

LISA BARD PERLMAN

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CAREER SUMMARY

A dynamic, effective, strategic and results driven leader with over 40 years of experience in Executive Coaching, Organizational Development, Clinical Social Work, and Hospital Administration. An outstanding communicator skilled in helping leaders realize their fullest potential.

A change agent with a proven track record that serves to enhance any organization's mission with exceptional results. An inspirational leader and communicator. Educational background includes ICF PCC Executive Coach, ACTC Certified Team Coach, Group Coach, and Certified Coach Supervisor with a Master's in Social Work, and a Bachelor of Science Degree in Human Resources.

AREAS OF EXPERTISE

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| • Coaching & Developing Leaders | • Succession Planning | • Change Agent |
| • Leadership & Talent Development | • Organizational Restructuring | • Team Effectiveness |
| | • Organizational Development | • Workforce Diversity |
| | • Employee Engagement | • Human Behavior |
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CAREER HISTORY

LBP Executive Coaching and Associates

July 2022-present

Launched private coaching practice that includes individual executive coaching, team coaching as well as team assessment and development of team coaching, group coaching or team training for multiple client accounts.

As a Coach I help clients:

- **Create** a development plan for their professional and personal development.
- **Establish** boundaries to create effective work/life balance.
- **Build** confidence grounded in personal values to support organizational culture.
- **Develop** clear and confident strategies that establish commensurate workplace value.
- **Step into** one's authentic leadership style.
- **Set** meaningful priorities.
- **Learn** to communicate with impact and tact.

To see more please view my website

lbpexecutivecoaching.com

Children's Hospital Los Angeles
Senior Organizational Development Consultant

January 2022-Present

Developed and implemented the organization's internal executive coaching program. This includes group coaching for front line leaders, team coaching for specific areas that have undergone restructuring, and individual coaching for senior leaders as part of their onboarding, or when transitioning to a higher level of leadership. In addition, created and facilitated leadership development programs for CHLA. Provide thought partnership and enterprise strategy with SVP team.

Children's Hospital Los Angeles
Senior Human Resource Business Partner

March 2016-Jan 2022

Provide full spectrum Organizational Effectiveness, Human Resources expertise and partnership for leadership and staff at Children's Hospital Los Angeles. Proactively identify organizational and human capital issues to suggest, communicate and drive strategic solutions that improve organization's business performance. Partner with Nursing, Physicians, Legal/Compliance and all administrative support that work within CHLA.

- Senior HR Business Partner to 2200 employees at a matrix, healthcare institution.
- Partner with Senior Leadership on strategic mission and organizational change management.
- Participate in the restructuring and implementation of a Care Redesign in the Ambulatory Centers.
- Provide Conflict resolution and Team Building programs for each professional group.
- Full spectrum Employee Relations/Labor Relations investigations and process.
- Work in conjunction with legal teams on all aspects of employment/labor laws.
- Partner with client organizations and proactively maintains an understanding of the business models and needs, goals and strategies to recommend and provide strategic solutions.
- Partner with management to maximize employee contributions, engagement and proactively address performance issues.
- Partner with Senior Leadership on hospital wide projects and initiatives.
- Co-lead employee engagement and patient satisfaction programs.
- Coach and develop leaders on one-to-one basis as well as in group settings.

**NEW YORK PRESBYTERIAN HOSPITAL
HUMAN RESOURCES BUSINESS PARTNER**

2013- 2016

Provide HR Business Partner expertise to senior leadership for the New York Presbyterian Hospital, (a 2500 bed facility employing over 25,000 employees) in addition to Weill Cornell Medical College, an Ivy League Institution. Have worked across multiple disciplines including Physicians, Nursing, Security, Emergency Medical Services, Outpatient Facilities and Support Services.

- A Dedicated Human Resources Business Partner experienced working with all levels of management.
- Business Partner to over 1500 employees at large multidimensional healthcare institution.
- Partner with Senior Leadership and client groups to enhance the mission of the organization.
- Participate in strategic workforce planning discussions to identify current and future competency needs for the business
- Partner with clients on all new job descriptions and compensation analysis to create equity.
- Developed and implemented leadership trainings to several client groups to enhance performance of leaders that increased better customer service outcomes.
- Provide coaching and conflict resolution for both employees and management.
- Facilitate change management initiatives for optimal communication.
- Partner with management to maximize employee contributions, engagement and proactively address performance issues.
- Design and implement training sessions within the scope of employment law, leadership development and performance management.
- Create a consistent on boarding program for all clients to ensure successful orientation process.

SOCIAL WORK ADMINISTRATOR

Responsible for overseeing multiple outpatient and inpatient social work service lines. Manage large staff with positive performance outcomes. Developed cost saving initiatives to reduce length of stay on the inpatient units. Developed performance improvement initiatives to increase patient flow. Provide staff development and training seminars to improve employee satisfaction. Participate in Patient Centered Care Cabinet to coach and assist staff with providing excellent patient care both in the inpatient and outpatient areas.

- Managed a team of 40 people, with an emphasis on driving employee personal responsibility and leadership.
- Selected to participate in NYP's Building Tomorrow's Leaders, a highly selective, 18 month long management development program.
- Directed employees to employ the organizational mission to drive down the cost of length of stay by facilitating the implementation of a Care Coordination Model.

MANAGED HEALTH NETWORK**1998 - 2001****MANAGEMENT CONSULTANT / EMPLOYEE ASSISTANCE PROGRAM**

Provided advice and consultation to Human Resource professionals and managers on a variety of employee job performance issues including substance abuse, family related issues and corporate organizational change. Designated Crisis Intervention Manager for all incoming assessment and referrals. Coordinated and developed company trainings on how to provide best practice. Set up all emergency counseling in the event of workplace trauma (including 9/11 aftermath). Assessed and evaluated employees in need of referral and treatment. Provided corporate training seminars upon request.

Education

Fielding Institute: Executive Coaching Program
Organizational, Development and Leadership Program.
Evidence Based Coaching Degree 2019.
Certified Coach Supervisor- November 2021

ICF PCC Certified Executive Coach
Certified Coach Supervisor
ACTC Certified Team Coach

M.S.W.
ADELPHI UNIVERSITY
SCHOOL OF SOCIAL WORK, GARDEN CITY NY

B.S. HUMAN RESOURCES,
UNIVERSITY OF DELAWARE
COLLEGE OF HUMAN RESOURCES, NEWARK DE.

PROFESSIONAL MEMBERSHIPS

CO-CHAIR – NYP Leadership Team Alumni Association
SHRM-Society Human Resource Management
ICFLA- Associate Director of the Board 2021-2023

