

EXPERIENCE AND EXPERTISE



Sarah Malone PhD RODC
President

Sarah A. Malone is a change leadership coach and consultant with 20 years change leadership and culture transformation experience in profit and non-profit environments. Sarah works with mid and senior executives helping them lead change, develop and empower change capacity throughout their organizations. She helps plan, integrate, align and evaluate change and culture transformation strategies that support achieving the organization's mission, vision and strategic imperatives. Through applying sound change management and organizational development principles and practices, Ms. Malone assists clients with optimizing leadership talent and maximizing employee's strengths so that they can achieve their goals, Results are accomplished through:

- ◆ *Change and Culture Transformation Strategy*
- ◆ *Culture Assessment*
- ◆ *Appreciative Inquiry*
- ◆ *Leadership Development*
- ◆ *Employee Development*
- ◆ *Transcending Differences*

Clients include business services, healthcare, association, education community & economic development environmental and transportation organizations in the US and in Canada.

In addition, Ms. Malone teaches courses, symposiums, and is key note speaker / facilitator on the topics of Leading for Results, Leader's Role in Sustaining Change, High Impact Change Agents, Leadership Competencies for the 21st Century, Leadership Development and Succession Management, Transcending Differences in the Workplace, Generations in the Workplace, Leading Organizational Change, and Career Management Strategies. Sarah is faculty at University of Chicago Graham School.

Prior to founding The AldonMalone Group Ltd, Ms. Malone held positions as Vice President of Human Resources, Director of HR and Operations Support, Organization Development Consultant, Regional Human Resources Manager & Division HR Manager in healthcare, manufacturing and business services organizations. In these roles, she was responsible for Organizational Development, Training, HR Planning, Recruitment & Selection, Performance Management Systems, Compensation & Benefits, Customer Relations, Labor and Employee Relations.

Sarah has made major civic contributions through her service on the Board of Directors for Advocate Home Health Services, The Illinois Alliance on Aging, the Senior Citizen's Art Network, Terra Nova Films and Project Equality. Her organizational development leadership and consulting have supported these boards in achieving their respective missions and strategic imperatives.

Ms. Malone holds a B.A. degree in Human Resources Development and Management from Northeastern Illinois University, a M.S. in Management and Organizational Behavior and a Ph.D. in Organizational Development from Benedictine University.



CLIENT ORGANIZATIONS

- University of Chicago Hospitals
- Dr. Betsy Rhodes Magnet School
- National Association of Court Reporters
- Advocate Bethany Hospital
- Association Forum of Chicagoland
- Leadership For Quality Education
- American Association for Gastrointestinal
- Northwest Community Healthcare
- Canadian National Rail
- Conway Associates
- The Aberdeen Group
- GE/Xerox Capital
- University of Chicago
- Westside Ministers Coalition
- Roosevelt University
- West Humboldt Park Community Development Council
- National Assembly of School Based Healthcare
- Chicago Chapter American Society for Training and Development
- CLASS Leadership Development
- Dana Farber Cancer Institute
- Institute for Diversity in Health Management



WHAT CLIENTS SAY

“Sarah played a leadership role in several large-scale, strategic organization change initiatives. Two examples include co-leading and facilitating an organization and process redesign, and designing and facilitating leadership development and a succession management initiative. The successes in these initiatives can be traced to Sarah’s contributions as a leader and facilitator of change. We continue to build on and reap the benefits of these programs.”

President, Health Care
Organization & Process Redesign
Leadership Development & Succession Management

“I was really impressed with Sarah – nice balance of direction and “allowing” the group to move through the issues. Was comfortable and flexible – did not impart her agenda on us but allowed our agenda to drive the work.”

Vice President, Higher Education
Leadership Development & Appreciative Change

“We had really good sessions yesterday. Employees were engaged, responsive, quick and tuned in. I don’t think I’ve ever seen them as involved as I did yesterday. Sarah did very well with fielding questions, and turning what could have been a negative to positive – refocusing unconstructive comments, getting employees to assess themselves and to see the glass half-full.”

Director, Healthcare
Appreciative Change & Culture Transformation

“We are having a great year and much of that is based on your assistance in preparing us for our beginning dialogues.”

“I can’t tell you now much I enjoyed working with you over the past few months! It was a pleasure to get to know you and watch you, through discussion and observation, get a feel for our school community. Your facilitation allowed us to dialogue and produce new ways to align our principles.”

Administrator, Education
Mission, Vision and Values Alignment

“Unlike many of the other consultants I spoke with, Sarah immediately understood what an organization-serving-community strategic plan was. She understood what I was trying to accomplish. Not only did Sarah understand the issues, she encouraged me to think carefully about how to involve the organization’s staff in the process. She not only understands the importance of involving people in the process, she knows how to engage them in the process.”

“Sarah has facilitated strategic planning meetings involving staff, board and community people on numerous occasions since 2000. In each and every case, I got nothing but the most professional expertise I could ask for. I have found that Sarah is one of the easiest professionals to get along with, besides, obviously, being very competent.”

Executive Director, Community Development
Strategic Planning, Board & Staff Development

“Sarah is an excellent and engaging facilitator. She creates an environment for learning and has a great sense of humor.”

Manager, Transportation
Leadership Development

