

Ellen Messer  
Organization Development Consulting  
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- 1988 – Present · **Organizational Development Consultant: Peopleworking Consultants**  
[www.peopleworkingconsultants.com](http://www.peopleworkingconsultants.com) specialists in OD processes, systems and interventions to move organizations toward accomplishing their goals.
- 2010 - 2013 · **Organization Development Manager : HealthAlliance of the Hudson Valley**  
Unified diverse cultures following a multi-organization merger including 3 hospitals, multi-level Long Term/Elder Care Facility and clinical sites. Designed Initiatives and facilitated sessions for over 2200 people in Team and Trust Building; strengthened clinical and facilities support departments and teams through individual coaching and team interventions; provided strategic skills for executives and middle management to resolve ongoing communication and staff engagement challenges.
- 2005 – 2011 · **Organization Development Specialist: Aramark Healthcare Division**  
Management of Studer Initiatives throughout contracted Support Services Departments including assessments, goal setting, metrics, and performance improvement including Mt. Sinai Medical Center, NY, NY; Albany Medical Center, Albany, NY; Tufts Medical Center, Boston, MA;
- 1997 - 2014 · **Organization Development Consultant**  
Custom Design and Presentation of Organization Learning and Development Training Initiatives including Culture Shift, Preventing Sexual Harassment, Preventing Harassment, Workplace Diversity, Intergenerational Issues, Teambuilding, Communication Skills, Leadership, Management and Supervisory Skills. Facilitation of Amtrak and Southern California Edison Diversity and Differences Awareness Training, Pacific Maritime Association and Longshore Union Diversity and Sexual Harassment Training, Midwest Express Airlines Diversity Program, EAB Bank Preventing Sexual Harassment Workshops. Law Firms, Government and Health Care consultation and coaching for all levels from administration through caregivers and ancillary staff.
- 2002 - 2005 · **Senior Consultant: Idea Champions**  
Designing and facilitating strategies and programs for private and public sector management and staff in Culture Shift, Diversity, Sexual Harassment Prevention and Cultural Competency in the Workplace.
- 1998 – 2003 · **Partner: MCM Associates**  
Organizational development consultation, assessment, program design and facilitation: Leadership Development, Change Management, Culture Shift, Communication Strategies and Behavior Skills, Team Building, Presentation Skills. Diversity: Awareness and Skills for Inclusion, Preventing Sexual Harassment, and executive management development through organizational vision, mission, values, goals, objectives and strategic plans. Formats include seminars, workshops, executive and personal coaching.
- 1993 - 1998 · **President: The Samson Group**  
Created and coordinated virtual work team of Organizational Development / Training Consultants to develop, design and facilitate WorkLife Culture Shift Approach for Xerox Business Services. Designed and facilitated programs, applying concepts of holistic, systemic organizational practice. Created and implemented coaching plan for ongoing personnel development.

- 1997 - 2001     · ***Consultant: Informed Decisions International***  
Organizational development consultation, facilitator for Organizing Skills / Life Balancing Training and Corporate Time Management Initiatives.
- 1988 - 1993     · ***Associate Facilitative Trainer and Program Designer: The O'Neil Group***  
Presented Xerox Leadership Through Quality Program to management and support staff at Xerox Business Services Division throughout the United States. Developed and designed competency based programs for seminars and workshops.

**Organizational Development :**

Multi-level management and executive conferencing, interventions, consulting and coaching to develop business directions. Facilitation to achieve strategic planning and address systemic organizational concerns. Support for management and employees to make cultural and paradigm shifts that fulfill organizational vision and mission and impact profitability.

**Primary Consulting Areas:**

**Assessment:** Determine strategic organizational development and the needs for skill based learning experiences / coaching through custom designed evaluation tools. Use statistics and metrics to measure growth.

**Program Design:** Create and develop customized, approach based programs for corporate clients in Culture Shift / Continuous Learning Environments, Team building, communications and related behavioral and competency based skills, Diversity Awareness and Inclusion. Presentation in classroom and e-learning / distance learning formats using advanced computer skills.

**Process Facilitation:** Impact group effectiveness through interventions that improve decision making and problem solving. Assist in skill transfer for appropriate on-target communications allowing groups to mature and work independently.

**Seminar / Workshop Facilitative Design /Training / Consulting:** Consult with clients / Guide participants through program content and process for actionable, measurable outcomes. Areas of expertise include:

- team inception, development and evolution to build winning teams and shift workplace culture
- coaching: executive strategic planning
- communication as strategy
- conflict resolution and negotiating techniques
- customer experience
- leadership and management systems design
- preventing sexual harassment
- organizational culture shift / blended cultures
- performance measurement systems development
- problem solving and decision making strategies
- strategic thinking
- customer relations skills
- diversity / cultural competency
- outcome focused effective meetings
- time management strategic skills