

LISA BARD PERLMAN

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CAREER SUMMARY

A dynamic, effective, strategic and results driven leader with over 30 years of experience in Executive Coaching, Human Resources and Hospital Administration. An outstanding communicator skilled in building cohesive working relationships that increase employee productivity and engagement.

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 a Masters in Social Work, a Bachelor of Science Degree in Human Resources an ICF PCC Executive Coach and Certified Coach Supervisor.

AREAS OF EXPERTISE

- Coaching & Developing Leaders
 - HR Vision & Strategic Direction
 - Leadership & Talent Development
 - Succession Planning
 - Organizational Restructuring
 - Employee and Labor Relations
 - Employment Law
 - Organizational Development
 - Performance Management
 - Talent Acquisition and Retention
 - Employee Engagement
 - Policy Development & Implementation
 - Change Agent
 - Team Effectiveness
 - Workforce Diversity
 - Human Behavior
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CAREER HISTORY

Children's Hospital Los Angeles

2021-Present

Senior Organizational Development Consultant/Executive Coach

- Developed and Implemented Team Effectiveness program for internal leadership teams.
- Designed and facilitated internal coaching program, including enterprise-wide group coaching for front line and high performing leaders.
- Provide individual executive coaching to Senior Leaders to assist with goal setting, leadership development, feedback with assessment tools and ability for deeper self-awareness.
- Co-lead leadership mentorship programs for high performing executives
- Provided strategic insight and psychological safety tools and partnership with our clinical teams during the pandemic in response to staffing shortages and burn-out.
- Currently working on creating process improvement road map for leaders to create deeper collaboration among teams using several assessment tools (Enneagram, MBTI).
- Created new onboarding tool kit for all levels of leadership to increase retention and success of new leaders.

**Children's Hospital Los Angeles
Senior HR Business Partner**

2016-2021

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 restructure 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**40 Wall Street****New York New York****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.**

**ICF PCC Certified- 2020
Coaching Supervision Certification EMCC/ESIA
November 2021**

**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
ASHHRA- American Society for Healthcare Human Resources**

ICFLA- Associate Director of Special Interest Groups

ICF Global- member

Fielding Institute Alumni program