

MELISSA LAMSON

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EXECUTIVE CONSULTANT / TRAINER / COACH

Dynamic, results-driven coach and facilitator with over 20 years of experience impacting corporate performance through the skillful design, development and implementation of global strategy, leadership programs, and talent management. Partners with senior business leaders to drive global programs with detailed execution roadmaps and a systematic focus on organizational accountability. Strong background in technology companies focusing on worldwide development, services, and customer management. Manages the ongoing design and implementation of global employee engagement surveys, designs and delivers targeted workshops on leadership and teamwork, provides regular executive coaching on leadership and career goals. Ran projects in over 40 countries. Fluent in English and German. Conversational in French and Spanish.

Certified in Global Mindset Inventory™ • Leadership Coaching
Needs Assessments • Survey Development • Focus Groups • Workshop Facilitation
Learning & Development Program Development • Cultural Agility Gauge™
Cross Cultural Branding & Marketing • Cross Cultural Sales and Services
Global Talent Recruitment & Retention Strategies • Gender Diversity & Female Advancement
Global Diversity Consulting • Networks/Resource Group Building

CURRENT PROFESSIONAL EXPERIENCE

LAMSON CONSULTING LLC, Global, based currently in Phoenix, Arizona • 1995-Present

Provides a full range of services in Facilitation, Leadership Coaching, Global Talent Management, and Merger & Acquisition Integration.

Founder & President

Drive all aspects of business operations, including business development, marketing, sales, program development, training and consulting. Work with a network of 24 certified consultants and trainers worldwide. Manage all business relationships with IT/Web vendors, marketing personnel, research units and consultants. Develop and enhance strategic relationships with client base, including 3M, Anadarko, Cisco, Ikea, LinkedIn, Porsche and SAP.

RECENT PROJECT ACCOMPLISHMENTS

LinkedIn • February 2013 – On-going

Lead Facilitator & Executive Coach

- Co-designed, co-developed and co-led facilitation of an award-winning, world-class management development program. 900+ managers have come through the program to date. Metrics review has proven managers score 8 NPS points higher on their survey reports.

Anadarko • June 2012 – On-going

Assessment & Program Facilitator

- Facilitate The Global Mindset Inventory assessment and facilitate a program on Global Mindset for Anadarko's leadership program.

SAP • June 2005 – On-going

Facilitator, Coach, Consultant

- Led the initial Global Diversity strategy project reporting to the board, teach and coach leadership skills globally, regularly consult with country managers, lead facilitator for The Gender Diversity Project.

SELECTED GLOBAL SERVICES & CROSS CULTURAL MANAGEMENT PROJECTS

Airlines

- Consulted on talent recruitment, employee morale development, customer relations and change management; through market research and convincing management presentations reinstated Employee Engagement Programs by 65%, rectifying cuts of 80%.

Consumer Products

- Consulted CIO on global standardized software solution and implementation for factory operations; assisted with launch of strategy worldwide. Championed, established and led people management strategy for four years in a row; HR reached its target by increasing its diversity numbers by 30%.

Management Consulting

- Developed program, convinced leadership to set key performance indicators for hiring and promoting women, conducted workshops and subsequent coaching for 'Women in Leadership,' an internal group dedicated to supporting women within the organization.

Foreign Investment

- Through cultural training and strategic consulting, foreign investment projects brought into Germany from around the world were increased in 2000, doubling in 2001, with an incremental increase of 15% every year thereafter.

Pharmaceuticals

- Generated a profitable outcome and turned around the failing subsidiary of a large corporation and its new management team; performed a S.W.O.T. analysis and build a new strategic plan that included employee training and cultural change incentives.

Social Media

- Co-designed, co-developed and co-led facilitation of an award-winning, world-class management development program. 900+ managers have come through the program to date.

Software

- Led the Global Diversity strategy for one of the most successful software companies in the world, reported to the board, established internal department for Diversity, designed curriculum for on-going training and Diversity programming worldwide.

Telecommunications

- Provided global market research data, sought talent worldwide, developed a strategy for talent retention in emerging markets like Brazil, China, India, and Mexico. Leading telecommunications firm.

RECENT PUBLICATIONS AND INTERVIEWS

Please see all articles and interviews from 2015/2016 here: <http://lamsonconsulting.com/melissa/press-articles/>

EDUCATION

Master of Arts in Intercultural Relations
Lesley University, Cambridge, Massachusetts

Bachelor of Arts in Fine Art
Earlham College, Richmond, Indiana