

# Ellen Richardson - SPHR



Ellen's professionalism and passion for her work make her a preeminent provider of strategic leadership tools and practices. She is an internationally accredited executive coach, assessment expert and Senior Human Resource Professional. Her focus is on supporting executives in the strategic assessment, planning and implementation of key business results. Her background ranges from large, international corporations through government and non-profit organizations to small/new venture businesses.

## **Successful Business Owner**

Ellen created and manages The Richardson Group providing career management, outplacement, training, and assessment resources for both corporate and individual clients. She has designed and implemented numerous training/coaching programs, succession planning and professional development tools and processes. She consults and writes extensively. Among the numerous programs she has authored are: *"Is Succession Planning Obsolete?"*, *"Success Profiles in Non-Profit Leadership"*, *"The Manager's Role in Facilitating Change"*, *"Improving Engineering Effectiveness Utilizing Assessment Tools"*, and *"Business Coaching for Results"*

## **Key Competencies**

- Assessment Tools/Methods
- Change Management
- CEO/Executive Coaching
- Leadership Development
- Strategic Human Resources
- Organization Design/Audit

## **Industry Experience**

- Manufacturing
- High Tech
- Government
- Business Services
- Retail
- Aerospace

## **Business Consultant**

Ellen's extensive consulting background includes particular focus in: manufacturing, government, education, aerospace, retail, and high tech. Her consulting clients include: The Boeing Company, Iomega, Harmon Music Group, Cort Furniture, Air Terminal Gifts, Alliant Technologies, Thiokol, Parker-Hannifen, Sport Court, and Stampin' Up!

## **Assessment Professional/Executive Coach**

Ellen's assessment portfolio includes numerous accredited and well respected tools such as MBTI, TKI, BarOnEQi, Profiles, Personal Directions and Strategic Leadership Practices. She also designs and utilizes needs assessment, client satisfaction, and resource alignment tools to maximize performance.