

Noeline Thomson-Bee, M.Ed.

Senior Consultant

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SUMMARY

- Twenty years of global and domestic experience consulting to a wide variety of clients, including start-ups, acquisitions and turnaround companies, across a diverse range of industries including: diagnostics, pharmaceuticals, healthcare, high technology, and insurance.
- Consults with clients primarily in the areas of change management, organization effectiveness, including leadership and team effectiveness, and human capital strategies.
- Knowledge of behavioral science, organization dynamics, and business and provides clients with a consulting perspective that integrates these disciplines.
- Extensive experience at all levels of the organization helping clients translate organization vision and strategic business initiatives into new organization structures and developing and implementing change management efforts that align organization leadership practices, business processes and organization culture.
- Areas of expertise include strategic planning; coaching and developing leadership teams to lead and manage the people side of change efforts; helping organizations develop and implement strategies to become an Employer of Choice; and facilitating design teams charged with designing and/or reengineering processes.
- Extensive experience in designing and implementing employee attraction and retention strategies; survey-guided organization climate assessments; competency modeling; individual needs assessment; and designing and delivering innovative, results oriented training programs which address those needs.

EDUCATION

M. Ed Counseling Psychology – Boston University, Boston, MA

B.A. History with Minor in Social Psychology – Emmanuel College, Boston, MA

PROFESSIONAL EXPERIENCE

EASI•CONSULT, LLC. St. Louis, MO (July 2006 – Present)

Senior Consultant

CAPP CONSULTING PARTNERS, INC., North Kingstown, RI (July 2006 – Present)

President

AON CONSULTING, Newburyport, MA (1996 – 2006)

Vice President – HR Leadership Solutions Practice

RATH & STRONG, INC., (1986 – 1996)

Principal

SOMERS TRUST PSYCHOLOGICAL ASSOCIATES, (1982 – 1986)

Senior Associate