



ELLEN MENARD

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FACT SHEET

OVERVIEW

After serving in senior executive roles for four large health care organizations, I founded **Ellen Menard, Inc.**, a Florida-based business consulting corporation <http://www.ellenmenard.com> in 2006. With a unique background that blends my business experience and expertise, I assist companies to build the business capabilities they require. I work with them to align and renew their human capital, marketing, employee and corporate communications and other investments.

Because of the depth and breadth of my organizational effectiveness and “people” experience and the time I have spent honing my unique and comprehensive skill set, I know how to assist companies to adapt and leverage their talent and performance management systems. Importantly, I can assist them to make necessary executive, team and staff behavioral changes. In short, I assist organizations to transform and adapt their cultures, and to sustain those changes.

CONSULTING AREAS

- Health Care Management/Patient Advocacy
- Learning Organization/Transformative Change
- Executive Management/Board Governance
- Employee Relations/Union Negotiations/Union Avoidance
- Leadership Effectiveness/Personal Coaching
- Employee Engagement/Generational Differences
- Human Capital/Organizational Effectiveness
- Business/Career Networking

CREDENTIALS...

- Author of “The Not So Patient Advocate” to be released May 1, 2009 .
- National reputation as results-driven leader with strong business, HR, OD and leadership development skills, especially to enable innovation and transformative change:
 - Pioneer of new and award-winning models for strategic workforce planning and talent management innovations.
 - Pioneer of new models for organizational learning, change management, culture and transformative change.
 - Pioneer of new models for employee communications and employee engagement.
- Strong track record for creating and sustaining management/labor trust relationships in workplace environments.
- Featured speaker at national conferences including WorldAtWork, World Healthcare Congress and the American Society for Healthcare Human Resource Administrators (ASHHRA).
- Bachelor of Science in Nursing (BSN), Saint Anselm College, Manchester, New Hampshire.
- Master of Business Administration (MBA), Rivier College, Nashua, New Hampshire. Concentration: Organizational Behavior and Development and Human Resources Management.

RESIDENCE/RETREAT SITE...

A native of Manchester, New Hampshire, I reside in Sarasota, Florida, with my husband, nationally known labor and employment attorney, Arthur P. Menard <http://www.ellenmenard.com/ArthurMenard.pdf>. Doubling as the site of my home office, our original 1958 “Sarasota School of Architecture” home is located on Siesta Key, a Sarasota barrier island with its refreshing sub-tropical breezes, less than half a mile from pristine world-famous powdery white beaches on the Gulf of Mexico. Clients may take advantage of this ideal year-round location <http://www.sarasotafi.org/> for their management retreats or individual executive consultation and coaching with me.