



We help organizations that do good,
to do better.

Hello.

10

Years in operation

11

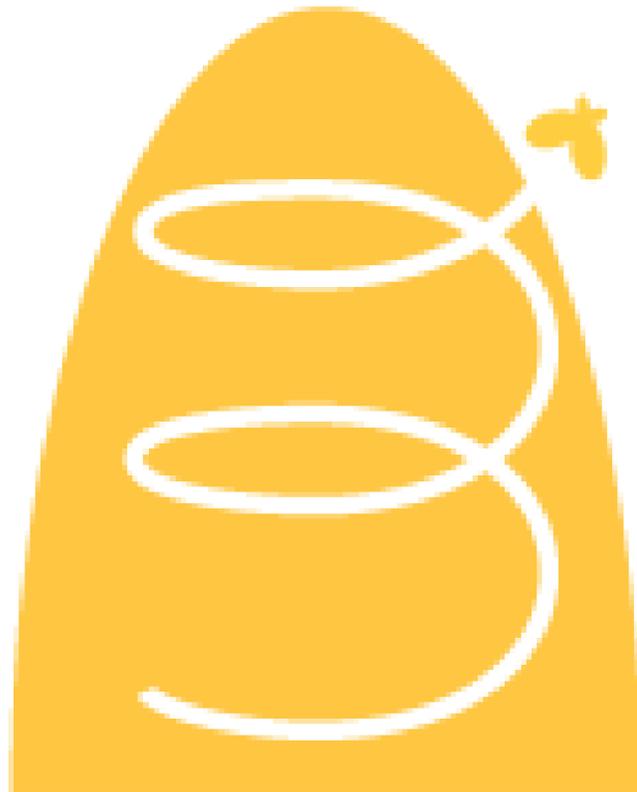
Employees

90+

Happy clients

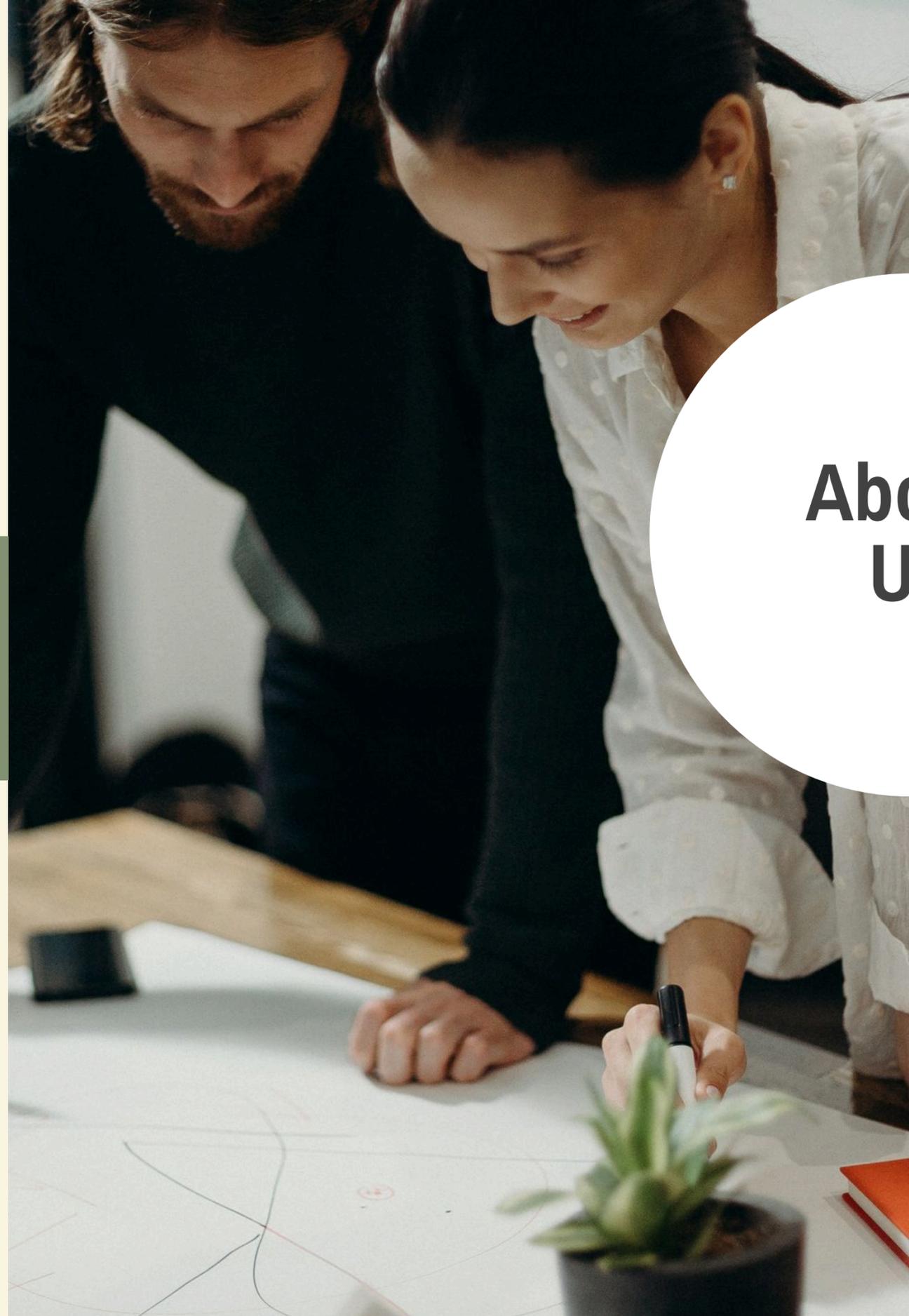


Shelby Corley
CEO



Welcome to Three Hive Consulting!
We're excited to present our profile for
your evaluation and strategic learning
needs.

At Three Hive, we blend expertise,
collaboration, and bespoke approaches to
deliver insightful solutions that help your
organization drive meaningful impact.



About Us

Our Mission

We help organizations that are doing good, to do better, through comprehensive evaluation practices, fostering a culture of excellence, adaptability, and community engagement.

Our Vision

To be the trusted guide for organizations seeking improvement through evaluation, offering clear direction, practical solutions, and support for achieving excellence.

Our Values

Be a bee: Exude a commitment to teamwork and working toward the greater good of the hive.

Intelligence having fun: We do better through a fun, playful culture.

Find a new perspective: Don't just embrace change, but drive change. Generate new ideas through divergent thinking.

Quality is people, process and product: We prioritize respectful interactions, expecting professionalism from everyone.

No jerks: Don't be one and don't put up with one.

We all do better: We are a learning culture. We strive to know more at the end of the day than when we started the day. We shouldn't be afraid to fail—fail quickly and learn from it.



Shelby Corley

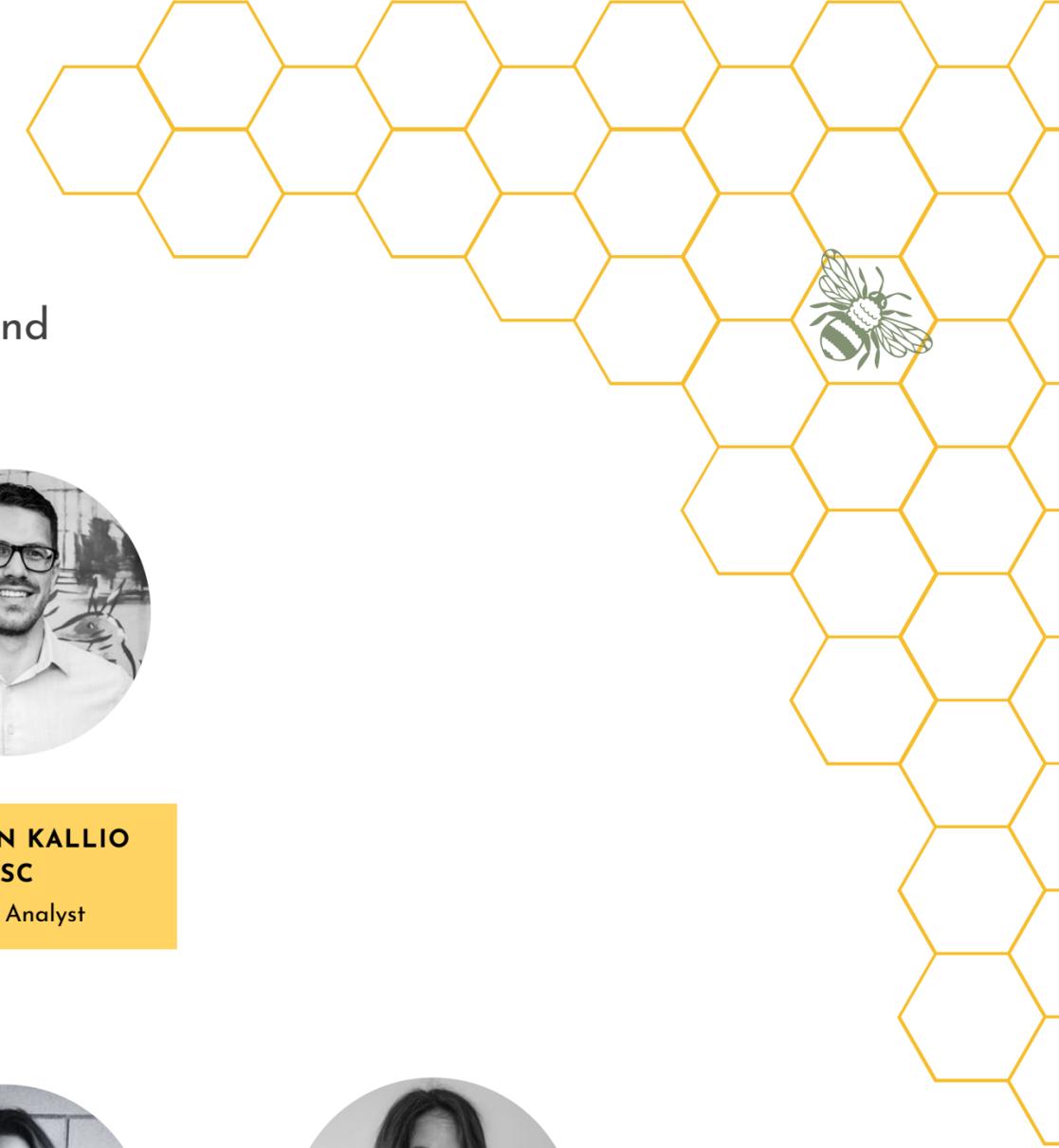
CEO

Shelby Corley, Métis Nation of Alberta member and CEO of Three Hive Consulting, brings over 15 years of experience in research and evaluation, with a strong focus on health and human services.

A Credentialed Evaluator and co-founder of Eval Academy, Shelby is passionate about helping organizations turn data into meaningful action. Her work blends academic rigor—grounded in her anthropology training and Master of Arts from the University of Alberta—with a deep commitment to collaboration and community values. Shelby's leadership reflects her dedication to reconciliation, decolonization, and fostering learning environments where both her team and clients thrive. Outside of work, Shelby is a busy mom, an avid soccer player, and a passionate community builder.

Meet the Team

As a small business, we proudly employ eleven team members. All of our Project Leaders are Credentialed Evaluators, and our team has the skills, knowledge, and experience to produce quality, reliable, and successful evaluations.



SHELBY CORLEY
MA, CE
CEO



SUJIN CHANG
M.ED
Evaluation Associate



KIM DESJARLAIS
BA
Evaluation Assistant



BRYNA GIBBONS
MPH
Evaluation Associate



SHELDON KALLIO
MSC
Senior Analyst



ALECIA KALLOS
MPH, CE
Project Leader



BONNIE LAKUSTA
PHD, CE
Project Leader



STEPHANIE SPENCER
MSC, CE
Evaluation Associate



EYERUSALEM TESSERA
MPH, MBA, CE
Project Leader



MAEGAN TROTTIER
MSC
Analyst



DAYNA BURNELL
BA
Marketing

Our team combines expertise, passion, and a commitment to helping organizations achieve their goals. Learn more about who we are and what drives us: [Three Hive Team](#).

Our Clients



We serve clients in the healthcare, government, and non-profit sectors. Since 2015, we have worked with over 90 different clients on hundreds of different evaluation projects; over a third of our clients are repeat customers.

Our past and current clients include:

Governments

- Government of Alberta
- Government of British Columbia
- Government of Canada
- City of Fort St. John
- City of Maple Ridge
- Otipemisiwak Métis Government

Healthcare

- Alberta College of Family Physicians
- Alberta Innovates
- BC Medical Quality Initiative
- BC Mental Health & Substance Use Services
- Canadian Mental Health Association BC
- Canadian Partnership Against Cancer
- CASA Mental Health
- Foothills Country Hospice Society
- Health Cities
- Health Data Research Network Canada
- Health Quality Council of Alberta
- Provincial Health Services Authority (BC)
- Vancouver Coastal Health Authority
- Over 15 Alberta Primary Care Networks

Social Sector

- 211 Alberta
- BC Office of the Human Rights Commissioner
- Bethany Care Society
- BGC Canada
- Broadmead Care
- Calgary Homeless Foundation
- Caregivers Alberta
- Catholic Social Services
- Edmonton Community Legal Centre
- Edmonton Seniors Coordinating Council
- EndPovertyEdmonton
- Family and Community Support Services Association Alberta
- Homeward Trust
- Mastercard Foundation
- Métis Capital Housing Corporation
- NotInMyCity
- REACH Edmonton
- United Way Alberta Capital Region

Higher Education

- NorQuest College
- University of Alberta



The Case for Evaluation

At Three Hive, we understand that program evaluation is an investment, not just a cost. Our evaluations provide you with the insights and evidence needed to make confident, strategic decisions about your programs and initiatives.

By partnering with us, you gain:



Clear Impact Stories: Our evaluations help you describe your program's successes and demonstrate its value, equipping you with compelling data to share with Boards, funders, and stakeholders.



Actionable Insights: We identify what's working and where you can improve, enabling you to refine your strategies and maximize outcomes.



Support for Funding Applications: Data-driven results provide the evidence you need to secure new or continued funding, empowering your organization to grow and thrive.



Enhanced Credibility: With evaluation findings in hand, you can confidently position yourself as a leader in your sector, driving innovation and progress.

Evaluation isn't just about looking back; it's about planning for the future. By investing in evaluation, you're investing in your organization's ability to serve better, reach further, and achieve more.

Our Services: Helping You Make Meaningful Impact

At Three Hive, we specialize in program evaluation – an essential process that helps organizations understand how their programs are performing, what’s working, and where there’s room for improvement. Evaluation equips you with the insights you need to demonstrate your impact, refine your strategies, and secure additional funding. We believe evaluation should be practical, collaborative, and, most importantly, impactful. **Here’s how we help:**

Evaluation Design



Every great evaluation starts with a solid plan. We work with your team to design a customized evaluation framework that aligns with your organization’s goals and priorities. Whether you’re looking to measure outcomes, improve processes, or explore new possibilities, our tailored designs ensure your evaluation is meaningful and actionable.

Full-Service Evaluation



From start to finish, we’ve got you covered. Our team handles everything, from planning and data collection to analysis and reporting. The result? Clear, engaging insights that help you answer your most important questions and share your story with confidence.

Training and Coaching



Building your internal capacity is part of what we do best. Through customized training sessions and coaching, we help your team gain the skills they need to conduct evaluations with confidence. Prefer a self-paced option? Our Eval Academy offers courses designed to fit your schedule and learning style.



Indigenous Leadership: Reimagining Evaluation

Three Hive Consulting is proud to be an Indigenous-owned organization committed to decolonizing evaluation and creating space for Indigenous values and ways of knowing. Guided by principles of respect, reciprocity, relationships, and relevance, we strive to integrate Indigenous approaches into our work while challenging colonial norms.

We honor data sovereignty through adherence to OCAP® principles and embrace relational approaches like Keeoukaywin (The Visiting Way), a conversational, trust-based method rooted in Métis and Cree traditions. This approach fosters meaningful connections, richer insights, and ethical practices that respect community voices.

Led by our Métis founder and CEO, Shelby, we combine commitment to culturally responsive evaluation with a deep interest in community needs. Our team has successfully collaborated with Indigenous communities on projects addressing healthcare, housing, economic development, and other community needs, always prioritizing equity and cultural relevance.

By partnering with us, you're investing in evaluations that are not just informative but transformative—benefiting your organization and the communities you serve.

Our Approach: The Three U's

At Three Hive Consulting, we believe evaluation should be collaborative, insightful, and actionable. Our approach, called The Three U's, ensures that every evaluation we conduct is practical and tailored to meet your needs.

Understand:

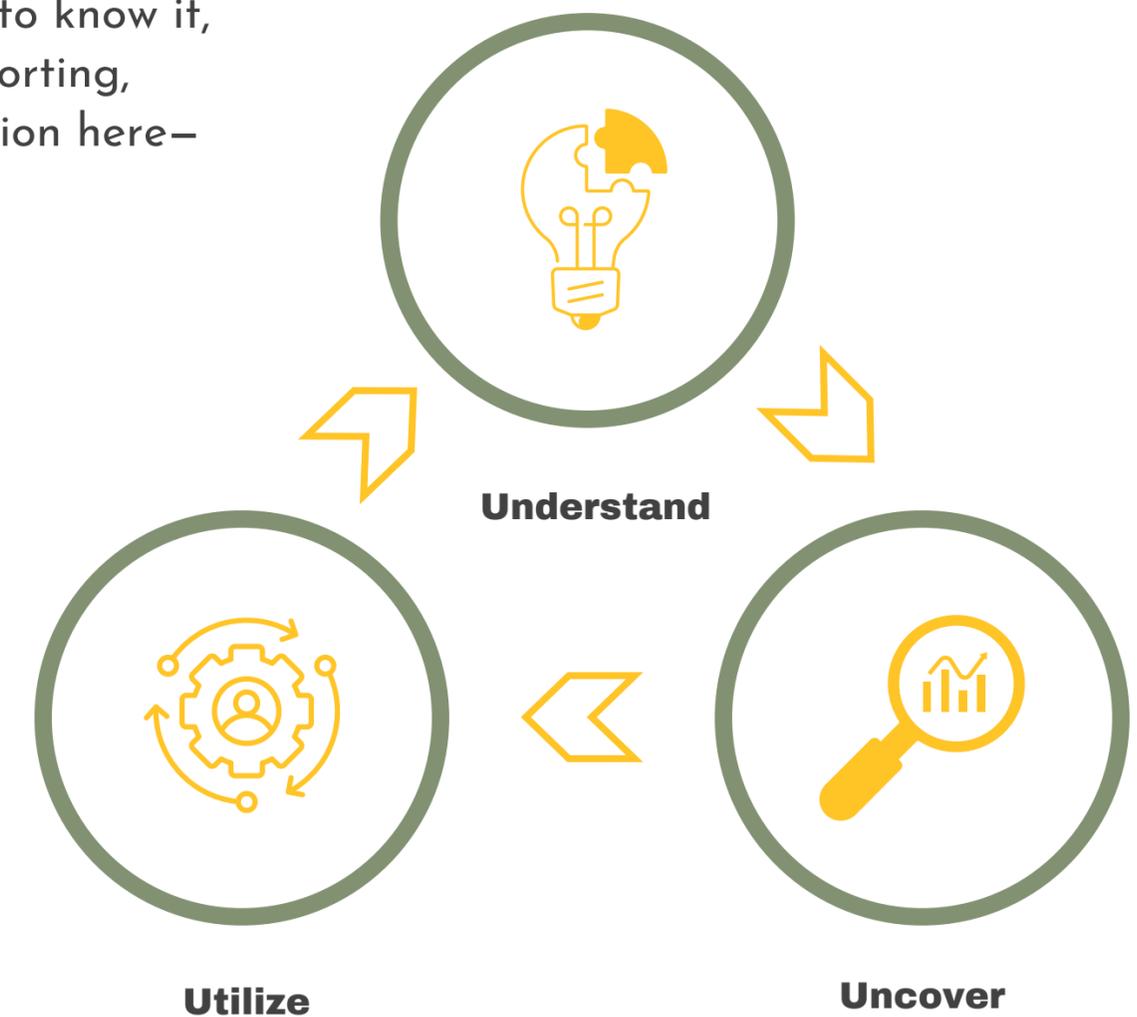
Every great evaluation starts with asking the right questions. In this phase, we work closely with you to define what your organization needs to know, who needs to know it, and when. Together, we develop a plan for data collection, analysis, and reporting, ensuring the evaluation is aligned with your goals. Expect a lot of collaboration here—this is where we set the foundation for success.

Uncover:

In this phase, we gather the data. Whether through surveys, interviews, focus groups, or observation, our methods are carefully chosen during the Understand phase to suit your project's unique needs. Depending on the project, your staff may play a role in this step, or we'll handle the entire process for you.

Utilize:

Data is only valuable when it's put to work. In the Utilize phase, we analyze and synthesize all the collected data into meaningful insights. The results are delivered through information products tailored to your audience, such as reports, memos, presentations, or even videos, helping you make informed decisions and take action confidently.



Tailored Approaches for Every Project

At Three Hive Consulting, we take a tailored approach to evaluation, recognizing that each project has unique needs and goals. Our team specializes in a wide range of evaluation methodologies, allowing us to select the most effective framework for your specific context.

Whether it's developmental evaluation to support innovation in complex, dynamic environments, collective impact evaluation to assess collaborative efforts, or other evaluation approaches, we offer a comprehensive suite of tools to guide data-driven decision-making.

We collaborate closely with clients to design and implement evaluation strategies that not only measure outcomes but also provide actionable insights for continuous improvement.

Our team has experience with:

- Formative evaluation
 - Summative evaluation
 - Developmental evaluation
 - Collective impact evaluation
 - Impact evaluation
 - Systems evaluation
 - Principles-focused evaluation
 - Utilization-focused evaluation
 - Kirkpatrick method
 - RE-AIM framework
 - Outcome harvesting
 - Case studies
- ... and more!



Our Work: Turning Insights into Action

At Three Hive, we partner with organizations across sectors to deliver evaluations that drive meaningful change. From healthcare to legal services and community initiatives, our projects are rooted in collaboration, cultural responsiveness, and actionable insights. Each case study showcases how we help clients measure their impact, improve their programs, and create lasting benefits for the communities they serve.

Explore our featured projects to see how evaluation can make a difference: [Three Hive Case Studies](#).



Evaluating the Impact of Remote Home Health Monitoring

Three Hive collaborated with several healthcare partners to evaluate a remote monitoring service for patients with chronic conditions. This evaluation provided compelling evidence that enabled operational funding for this demonstration project. [Read more.](#)



Understanding Accessibility, Quality, and Impact of Parenting Programs with CMHA BC

Three Hive evaluated two parenting programs to better understand the perceptions and realities of accessibility, quality, and impact. Our journey map highlighted access points and our recommendations provided a new foundation for data management. [Read more.](#)



Evaluating REACH Edmonton's Bridging Together Initiative

Three Hive conducted an evaluation of REACH Edmonton's Bridging Together initiative, focusing on its impact and identifying areas for growth. This work provided valuable insights to strengthen community collaboration and address service gaps. [Read more.](#)

Connect With Us!

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www.threehive.ca



[Three Hive LinkedIn](#)



[Book a meeting](#)

