



## **Ellen Kumata**

### *Senior Advisor*

Ellen is a veteran leadership and talent development executive with more than three decades of experience advising senior business leaders on the challenges of developing talent aligned with critical business priorities.

Ellen is the founder of the executive coaching practice at Cambria Consulting, which is renowned by clients across the business and not-for-profit spectrum for tying leadership and talent development to organizational strategy.

As Managing Partner, Ellen led Cambria's innovation of leadership and talent development practices in executive coaching, succession planning, executive and high-potential development, leadership team effectiveness, performance management, and selection. Cambria Consulting is now part of Spencer Stuart's Leadership Advisory Services and provides leadership and talent development services for Spencer Stuart's global clients.

In her capacity as a CEO and C-Suite coach, Ellen has partnered with dozens of CEOs across a wide range of Fortune 50 corporations, not-for-profit organizations, Federal government agencies, and start-ups to advise them on important challenges – including incoming/new CEO transition issues; succession planning and transition of outgoing CEO's; and advising corporate and organizational boards on issues around creating high performing senior teams.

### **Background**

In addition to her role at Cambria, Ellen serves on the boards of for-profit and nonprofit organizations. Prior to joining Cambria in 1988, Ellen was a principal of McBer and Company (which is now part of Korn Ferry). Prior to that, she was an associate professor at California State



University, Stanislaus, and earlier, an assistant professor at Michigan State University. Ellen has been admitted to the State Bars of Michigan and California.

**Education, Professional Activities**

Ellen holds an MSc in industrial relations and personnel management from the London School of Economics and Political Science; a JD from Wayne State University Law School; and a BA in psychology from the University of Michigan. In 2013, Ellen received the Founding Fellow Award from the Harvard Institute of Coaching.