



Tom W. Milne

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Tom W. Milne is an independent consultant specializing in the opportune space where content and creativity meet. He is experienced in communicating large-scale HR initiatives related to total rewards, compensation, employer brand and change—for a broad spectrum of clients in both the private and public sectors, including unions and trusts. Before returning to independent consulting, Tom held senior communication roles as a principal at Normandin Beaudry and director at Eckler Ltd., both independent consulting firms in Toronto. With “outside the box” creative direction and marketing insight, he helps engage audiences with words and visual stories that resonate—using tactical multimedia that simplifies the often overcomplicated. Mr. Milne is an active speaker, columnist and participant at employee benefits conferences and courses, and he brings a creative yet informed view of industry developments to his work. Prior to graduating from Durham College’s business administration and marketing program, Mr. Milne began his education in Sheridan College’s fine arts program. He has since continued his education through courses in multimedia communication, change management, employee benefits, leadership and inclusive design.