

Ellen Raynor, Director  
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Ellen Raynor has 30 years of experience in leadership development, team effectiveness, talent management and succession planning. She is a graduate of Cornell University with a B.S. in Human Development. She also holds a master's degree in Human Resource Development from The George Washington University.

Ellen's early career included roles in sales with Procter & Gamble as well as the Patient Care Division of Johnson & Johnson. She then spent 12 years in home health care with Olsten Health Services (today known as Gentiva), initially as a Branch Director and then as a Director of Training and Organizational Development.

Ellen relocated to Richmond, VA in 1997 to lead the performance development and talent planning functions at Dominion Energy. In 2004, she returned to a healthcare-related business as Director of Talent Management for McKesson Medical-Surgical. In addition to leading the talent review and succession planning process for her business, Ellen is an internal consultant and coach. She works closely with high-potential talent and manages two development programs that prepare leaders for advancement.

Ellen is certified in several leadership development tools, including the Myers-Briggs Type Indicator, the Hogan assessments and Zenger-Folkman's Extraordinary Leader 360 assessment and workshop.