



Jennifer Leonard
Senior Consultant

Jennifer Leonard has worked in the field of Human Resources and Organizational Development for over 17 years and has extensive experience in both the pharmaceutical and high-technology industries supporting organizations through rapid growth, mergers and acquisitions, and restructurings to meet strategic business goals. Jennifer brings to *The Leader's Edge/Leaders By Design* expertise in management coaching, organizational effectiveness, talent management, employee engagement, leadership development and team/group facilitation.

Previously, Jennifer was a member of the US Human Resources Leadership Team at Novartis Pharmaceuticals where she developed innovative programs to ensure the recruitment, engagement and retention of key talent. Jennifer collaborated with senior management on the reorganization of the US commercial business which included the downsizing, redeployment and the off-shoring of talent. As a member of the US Marketing Leadership team, she advised senior leaders on organizational effectiveness and talent engagement strategies to drive business results.

Before joining Novartis, Jennifer spent three years as the Head of US Human Resources for Biovail Pharmaceuticals where she built a robust Human Resources team, and function, including employee relations, organization development, compensation, benefits and payroll. In this role she led numerous organization effectiveness initiatives and partnered with the senior leaders on the creation of a global corporate culture initiative which included a new mission, vision and values system for the organization.

Earlier in her career, Jennifer held increasingly senior Human Resources roles at Pharmacia Corporation, Boston Scientific and Silicon Graphics (SGI) where she was heavily involved in merger and acquisition activities, talent assessment, culture alignment, high-growth recruiting and team facilitation.

Jennifer holds a Masters of Human Resources and Organization Development from The University of San Francisco and received her B.A. from The University of California, Los Angeles (UCLA). Jennifer is currently pursuing an ICF accredited professional coaching certification through the Institute for Professional Excellence in Coaching. She is an active mentor in the Healthcare Business Women's Association (HBA) and a member of the Society of Human Resources Management (SHRM), the International Coaching Federation (ICF).