



Tricia Dupilka

Tricia is a Senior Partner at inQUEST.

For over 30 years, Tricia has been a catalyst for creating workplace cultures where everyone thrives. As a certified coach and experienced consultant, she has worked across internal leadership, talent management, and external consulting roles, focusing on organizational development, culture transformation, leadership development, and HR technology.

Tricia's ability to deeply understand her clients' environments, priorities, and goals sets her apart. Combining the analytical rigor of an MBA with the grounded pragmatism of her "farm girl" roots, she delivers solutions that not only work but endure. Her years in technology have given her a keen sense of how systems and processes shape behavior, while her coaching background adds a human-centered layer of care and authenticity to every engagement.

When the way forward is unclear and complexity seems overwhelming, Tricia shines. She is known for helping organizations cut through the noise and gain clarity, enabling them to find a clear path forward. The most rewarding moments in her work come when tangled situations reveal clear priorities and realistic strategies.

Her experience spans diverse sectors, including consulting for Canadian and U.S. governments, Fortune 50 companies, mid-sized firms, and non-profits. This breadth allows her to uncover patterns, spot trends, and deliver insights that are both unexpected and powerfully relevant across industries.

Tricia holds an MBA from the University of Calgary, where she wrote her thesis on "Interorganizational Learning: Knowledge Transfer Between Organizations." This research continues to inform her client partnerships, reinforcing her belief that lasting change happens when organizations share, adapt, and grow together.

Tricia is a certified coach and graduated with a B. Comm from the University of Alberta and an MBA from the University of Calgary where she wrote her thesis on: Interorganizational Learning: Knowledge Transfer Between Organizations, which is the foundation of her partnering with clients.



"When we work together, my goal is to help you cut through the noise and complexity to find a clear path forward. I believe in solutions that are both strategic and human-centered—designed to address real challenges and build workplaces that work for everyone. It's about more than solving today's problems—it's about creating an environment where your organization and its people can thrive long term."

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Tricia focuses on:

- + *Aligning strategy, systems, process, and behaviours*
- + *Talent development processes*
- + *Culture assessments, including translating findings into actionable insights*
- + *Career and employee engagement*
- + *Creating cultures of equity and inclusion*



About inQUEST

We're building a world where workplaces work for everyone —helping people think, lead and interact more inclusively for greater impact and results.

inquestconsulting.com