

**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.

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#### **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.

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#### **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)
<b>Leadership Mental Health Audit</b>	4–6 weeks	Interviews, assessment, recommendations	\$15k
<b>Executive Advisory Program (Short-Term)</b>	6–8 weeks	1:1 executive sessions + leadership team coaching	\$25k
<b>Organizational Mental Health Strategy</b>	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](http://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