

Mary S. Hillsman is a respected business leader and consultant specializing in strategic planning, organizational development, quality improvement strategies, team-building and training. She has led culture change and organizational restructuring initiatives and financial turnarounds. Working across several business sectors and in multiple industries, Mary possesses a broad working knowledge of systems, processes and people. With a master's degree in psychology focusing on leadership and human potential, Mary works to bolster people's strengths and enhance organizational effectiveness.

Mary's experience includes leadership and consulting roles in construction, telecommunications, manufacturing and service industries. As a business owner, non-profit executive director and consultant to private corporations and governmental agencies, she effectively focused on the big picture while also strategically analyzing organizational systems and processes. As a consultant for the State of Colorado, Mary wrote the 2002 Continuous Improvement Plan for the Office of Workforce Development, adapting Malcolm Baldrige criteria to improve processes, customer service and return on investment to tax payers. As an executive director in the nonprofit arena Mary improved organizational structures, implemented change management and insured fiscal health. Her passionate attention to relationship building and engaging diverse viewpoints underpin her success in leading strategic planning, organizational development and change management initiatives.

Creativity and innovation fuel Mary Hillsman's success. Committed to supporting quality improvement actions to strengthen companies, Mary's holistic approach to organizational development seeks to identify and build upon the strengths of all engaged parties. However, she never is reluctant to challenge leaders and employees to question and examine current practices, procedures and organizational culture. Her sometimes unconventional approach to identifying and solving problems helps leaders and employees to ask the right questions and hone in on solutions that result in real change, improved performance and organizational success.