

Christina Dreger-Smylie

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• [Google Scholar](#)

Christina is an expert in change management and business transformation with a proven ability to lead complex initiatives and undertake applied research to deliver value to stakeholders in the public sector.

EDUCATION

Doctor of Philosophy in Management Carleton University	2025 exp.
Master of Arts, Experimental Psychology Carleton University	2018
Honours Bachelor of Arts in Psychology University of Guelph	2015

TEACHING EXPERIENCE

Contract Instructor <i>Carleton University, Sprott School of Business</i>	May – Sept 2022
Teaching Assistant <i>Carleton University</i>	Sept 2019 – Present

PROFESSIONAL EXPERIENCE

Change Management & Business Transformation Lead <i>Global Affairs, Real Property, Policy and Planning</i>	Apr 2023 – present
<ul style="list-style-type: none">• Plan and implement an initiative to manage change and align investment planning with Policy.• Lead engagement with senior directors and their teams to support realignment initiatives.• Manage work plan and assign tasks to one junior employee and two consultants.• Develop HR strategy, select and evaluate candidates, and onboard new recruits.• Prepare and deliver briefing reports to senior executives at biweekly management meetings.• Provide change management advice to senior leadership.• Develop and deliver data visualization training and oversee data visualization team.	
Change Management & Business Transformation Specialist <i>Fisheries and Oceans Canada</i>	Apr 2021 – Apr 2023
<ul style="list-style-type: none">• Lead 7 surveys and 16 focus groups with DFO staff across the organization to examine work-life experiences and preferences during remote and hybrid work transitions.• Analyzed data and developed infographics, presented data to divisional directors, and disseminated infographics across the department.• Facilitated readiness discussion with the human resource sector and briefed the ADM on outcomes.• Lead a team of change management promoters, developed promoter kits, and held regular drop-in sessions to clarify their roles, answer questions, and support their success.	
Mitacs Researcher <i>Carleton University & Ottawa Police Service, Community Policing Pilot Project</i>	Sep 2019 – Sep 2021
<ul style="list-style-type: none">• Worked with a team to secure \$250K in funding to evaluate the social return on investments (SROI) in community policing activities.	

- Developed a logic model to map community policing activities to expected outcomes.
- Lead 12 focus groups, administered 4 surveys, and conducted 42 interviews with officers and key stakeholders.
- Performed a SROI analysis to assess the value of activities on reducing crime and social disorder in Ottawa communities.
- Disseminated evaluation findings through one academic publication, two OPS reports, and one presentation to community members.

Program Evaluator

Oct 2018 – Apr 2021

Fisheries and Oceans, Chief Financial Officer Sector

- Supported evaluation planning including evaluation method selection and sampling.
- Interviewed internal and external stakeholders and conducted site visits to observe program delivery.
- Created and ran surveys of internal and external stakeholders using Simple Survey and MS Forms.
- Triangulated and reported on evaluation findings and formulated recommendations to ADM's.
- Conducted research for DFO employees as a volunteer on the work-life flexibility committee.

Evaluation Officer

Mar 2017 – Oct 2018

Social Sciences and Humanities Research Council of Canada (SSHRC).

- Collected comprehensive program data to evaluate program delivery and outcomes.
- Performed analyses of data in SPSS and managed a syntax file for replication and validation.
- Conducted literature and document reviews to benchmark and identify best practices or programs.
- Supported the design of Gender-Based Analysis and Equity Diversity and Inclusion evaluation questions.
- Performed cost-benefit analyses to monetize the return on investments in project and program activities.

RESEARCH CONTRIBUTIONS

Smylie, C., Duxbury, L. (2024). Adaptation: A boundary management framework. Paper presented at Work and Family Researchers Network Conference, Montreal.

Smylie, C., Duxbury, L., & Bennell, C. (2023). Community policing during the pandemic. *Police Practice and Research*, 1-14. <http://doi.org/10.1080/15614263.2023.2222869>

Smith, C., **Smylie, C.** (2021). Isomorphic Patterns with Unique Flair: Employer Branding Strategies Emerge among Top-performing Employers. *International Journal of Strategic Communication*.15(5), 463-486.<https://doi.org/10.1080/1553118X.2021.1966014>

Smylie, C., Campbell, B. (2021). Beyond Work and Family: Personal Life Roles Provide Resources That Positively Contribute to Career and Life Satisfaction. Paper presented at American Psychological Association Conference, Montreal.

Smylie, C., Campbell, B., Smith, C., Miller, R. (2020). Don't put all your eggs in two baskets: The benefits of multiple role priorities among dual-earners. Paper presented at the Work and Family Researchers Network Conference, New York.