

Helena Gottschling

Chief Human Resources Officer
RBC



BIOGRAPHY

Helena Gottschling is RBC's Chief Human Resources Officer (CHRO) with global responsibility for Human Resources. Helena is part of RBC's nine member Group Executive which is responsible for setting the overall strategic direction of RBC - extending to over 80,000 employees in 37 countries.

Helena joined RBC in 1985, holding progressively senior roles in Retail Banking, Human Resources and National Office, which included postings in Vancouver, Calgary and Toronto. She re-joined Human Resources in 2006 and held a number of executive roles before being appointed CHRO in 2017.

Prior to her current role, Helena was Senior Vice President, Human Resources, responsible for executive and high potential talent management, including leadership development and succession planning.

She was also accountable for RBC's enterprise learning function and organizational effectiveness centre of expertise to support change management and organizational design. In addition, Helena led the HR business teams supporting Technology & Operations and Global Functions.

Over 35 years with RBC, Helena has distinguished herself as a trusted advisor, a change champion, and a devoted employee advocate – leadership qualities that help to unlock the potential of RBCers and strengthen our brand as a top employer of choice on a global scale.

Helena was a co-chair of RBC's record-breaking 2016 National Employee Giving Campaign, inspiring employees to go above and beyond in their personal donations to help Canadian communities prosper. Helena has been a long-time supporter of the Juvenile Diabetes Research Foundation (JDRF) Ride for Research and currently serves on the Canadian JDRF Board. She is also a board member of Plan International and the Human Capital Policy Council, C.D. Howe Institute. She is a past board member of The Mosaic Institute.

Helena holds a Bachelor of Business Administration degree from Simon Fraser University in Vancouver, British Columbia.

Helena is married with one son and lives in Oakville, Ontario, Canada.

