



# FRÉDÉRIK CHARETTE

Executive Vice-President  
Talent Management and Organizational Development



## PROFILE

Frédéric Charette is the Caisse's Executive Vice-President, Talent Management and Organizational Development. As such, he oversees the recruitment, compensation, professional development, payroll, management information and human resources advisory teams. He is also a member of the Executive Committee.

## BACKGROUND

Mr. Charette's expertise in human resources management is extensive. He has many years of experience as an executive and consultant in the field and has counselled numerous world-class clients in North America and the Asia-Pacific region. He has worked both abroad and in Montréal, with firms hiring high-level professionals.

Prior to joining the Caisse, Mr. Charette served as the Head of People for KPMG Australia, a firm employing over 5,000 professionals. From 1998 to 2008, he occupied a series of senior positions with McKinsey & Company, a global management consulting firm. Among his many professional achievements, he implemented McKinsey's organizational development practice in the Asia-Pacific region.

He conducted postdoctoral research in law and economics at the University of California, Berkeley, School of Law and earned his LL.D. and LL.B. at the Université de Montréal.

## CONNECTIONS

Mr. Charette is a member of the International Positive Psychology Association, a member of the Neuro-Leadership Institute, and is actively contributing to the development of the Appreciative Inquiry model for organizational change. He also helped to shape the strategic plan for the Inspire Foundation, the goal of which is to prevent youth suicide and improve young people's mental health and well-being. Mr. Charette is also a board member of the Healthy Enterprises Group.

Several of his articles from his undergraduate work and doctoral thesis have been published in peer-reviewed law journals.