



Denise K. Michalak
Vice President and Managing Human Resources Business Partner, SAP Canada

As the Vice President and Managing Human Resources Business Partner for SAP Canada, Inc., Denise will be a member of the Canadian Executive Leadership Team, directly responsible for the strategic maximization of human capital and the development and implementation of effective leadership and management of employees.

Denise has an M.B.A and over 20 years experience, which spans both public and private sectors. She began her career in HR in various positions within the federal and provincial public sectors and then transitioned to the Bank of Nova Scotia as Manager, Human Resources for the Investment Banking Division. A significant part of her career was spent with the Royal Bank Financial Group where she challenged herself in roles that included business development, risk management, project management, learning and facilitation and strategic planning and development. Denise has also dedicated time as a managerial and executive coach through her own company, PerforMax Strategies. For the past 5 years, she was Vice President, Human Resources for Fujitsu Consulting (Canada) Inc. Throughout her career, Denise has focused on achieving success through instilling a true sense of 'team' and collaboration and has demonstrated exemplary skills in change facilitation, creative thinking, leadership development and project management.

Denise strongly believes that people are a key differentiator for any company and that it is critically important to attract and retain the 'best' people for your organization. Her focus will be to develop and implement strategically aligned policies and programs that support the business goals of the organization, leading the way for SAP to continue to be an 'Employer of Choice'. This approach, combined with her extensive HR experience has made Denise a valuable member of the SAP Canada Inc. team.