
- Leadership teams addressing burnout, culture, or psychological safety issues
- HR or People leaders implementing new wellbeing initiatives or systems

Sample projects:

| Project | Duration | Deliverables | Fee Estimate (CAD) |
|---|------------|---|--------------------|
| Leadership Mental Health Audit | 4–6 weeks | Interviews, assessment, recommendations | \$15k |
| Executive Advisory Program (Short-Term) | 6–8 weeks | 1:1 executive sessions + leadership team coaching | \$25k |
| Organizational Mental Health Strategy | 2–3 months | Full strategy, implementation roadmap, optional follow-up | \$40k |

What's included:

- Scoping of organizational needs
- Evidence-informed recommendations & strategy
- Optional workshops, training, or team facilitation
- Executive reporting and follow-up guidance

Projects are customized to your organization's needs, and fees are based on scope, duration, and number of stakeholders.

Why Work With Victoria

- Combines **corporate leadership experience** with **clinical expertise**
- Supports organizations in **reducing burnout, strengthening leadership, and improving psychological safety**
- Delivers **high-value insights** that translate into actionable outcomes
- Provides **flexible engagement models** that scale with organizational needs

Getting Started

Step 1: Book a complimentary discovery call to discuss your goals and challenges.

Step 2: Define an engagement model (ie. fractional advisory or short-term project).

Step 3: Receive a tailored proposal with clear scope, deliverables, and pricing.

[Book a Discovery Call](#)

Contact

Victoria Mlynko

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416-312-1143

<https://blossompsychotherapy.ca>

Victoria Mlynko – Executive Advisory Resume

WORK EXPERIENCE

2019-present

Founder, Clinic Director, Clinical Supervisor, Registered Psychotherapist

Blossom Psychotherapy; www.blossompsychotherapy.ca

Lead and clinically supervise a team of Registered Psychotherapists and Student Therapists in the delivery of virtual and in-person psychotherapy services to individuals, couples and groups. Deliver mental health, leadership and workplace wellbeing consulting, training and coaching to organizations. Organizational clients include Kinross Gold, PLASP Child Care Services. Host affordable rate Student Therapist practicum placement that has provided over 3000 hours of affordable rate therapy to community. Areas of clinical practice include anxiety, relationships, disordered eating, stress management, burnout recovery, leadership development, and career wellbeing.

2016-2019

Principal Consultant

Mlynko Coaching and Consulting

Provided performance consulting, assessments, training and coaching to individuals and organizations. Channel Partner at the Ken Blanchard Companies. Areas of specialty are performance consulting, coaching skills for leaders, emotional intelligence, career progression and stress management. Organizational clients include Scotiabank, Healthcare of Ontario Pension Plan, Canadian Bar Association, City of Toronto.

2012-2016

Senior Manager, Learning Delivery

Scotiabank, Human Resources

Led a national, bilingual, interdisciplinary team of professional coaches, facilitators and administrators. With international scope, oversaw delivery of various global leadership curricula and assessments to the organization. Improved consistency in quality of service delivery and learner experience for face-to-face, virtual and blended learning to record levels. Formally coached organizational leaders. Oversaw an administrative support group, including vendor management and Learning Centre administration.

2009-2012

Manager, Facilitation

Scotiabank, Human Resources

Delivered face-to-face, virtual and blended behavioural curriculum and assessments to organizational leaders; drove quality and consistency in learning delivery. Formally coached organizational leaders on leadership skills and career progression. Consulted with internal partners on learning content development for highest impact.

2007-2009

Senior Manager, Training

Scotiabank, Shared Services Strategic Support

Managed, implemented and delivered the training requirements for a transformational project that delivered 7 million dollars of savings to the organization. Prepared and debriefed training team, ensured quality of classroom learning. Consulted with and coached internal clients and stakeholders on training and change management requirements. Built and managed relationships with internal stakeholders.

2006-2007

National Manager, Training & Development

Rogers Communications Inc., Credit Operations

Led a national, bilingual team of trainers and managers. Improved quality and consistency in learning delivery through trainer development and coaching. Planned and scheduled new hire onboarding training for contact centre representatives (approximately 500 staff). Oversaw development of consolidated new hire training curriculum using Accelerated Learning Principles. Built and managed relationships with internal stakeholders.

2004-2006

Supervisor, Client Services Training and Documentation

Manulife Financial, Group Benefits

Led a team of Training and Documentation Specialists. Improved quality and consistency in learning delivery through trainer development and coaching. Implemented learning delivery centralization and quality assurance processes. Planned, scheduled and oversaw training and documentation programs for an internal customer base of approximately 350 staff.

EDUCATION

2023

Clinical Supervision of Psychotherapy – 30 hours

Martin Luther University College at Wilfrid Laurier University

2023

Relational Clinical Supervision Training – 30 hours

Judy Gould, PhD, RP #2403

2019

Master of Arts in Theology: Spiritual Care and Psychotherapy

Wilfrid Laurier University

Academic Honours

2002

Bachelor of Arts in Psychology

Wilfrid Laurier University

REGISTRATIONS & CERTIFICATIONS

2019

Registered Psychotherapist

College of Registered Psychotherapists of Ontario
#008390

2017

MBTI® Certified Practitioner

Psychometrics

2012

Certified Training Practitioner

Institute for Performance and Learning

2010

Associate Certified Coach

International Coach Federation

WORKSHOPS & PUBLICATIONS

September, 2024

Podcast Creator & Host

Meditations for Mental Health

Guided Meditations

December, 2016

Faculty

Tough Conversations: Setting the Stage for Productive Outcomes

Canadian Bar Association, 2016 Solution Series

June, 2016

Co-author

HOOPP Coaching Clinic Workbook for Managers

The Ken Blanchard Companies