



## **Mary Joy (MJ) Mantzios**

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Mary Joy (MJ) Mantzios is a senior People Operations and Total Rewards leader known for shaping forward-thinking people strategies across retail, technology, and healthcare organizations. As Senior Manager, People Operations and M&A at Corus Orthodontists, she partners closely with executive leadership to align compensation, benefits, and HR technology with business growth, organizational performance, and evolving workforce expectations. She has led complex system implementations and redesigned total rewards programs to drive engagement, scalability, and operational efficiency. Recognized for her data-driven and pragmatic approach, MJ brings a global perspective to compensation and benefits strategy, with experience supporting multi-market organizations through growth and transformation. She is particularly focused on leveraging analytics and technology to modernize people programs and enable high-performing, resilient organizations. MJ contributes to the broader HR and benefits community as a board member with the Toronto Centre of Learning and Development and as a committee member on the Canadian Corporate Committee of the International Foundation of Employee Benefit Plans. She is also a mentor with Covenant House, supporting youth in building confidence and career readiness.