
Summary of Experience

Dr. Ellen Hart works with executive groups to develop strategies for the future and achieve the alignment necessary to execute them. Her main areas of expertise include leadership alignment, organization design and development, transformation management, strategy development, and mergers and acquisitions. She has over twenty five years of management consulting experience, including 17 years as a Vice President with Capgemini in their Strategy and Transformation Consulting practice. Dr. Hart has sold and led transformation design programs for executive leadership teams to drive organization-wide change in life sciences, financial services, chemicals, telecommunications, oil and gas, automotive, and consumer products industries. She has worked with executive groups at more than 150 companies (US, Canada, U.K., France, Switzerland, Denmark, South Africa) including Ameriprise, AOL, Astrazeneca, AT&T, AventisPasteur, Ciba Specialty Chemicals, Citigroup, DuPont, Eli Lilly, Eskom Utilities (South Africa), Fluor Daniel, Genentech, General Motors, GlaxoSmithKline, Hospira, Johnson & Johnson, JP Morgan Chase, Marsh McLennan, Merck, Prudential, Quaker Oats, Syngenta, Toyota Motor Sales (USA), Union Carbide, Yves Rocher (Canada) and Zurich Kemper Life. Ellen is described by clients as insightful, responsive and creative in her approach to working with executive teams. She is valued for her ability to design processes for tackling complex issues. Clients particularly value her candor, ability to listen and understand, and her practical advice in coaching sessions.

Dr. Hart has been a guest moderator and speaker at numerous conferences and events, most recently in February 2006 as a keynote speaker at a large Pharmaceutical company meeting on the topic of "Change and Resilience." Another recent appearance was in October 2005 at the annual Executive Leadership Conference, of the American Council for Technology, whose theme was "Leading Transformation." Ms. Hart spoke on Mergers and Acquisitions. She has been quoted in multiple publications, including *FORTUNE*, *Across the Board*, *The Wall Street Journal*, and *Management Review*. She was formerly on the editorial board of *Transformation* magazine.

Selected Accomplishments

- Designed a year one strategy with the newly named executive leadership team of a pharmaceutical spin off to align the team on the imperatives for delivering the strategy; its profits and share price have grown ahead of its competitors.
- Helped executive teams in multiple business areas of a global pharmaceutical company redesign and implement new operating models, organizations, and business strategies
- Developed a better operating model for a biotech firm - with the multiple senior executives of R & D - for effectively managing collaboration and life cycle issues.
- Facilitated a key leadership session that helped develop a next generation Collaboration Solution for a global chemicals firm's Corporate Legal Department, its Preferred Law Firms and its Preferred Legal Suppliers
- Increased executives' effectiveness as a newly merged retail team of a large retail bank and accelerated the merger integration; this bank is widely acknowledged as a successful integrator
- Designed and led the strategic planning portion of the annual meeting of the top 150 executives of a large financial services company as they forged a new market strategy and global alignment activities
- Designed and delivered an executive alignment program for a global automotive manufacturer to improve the ability of the executive leadership team to work effectively and present a common face to their people
- Designed and delivered executive alignment workshops in one of their major car brand divisions for a global automotive manufacturer; also delivered a series of workshops for the global HR leadership group as they planned the execution of their HR transformation.
- Led the redesign of a large Canadian gas utility to prepare its executive leadership for success in a deregulated environment.

Educational Background

PhD, Cognitive Psychology, The Institute for Cognitive Studies at Rutgers University
MS, Counseling Psychology, New York University
BA, English Literature, Fordham University