



Michele Foster

ESC Consultant Since: 2007

Education:

Ph.D., Organizational Development and Change,
Fielding Graduate University (in process)

Masters, Organizational Development, Fielding
Graduate University

Bachelors, Business Administration, Pepperdine
University

Certified Coach, Hudson Institute of Santa Barbara

AREAS OF EXPERTISE: Organizational development, human resources, board support and facilitation, executive coaching

PRIVATE SECTOR AND GOVERNMENT EXPERIENCE: Michele is currently the Principal of AMF Consultants, a practice specializing in strategic coaching and consulting. Previously, she was a Senior Human Resources Consultant for KPMG, where she was in charge of the strategic design of human resources functions, such as succession planning and global employment strategy.

Beforehand, Michele was the Director of Corporate Talent for Ross Stores, Inc., an organization with over 30,000 employees. Michele established and led a high impact recruitment and executive search practice, utilizing public data and subscription services to determine candidate mapping and profiling, leadership pipelines and untapped talent. Previously, Michele was the Director of Human Resources of Apria Healthcare. In that capacity, she executed all human resource integration related activities for more than 20 acquisitions nationwide. She also created and executed nationwide management trainee and succession planning programs.

NONPROFIT PROFESSIONAL EXPERIENCE: Michele is currently the Vice President of Human Resources for Hathaway-Sycamores Family and Child Services. Since joining, she has created and implemented key strategies for sustaining a high performing organization by measuring and analyzing the business impact of all leadership, management and organizational development programs. Previously, Michele was the Vice President of Human Resources for SCAN Health Plan, where she was in charge of designing human resource processes including recruitment, employment, employee relations, training and organizational development with an emphasis on organizational change. She also implemented a fully integrated Human Resources Information System (HRIS) and designed an education curriculum for employees to support members, develop their skill-sets, and cultivate a talent pipeline.

Michele also consulted with ESC for many years in a training capacity with a focus on coaching.

EXAMPLES OF ESC CLIENTS: The California Endowment, Vocational Visions, Pacific Region Oasis, Guided Discoveries, Foodbank of Santa Barbara County, RISE Financial Pathways, The Boys and Girls Club of Carson

INTERESTS: Travel, waterskiing, exercise