



## Lauren Tate

### Senior Consultant

Lauren is a Senior Consultant and brings over 20 years of global human resources experience to The Leader's Edge as a highly regarded HR professional specializing in developing top talent and building high-performing teams.

Lauren's experience spans across a variety of industries where she has served on leadership teams under a broad range of circumstances—high growth, large scale transformation resulting from mergers and acquisitions, changes in leadership, and business downturns. Most recently, she was Chief Human Resources Officer for the Americas at AXA XL (a global property and casualty insurance company). She also held various human resource business partner (HRBP) and talent management positions throughout her 10-year tenure at AXA.

Prior to AXA XL, Lauren spent several years at Avon Products both as an HRBP, and in roles leading the talent management function. Earlier in her career, Lauren worked with a large public utility company leading management development and spent several years as a leadership consultant at Aon Hewitt where she conducted research to identify the world's best companies for developing talent and leadership, work that was later published in Fortune and in several best-selling books.

Lauren's areas of expertise include the development of executives and building collaborative, high performing teams. Lauren helps clients identify, grow, and retain emerging and high-potential talent creating engaging and inclusive work environments. A specific focus of her coaching is empowering women to excel in the workplace. Additionally, she advises leaders on HR and Leadership and Talent Strategies.

As an executive coach Lauren has advised CEOs, business leaders and their teams on promoting more holistic workplace cultures and developing impactful and transformational leaders.

Lauren holds a Master of Arts degree in social-organizational psychology from Columbia University, and a Bachelor of Arts degree from Smith College. Her certifications include Leadership Coaching Certification from the Hudson Institute of Coaching, Myers Briggs, Hogan Assessments, Clark-Wilson 360, and Voices 360.