



Yesmean Rihbany

ESC Consultant Since: 2016

Education:

M.A., Organizational Psychology, California State University, Los Angeles

M.A., Instructional Media & Technology, California State University Los Angeles

B.A., Psychology/Speech Communication, California State University, Long Beach

AREAS OF EXPERTISE: Executive coaching, strategic planning, organizational assessment, board leadership, facilitating meetings and retreats, talent management, leadership, employee and team development

PRIVATE SECTOR EXPERIENCE: Yesmean is a senior HR leader with 30 years of experience in providing organizational and employee development. She currently owns and consults with The Rihbany Group, providing a wide range of strategies and solutions to a diverse client group in organization development and talent management. Yesmean was Senior Director of Talent and Organization Development for both Western Digital and EarthTech/Tyco. At Western Digital, Yesmean led the organization development department from a startup to a global function. With a 20-member team, she globally expanded the organization development department and managed it while based in Thailand. She implemented a global leadership development program for over 1,000 leaders; this program now serves as the company's foundation program for ongoing leadership development. She also developed a comprehensive talent management program, including performance management, succession planning, and onboarding.

NONPROFIT VOLUNTEER EXPERIENCE: Yesmean served as a board member for Leadership Long Beach, American Society of Training and Development, and Alamitos Heights Improvement Association (AHIA). At Leadership Long Beach, a nonprofit that connects community leaders through classes and projects in Long Beach, Yesmean provided development support for the VP of Programs. At AHIA, she served as the Communication Chairperson for four years. Yesmean is also involved with Social Venture Partners as a coach.

EXAMPLES OF ESC CLIENTS: City Plants, The Jewish Federation of Greater Los Angeles, Temple Beth Hillel

INTERESTS: Cooking, travel, reading, art, philanthropic work, time with friends and family