



ELLEN ZIMMERMAN, PhD

ASSOCIATE CERTIFIED COACH, EXECUTIVE & LEADERSHIP DEVELOPMENT

OVERVIEW

Ellen Zimmerman is an energetic presenter, trainer, coach and curriculum developer. She adds impactful learning activities that complement any topic. Her broad interests support a focus on opportunities to enhance leadership at all experience levels. *“People are so powerful when they focus on their strengths and set goals.”*

As well as coaching for development, Ellen also specializes in training and development curriculum that provides individuals and teams with real-world discussion and activities. It takes courage and confidence to address the challenges of today’s workforce and the only way to maintain those skills is to embrace new learnings every day.

Ellen frequently presents keynotes and training for organizations and non-profits utilizing programs such as Dare to Lead™, Fierce Conversations, DiSC, Five Behaviors of a Cohesive Team, and her own team focused content. The development of courageous leadership and the confidence to lead teams through collaboration and clear communications are crucial to success.

Ellen often tells others that she is a “pre-millennial” as she has had several careers including business, education, and healthcare where she trained and coached new and existing leaders. She currently teaches College of Business graduate and undergraduate courses for Lamar University, where she is also working toward a coaching program for students. Recently, she was elected as the Vice President of the Texas Coaches Coalition. An organization established to promote statewide coach training and collaboration.

WHAT CLIENTS SAY

“The coaching sessions helped me to focus on what was important and overcome my doubts.”

—Nursing Director

“Ellen Zimmerman introduced and advanced the understanding of the principles, methods and ethos of Dare to Lead. Her multi-modal demonstration and open discussion invited a broad, diverse audience to accept the challenges embraced by the program.”

—MD, FACP, Southeast Texas Region

“Ellen excels in coaching and leadership development. I recommend Ellen as a consultant for anyone seeking a high energy professional who can help you make a difference in your organization.”

— Director of Education, CHRISTUS Health

CLIENT REPRESENTATIVE COMPANIES

Southeast Texas Non-profit Development Center · CHRISTUS Healthcare · ECHO Group · Lamar University Orange and Beaumont · Beaumont Chamber of Commerce · Mehaffy Webber, PC · Baptist Hospitals of Southeast Texas

EDUCATION

- PhD in Learning Technologies, University of North Texas
- M.Ed. Instructional Technology Leadership, Lamar University
- Bachelor of Business in Accounting, Lamar University

CERTIFICATIONS

- International Coach Federation (ICF) Associate Certified Coach (ACC)
- National Board-Certified Executive Coach (BCC)
- Senior Professional in Human Resources (SPHR)
- HR Certification Institute Approved Provider
- Certified Dare to Lead™ Facilitator (CDTLF)
- Certified Compassion Fatigue Professional (CCFP)
- DiSC and 5 Behaviors Trained Facilitator
- OAD Trained Facilitator

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STRATEGIES

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AREAS OF EXPERTISE

- Building Effective Teams
- Building and Maintaining Trust
- Dare to Lead™
- Designing Leadership Programs
- Effective Communication
- Emotional Intelligence
- Employee Engagement
- Feedback Assessments
- Group and Team Coaching
- High Potential and Leadership Development
- Influence Management
- Innovation and Change Management
- New Leader Onboarding
- Organizational Effectiveness & Development
- Strategic Planning
- Succession and Talent Management

RESULTS: TRANSITION TO TRANSFORMATION

Representative engagements

- Ellen was the primary developer of an enterprise-wide finance education leadership training program that was implemented across an entire healthcare system. The survey response from over 85% of the participants supported the benefit to learning and new understandings of healthcare finance and productivity basics.
- Responsible for the onboarding and orientation of more than 175 new directors and managers through 1:1 meetings and the leadership onboarding program.
- Facilitated over twelve leadership training cohorts of a 9-month training program for onboarding managers and directors. The completion and retention rate for participants was over 80 percent. Supervisors were added as well for approximately the last six cohorts.
- Group and individual coaching for leaders from supervisor to executive level over 15 years of healthcare experience as well as contract engagement for various industries.
- Facilitated and organized annual mentorship program for a two-state region. Over five years, there was an 85% completion rate.
- Responsible for two regional teams of Leadership Development Institute training programs facilitation of leadership training and development. Full planning and preparation responsibilities for one- and two-day sessions in two regions working with two different teams.
- Ellen translated a two day Dare to Lead™ training session into a blended program with online learning content and eight weekly 1-hour webinar where leaders from various backgrounds engaged in breakout sessions and learned how to be Courageous Leaders. The completion rate for the group was over 90%.

Ongoing engagements

- Ellen supports leaders in healthcare, education, industry, and non-profit organizations through 1:1 executive coaching and leadership development. Her clients focus on goals like organizational savvy, developing executive presence, tackling difficult conversations, effective delegation, enhancing personal leadership, influence and leadership, setting boundaries, and vision and purpose.
- Ellen supports organizations in the development of online learning content that follow best practices according to instructional design concepts and engaged learning. Organizations include higher education, pharmaceutical, and healthcare.
- Ellen supports leaders from a variety of nonprofit organizations through regular sessions at the Southeast Texas Non-Profit Development Center covering topics such as cohesive team development, communication, and courageous leadership.



STRATEGIES

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