



Shannon Pearson

Her work isn't theoretical; it's grounded in lived experience and supported by formal training in mediation, along with practical skills in leading human resources and regulatory compliance.

Shannon is the expert leaders call when tension is high, alignment is low, and differences distract from the work. She has spent years embedded inside construction and manufacturing organizations — not as a distant consultant, but as someone who has lived the jobsite reality. Her work isn't theoretical; it's based on lived experience, combined with formal certifications in mediation, HR, and regulatory compliance.

Often described by clients as “a velvet brick,” Shannon delivers hard truths with honesty, empathy, and zero ego. She creates safe spaces for difficult conversations, while holding individuals and teams accountable for real change. Shannon coaches teams through uncomfortable, high-stakes conversations, equipping them with actionable tools they can use in the boardroom, on the production floor, or out on the jobsite.

CLIENTS COME TO REFORMIQ WHEN:

- They feel like they're walking on eggshells with their team.
- They're tired of fixing the same issues over and over.
- They want accountability without micromanaging.
- Trust and communication have broken down.
- Team dynamics are blocking growth and profitability.

Get in Touch!

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