

Elizabeth Fleming, Psy.D.

Profil M Project Partner

+1 414-888-4289

+1 262-327-4777

efleming@ascend-ts.com

Languages

English

www.profil-m.de

PROFIL M

I partner with clients to align their people

Drawing on a rich academic and professional background, I am dedicated to empowering organizations with **strategic, people-centric solutions**. My approach involves **partnering closely** with clients to craft solutions that address their needs on an individual, team, and organizational level. I take pride in being able to **build strong relationships, break down complex and ambiguous ideas**, and offer developmentally-appropriate services that aim to meet my clients where they are.

I leverage a **people-first, systems approach** to remain up-to-date on industry trends, as well as regional and worldwide influences to tailor my services to meet my clients' current and future needs.

My clients describe me as **clear, reliable, and a collaborative** partner. My goal is to offer evidence-based insights that guide the development of both seasoned and future leaders.

My expertise for you

- Design and deliver leadership assessment, development planning, and coaching programs
- Facilitate team effectiveness coaching workshops
- Lead organizations (family and non-family owned/operated) through challenging succession planning journeys
- Design and deliver high potential talent development programs
- Implement conflict facilitation
- Individual coaching sessions for managers at all levels

Special skills

- PsyD in Psychology
- Extensive expertise in personality, motivational and cognitive assessments
- 10+ years of consulting experience in leadership development, organizational transformation, and strategic talent management
- 10+ years of graduate-level teaching experience
- Certified in change management, DEI in the workplace, and Insights Discovery
- Language skills: English

Selected customers

- JP Cullen - Milwaukee Electronics
- Dairyland Electrical
- Boys and Girls Clubs of America
- Domestic Abuse Legal Advocacy Center

Selected publications

- Co-Host, Podcast – Organizational Sherlocks
- "Unlocking Potential: How Leadership and Selection Assessments Benefit YOU"
- "Benefits of a Data-Driven Talent Approach"
- "De-Coding Effective Communication: Could Meta-Messaging Hold the Key"
- "Dialectics in Leadership: The Missing Piece in the Great Realignment"
- "Embracing Change: Application of the OCEAN Model"
- "The 'Thor Effect': Harnessing Your Power"
- "Workplace Disruption: It's Not What You Think"