

## Ellen M. Dotts

*Partner*

Ellen M. Dotts is a Partner with ISHR Group with almost 25 years of experience in assessing and coaching global leaders. Whether she is working with individuals, teams, or facilitating courses, Ellen's overarching passion is helping leaders world-wide improve their effectiveness. As an Executive Coach, Ellen is known for her ability to adapt her approach to effectively engage leaders of vastly different styles. Her direct but supportive approach, combined with her sense of humor, has enabled Ellen to have a track record of success with leaders across industries and with a variety of leadership challenges.

Before joining the ISHR Group in 2003, Ellen was a Director of Talent Assessment & Development for Spherion's Human Capital Consulting Practice. Prior to consulting, Ellen spent 10 years with GE in a variety of Human Resources roles in several GE business in the US and Europe. She began her career in Pharmaceutical Sales.

Ellen has designed ISHR's Executive Assessment methodology and has traveled the globe coaching Human Resources and Business Leaders in how to effectively assess and develop their internal leadership talent. Ellen's recent clients include Cerberus, GE, Hexcel, Mag Mutual, Nielsen, Nokia-Siemens, and Rexel. She is a certified practitioner of the Birkman Profile and the Herrmann Brain Dominance Instrument assessment tools and is a graduate of The Coaches Training Institute (CTI). Ellen's "Incites on Leadership" article recently appeared in [Enterprising Women](#).

Ellen holds a B.A. in Psychology from Gettysburg College and an M.B.A. in Management from St. Joseph's University. She currently resides in Atlanta with her husband, Kevin, and daughters, Alex and Cori, who attend Atlanta International School. Besides consulting, Ellen's passions include fitness and international travel.



### Areas of Expertise

- Executive Assessment
- Executive Coaching
- Leadership Development
- Talent Management
- Facilitation

### Functional Experience

- Assessment & Coaching
- Training & Development
- Human Resources
- HBDI Assessment Tool
- The Birkman Profile
- Coaches Training Institute

### Education

- B.A. – Psychology
- M.B.A. - Management