



EMY & associates LLC

CONSULTING SERVICES

WORKFORCE RETENTION

STUDENT DEVELOPMENT

MAXIMIZING PEOPLE. MAXIMIZING POTENTIAL.

NONPROFIT STRATEGY

ELLEN M. YERMAN



With over 30 years of professional experience, Ellen Yerman has successfully made the transition from government, to corporate America, to the nonprofit education community. All the while, Ellen has maintained the core values that have made her a success wherever she has been.

As Executive Director of Career Services and Cooperative Education at Villa Julie College, Ellen nurtured mutually beneficial relationships between students and employers. The end result was a better education for the students and better-prepared candidates for the employers.

During her tenure at R.E. Michel Company, as Director of the Human Resources department, she developed strategies that maximized the effectiveness of management and staff.

And prior to this, Ellen served the community in leadership roles as a Special Assistant to the Baltimore County Chief of Police, Director of the Office of Family Resources in Baltimore County, and Director of the Area Agency on Aging in Baltimore County.

Now, Ellen offers her wealth of experience to a variety of clients in the business and nonprofit communities.

ASSOCIATES

While Ellen's personal and professional experience is extensive, her success is also attributable to the fact that she has always surrounded herself with capable and complementary people.

Ellen's associates work closely with clients to provide expertise in areas that include:

- Strategies for improving retention and productivity
- Workforce needs assessment
- Strategic planning
- Management coaching and training
- Organizational development
- Performance evaluation program development
- Marketing plans
- Development and facilitation of focus groups
- Planning for change

CORE VALUES

Through collaboration and consensus-building, EMY & associates engages not only the decision makers, but also the people who are affected by the decisions being made. The end results are highly effective and widely accepted.

In addition, there is an underlying authenticity and respect that pervades every relationship. Every organization, individual, and situation is unique, and EMY & associates treats them that way. This human touch is difficult to define but easy to identify.

Ellen has instilled these core values in EMY & associates and they form the foundation of every client relationship and project.





NONPROFIT STRATEGY

Effective nonprofit strategic support, offering a fresh perspective for existing services and vision & development for new services

Nonprofit organizations face unique challenges, but they also enjoy unique opportunities. As an integral part of a nonprofit organization, it can often be difficult to think outside of that organization's "culture." EMY & associates offers a proactive approach to nonprofit strategic support that is built on years of successful experience. Situations are always viewed with a "fresh eye" - a winning perspective that fosters a "This can be done!" attitude. Our focus is on generating ideas, building consensus through collaboration, and fostering long-term, productive relationships to achieve your vision. We will work with you to:

- Evaluate and enhance the effectiveness of existing programs and services
- Develop new programs and services that respond to your clients' and constituents' needs
- Develop strategies to enhance partnership collaboration and involvement



WORKFORCE RETENTION

Creative hiring and training strategies for long-term workforce retention

Employee retention starts before an individual is hired. Identifying the right candidates, properly qualifying them, integrating them into an organization, and supporting their career development is a time-consuming process that often must be accomplished with limited resources. EMY & associates works with an organization's unique goals and culture to:

- Develop creative staffing strategies by exploring all potential options
- Define job requirements
- Attract, identify, and hire qualified candidates
- Develop orientation programs and experiences for new hires
- Train and support staff from entry-level to upper management

STUDENT DEVELOPMENT

Proactive career development programs through student-employer partnerships

The job market is constantly evolving, and today's students must be better prepared than ever to effectively compete. Their needs vary widely - from disengaged middle- and high-school students, to students who are college-bound, to motivated college students who simply need some guidance to achieve career success. EMY & associates partners with educational institutions and the business & nonprofit communities to provide experiences that foster self-discovery, career exploration, and career preparation. This includes:

- Internship programs
- Career exploration fairs
- Mock interview events
- Etiquette meals
- Job shadowing days
- Employer tours

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At EMY & associates LLC, our mission is to help you fulfill your mission by building on strengths and maximizing resources.

CONTACT US

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