



Elizabeth Dorey

Senior Vice President and Business Leader, The Americas Group

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As the Business Leader for the Americas, Elizabeth has worked with leaders from many different industries including energy, retail, insurance and banking. Throughout those engagements, she has become adept at effectively managing multiple large-scale capital projects, providing powerful turnarounds for projects in distress and creating a culture of high performance in organizations.

Clients credit Elizabeth with being a strategic thinker, delivery-focused and with the unique ability to enable people to operate from and invent a new context and deliver powerful results.

Elizabeth's experience and areas of expertise include:

- Executive and management coaching to achieve specific performance objectives
- Consulting with management teams to identify possible obstacles to performance
- Supporting executives, project teams and organizations in their pursuit of realizing unprecedented performance targets
- Development and implementation of customized leadership programs, from an organization's senior-most levels to front-line management
- Design and management of large-scale breakthrough projects – organizational and capital programs designed to deliver extraordinary performance
- Conducting team interventions

The types of endeavors for which Elizabeth offers coaching, program leadership and consulting include:

- Organizations implementing new strategies
- Executives elevating the effectiveness of their leadership
- Implementing high-stakes projects successfully to produce breakthroughs in quality, budget and schedule
- Companies and program teams seeking organizational and cultural transformation in order to deliver higher levels of productivity, profitability, and overall success
- Aligning executive teams to produce exceptional business results through focused and coordinated action
- Developing leadership at all levels of the organization in service of sustained performance



CAREER HIGHLIGHTS

1999 – present JMW Consultants Inc., Business Leader, The Americas Group

SELECTED CLIENT EXPERIENCE

Financial Services

Developed and led a training program for the Global Wealth Management Group of a financial services company to shift their top 25% production-level Financial Advisors from “investment advisors” to “full-service wealth managers” in order to capture a larger percentage of customers’ portfolios and be more in step with their customers’ needs. The program provided communications and skills training which supported the group’s move from the stockbroker/deal making/commission model and mindset to one of focusing on the client’s long-term life goals and gaining an understanding of the full range of the client’s financial concerns. In-house personnel were then trained to lead the program, which ran 30 times and consistently received the organization’s highest marks in terms of value and usefulness.

Retail

Supported a division of a major retail company to achieve a breakthrough in sales results while also building a foundation for continuing to achieve extraordinary results and sustainable growth into the future. The client set an unprecedented sales target and delivered well beyond their objective, at a time when most competitors’ performances were lagging. Additional support was provided to the Leadership Team of this organization in implementing a restructure of the buying function in the US, which was an enormous challenge given “importance of the customer” is one of this company’s core values. They were able to implement the change while maintaining their overall vision and values.

Energy

Designed and led a delivery-focused development program and provided implementation coaching to the Business Unit Leader and key leadership of an integrated supply and trading organization within a multi-national oil and gas company. The organization, which had been identified to be of key strategic importance in distinguishing the company from its competition, was charged with doubling its commercial performance to \$4 billion annually over 3-5 years. The support was designed to equip leaders with the leadership capabilities required to fulfill on the global strategy while delivering key milestones; the group met the ambitious targets.

Government Agency

Supported the CTO of a large government agency to establish a leadership team to take the agency’s IT organization to world- class. Co-designed and delivered a development program for the leadership team and the next level of 60 leaders to provide the necessary leadership skills as well as the forum to address the concerns of the business. The challenge was to create an organization that was flexible, customer service-oriented, responsive, and committed to on-time performance and rapid solutions to technological problems. The outcome of the programs was the team was empowered and proactive with the right processes in place, working collaboratively across organizational silos and meeting required goals. For example, they achieved a breakthrough by delivering a major software installation on time and with very few problems, as well as achieved a step change in data security.

Oil & Gas Company

Co-designed and co-lead, with a major oil company and another consulting company, a year-long program targeting leaders in the Superintendent role. The program established a global standard of performance for success in achieving high performance results in deepwater drilling and completions of wells. Achieving this performance standard required a fundamental shift in how superintendents related to what they were accountable for delivering, what they focused on day to day, and how they interacted with others to produce results. To enable this shift and have it be sustainable people were equipped beyond their technical skills and competencies with the necessary leadership skills and capabilities. The program ran for four years.



1994 - 1999 International Education Company

1997 - 1999 Southwest Regional Manager responsible for doubling size of the business while maintaining profit levels.

1994 - 1997 Program Manager accountable for program expansion for three distinct program offerings.

EDUCATION

Elizabeth holds a Bachelor's degree in Finance, with a minor in International Business, from Miami University at Oxford, Ohio.

AWARDS

International Spotlight Award for Management Consulting Excellence in 2013, 2014 and 2016