



Matthew D. Pavelich

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Matthew D. Pavelich is an accomplished senior principal at Normandin Beaudry, excelling in communication consultancy. With more than 20 years of experience, Matthew has a profound understanding and genuine appreciation for total rewards, working with employers of all sizes and in all sectors—public, para-public and private. Matthew helps employers meet their HR and organizational goals through employee research and analysis (focus groups, interviews, town halls and surveys), change management strategies and communication plans, and actionable insights and tools tailored to each client’s unique needs. Matthew is a Prosci Certified Change Practitioner. He translates complexity into friendly communication that supports comprehension, engagement and action. He helps manage stakeholders while maximizing the understanding and appreciation for various HR programs including cash compensation, group benefits, pension plans, stock options, career frameworks, performance management and engagement initiatives. Matthew received his B.A. degree from the University of Ottawa and his graduate diploma in journalism from Concordia University.