



Charlotte L. Kells

A seasoned organizational consultant and group facilitator specializing in leadership development, executive coaching, creative problem solving, mediation, custom training, and team and organizational effectiveness

Professional Expertise/Services

She has owned and managed her own business, *Kells Associates*, for over twenty years. Her experience in the consulting field was built upon 7 years of Director and VP-level management experience in the financial services industry. Prior to that, she worked in the retail industry as a trainer / management development specialist.

Recent Assignments

- Fidelity Investments – Led *Team Initiatives* for a number of Product Teams. Worked as an *Executive Coach* for the FISC 360 feedback process and facilitated workshops to implement professional and career development initiatives for leaders in the FISC division. Taught *Managing Team Effectiveness* and other Management Development programs for Fidelity Learning Services.
- C.R. Bard - Designed, developed and delivered *Team Leadership Training* for management groups throughout the Company. Facilitated *Team Building Sessions* for two Quality Assurance Teams using outdoor, problem-solving initiatives. Designed and co-led a comprehensive, ten day *Project Leadership Program* for design Engineers to increase product to market.
- Hachette Book Group – Conducted 360 assessment and coaching a number of internal leaders members a period of two years to successfully meet performance goals. Designed and developed a leadership development training initiative to achieve HR goals.
- Panalytical – Coached several Senior Marketing Directors and their teams for over a year improving their ability as Team Leaders to coach and manage the performance of their teams.
- Caritas Norwood Hospital – Designed a comprehensive leadership development program for the hospital including courses on *Values Based Interviewing Skills*, *Building Exceptional Service Teams*, and *Year Round Performance Management*

Education and Professional Affiliations

- M.A. Business Management, Lesley College
- M.Ed., University of Michigan
- B.S. Education, University of Michigan
- Qualified in Myers Briggs Type Indicator
- Certified in LEA, Leadership Agility and various other 360 Instruments
- Training certification as a Mediator

Contact Information

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