

ELAINE SLOAN, PH.D., L.P.

Executive Consultant



Office Location:

Minneapolis, Minnesota

Clients Served:

- International Monetary Fund
- Mayo Foundation
- Southern Companies
- St. Jude Medical
- SUPERVALU
- Thrivent Financial for Lutherans
- U.S. Bancorp

Academics:

- B.A., College of Mount Saint Vincent
- M.A.T., Johns Hopkins University
- Ph.D., Counseling Psychology and Organizational/Industrial Psychology, University of Minnesota

Professional History:

- Vice President, Organization and Executive Development, First Bank System (now U.S. Bancorp)
- Director, Vocational Assessment Clinic, University of Minnesota

Expertise

In her new role as executive consultant, Elaine Sloan will broaden the considerable impact she has had at PDI, where she served most recently as senior vice president and general manager of the Twin Cities Operating Office. With thirty years of experience in organizational effectiveness and people development, Elaine will consult on talent management systems.

Before assuming leadership of PDI's flagship office, Elaine developed and managed PDI's global practice areas for Assessment Center Services, Strategic Talent Management™ Services, and Organization Effectiveness Solutions. In these roles, she created leading-edge models and tools to help identify and develop future leaders, create high performing teams, and build strong, self-renewing organizations. Prior to joining PDI in 1987, she served for eight years as the corporate leader of organization and executive development for a large regional bank during a period of major transition for the industry and the company.

Elaine is a frequent writer and presenter on the topics of leadership development, executive education, and talent management.

Results Achieved

- Elaine partnered with integration leaders of two merging grocery firms to design and implement an assessment process for senior leadership candidates for the new enterprise with four times the employee base (200,000) and double the revenues (\$44 billion). Scores of candidates in multiple locations were assessed and critical data were provided to make fair and confident decisions, enabling them to quickly mobilize new leadership teams.
- A top management team and OD group worked with Elaine to create a multilevel, comprehensive talent management system (competency models and performance, selection, development, and succession management processes) to support strategic transformation of a Fortune 500 financial services firm.

Partnering Advantage

Elaine's combination of big-picture vision and practical application make her a highly valued partner.