



## **Diane Blumenson**

Diane Blumenson enjoys a 20 year history as a consultant and coach to executive leadership in both the profit and non-profit sectors of the workforce. Focused on organizational development and systems dynamics, she has been called upon by entrepreneurs, business leaders and corporate executives to build or transform their organizations through strategic business planning, enhanced organization design, cultural change management, team effectiveness, and strategic workflow.

Diane's experience in the philanthropy arena encompasses the design and construction of each facet of a development operation, partnering with institutional leaders to establish policies, build systems for accountability, implement best practices, and generate cultural change. Her knowledge extends to both the business practices as well as the behaviors that result in maximizing productivity and a culture of philanthropy in the workplace.

As a Certified Executive Coach and a Relationship Specialist with the American Psychotherapy Association, she is adept at guiding development professionals through the rough waters of complex relationships and sensitive politics. Her coaching has been instrumental in achieving success with intricate donor relationships as well as with evolving powerful development executives and foundation boards. Diane has worked with an array of development clients, including: Dana Farber Cancer Institute, Children's Hospital Trust, Boston Symphony Orchestra, Partners Healthcare System, Northeastern University, Massachusetts General Hospital, Brigham and Women's Hospital, New England Baptist Hospital, Lifespan Healthcare, MSPCA, Phillips Academy Andover, and Joslin Diabetes Center. She has had the distinctive experience of designing integrated systems, policies and practices for multi-institutional philanthropy operations, resulting in a track record of leveraging resources for improved ROI.

Prior to coaching and consulting in the philanthropy and corporate arenas, Diane served as President of Richardson, Reid & Associates, a Boston- based human resource consulting and career management firm. Her earlier career included positions as National Director of Public Information and Counselor Education for Bernard Haldane Associates, and Director of Market Research and Public Relations for Berenson & Isham, Inc., a Boston advertising agency. Diane is a skilled public speaker with extensive media experience and remains dedicated to continual learning in disciplines that promote peak performance and highly effective organizations.