



**Elaine Crowley, M.Ed.** contributes over 30 years' experience enhancing the productivity of organizations and their leaders. She recently served as consulting VP, of Organizational Development to a growing oncology drug development company for 4 years and has been the principal of her own firm since 2000. Prior to forming The Crowley Group, she served on the executive teams in global biotech and high-tech companies as: Senior Vice President of OD and Human Resources at Dyax; Vice President of Human Development at SilverPlatter Information, a diverse role which included strategic planning in this multinational e-publishing firm; and Director of Human Resources at both Integrated Genetics and Wang Laboratories, where she served on the M&A teams which successfully executed strategic alliances, mergers, and a spin-off. At Wang, she was the first Director of Human Resource Planning at Wang, after 5 years as Director of HR for Research and Development, which grew from 100 to over 1500 employees during that period.

The Crowley Group develops organizations and their leaders, primarily in life sciences and high-tech. Elaine has been an internal and external executive coach since 1987, often working with CEOs and their teams on communication, especially in geographically dispersed settings, social intelligence, and making their matrix structures work. Her publications discuss leadership and management effectiveness, organizational dynamics, employee development and retention, and effective recruiting techniques, with a focus on C-level positions. With a Master's in Psychology from Cambridge College, a BA in English from the State University of NY at Buffalo, and a Certificate in Organizational Development from Columbia University, she is also a Certified Behavioral Analyst. She currently serves on the Board of the New England Society for Applied Psychology.