



e&m consulting

ARLINGTON ALLIANCE PARTNER

e&m consulting partners with Arlington clients to provide individual leadership assessments and coaching for Arlington candidates and clients. e&m also creates high impact, customized leadership development programs grounded in extensive research and real-world experience. e&m consulting's highly interactive workshops focus on topics such as authenticity, feedback, resilience, and assertive communication to expand individual leadership capacity and support corporate values. e&m consulting's clients span a variety of industries including private equity, commercial real estate, non-profit and professional associations.

e&m consulting is grounded in the belief that leadership capacity grows from the inside out. Their programs are designed exactly the same way. Their leadership coaching and leadership development programs leverage the Birkman Method of leadership assessments to create individual self-awareness. These insights are followed by a series of highly interactive group workshops designed to promote collaboration, individual reflection and experiential learning supported by one on one coaching. e&m's leadership programs are modular; workshops can be combined to ensure that the learning experience supports your objectives for your team's professional development.

e&m is a proud Alliance Partner of Arlington Partners.



ELLEN MALCOLMSON

ARLINGTON ALLIANCE PARTNER

"At e&m consulting, our work is grounded in our firm belief that great, inspiring leaders grow from the inside out. And we believe that authenticity can be enhanced by profound personal reflection, supported by skillful coaching. We are thrilled to be working with Arlington Partners because we share the belief that great leadership comes by living and working fully connected to our most deeply held values."

Ellen Malcolmson is one of the founders of e&m consulting. Ellen believes the most successful, innovative and transformative leaders are those who are truly authentic. Ellen's work over as both an executive coach and strategic advisor supports her clients to build confidence in their own unique strengths and capabilities.

Ellen brings truly unique perspective her work. She has extensive experience as a senior leader in one of Canada's largest telecom corporations. She appreciates the challenges of both operating and governing in the public sector from her work as both CEO and Board Chair at a large Ontario hospital and can navigate the delicate balance of multiple stakeholder relationships required as the CEO of a national health charity.

Ellen's work at e&m consulting is focused on building partnerships with clients to build the leadership capacity of their teams through both executive coaching and the design and delivery of

customized leadership development programs. Her clients span a variety of industries including; financial services, commercial real estate, media, health care, telecom and the not for profit sectors.

Ellen has served on many boards and has recently been appointed to the board of the new \$1B Health Network combining three major healthcare centres; St. Michael's Hospital, St. Joseph's Health Centre and Providence Healthcare. Ellen's commitments to her community and her success as a business leader were recognized when she was inducted into McMaster University's Alumni Hall of Fame in 2004. She has been a keynote speaker at the acclaimed Women of Influence speaker series.

Ellen is a Certified Executive Coach and holds the ACC designation of the International Coach Federation. She is also certified in the administration of the Birkman Assessment. Ellen is an alumnus of the International Women's Forum (IWF) Leadership Fellowship program and the Judy Project. She holds an Honours Bachelor of Arts degree in French and Political Science from McMaster University, a Graduate Certificate in Executive Coaching from Royal Roads University and a certification in Team Coaching from Georgetown University.



MARCEY LEGGETT

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Marcey is a seasoned leadership consultant with over 25 years of private enterprise and non-profit executive management and consulting experience, as well as board, volunteer and public speaking experience. Specializing in client relationship management and leadership development, Marcey initiates and implements organizational change, process improvement and customer satisfaction programs resulting in improved employee and customer satisfaction.

Marcey is an energetic professional who brings focus, accountability and practical tactics to quickly effect change. Her deep operational experience allows for rapid creation of operational assessments and tactical plans. She has helped her clients optimize the strategic value of their customer service tools and operations. Marcey enjoys working in the trenches with clients on consulting projects and can quickly bring her practical expertise to each engagement. She has led many strategic retreats, conducted team assessments and delivered custom leadership workshops.

Marcey holds an Honours Bachelor of Commerce degree and a Bachelor of Education in Adult Education.