



**Coaching Profile**

# Arlene Pace Green, PhD

▶ **Area of Expertise**

Executive Coaching  
Talent Management Strategy  
Individual and  
Organizational Assessment  
Career Coaching  
Organization Design  
Performance Management  
Succession Planning  
Team Development  
Organizational Development

▶ **Client Experience**

Daily Press, Frito-Lay, GE  
Financial Assurance, Mack  
Trucks, PepsiCo, Sentara  
Health Systems, U.S. Coast  
Guard, The Home Depot

▶ **Background**

Arlene is a highly accomplished talent management leader with over 20 years of experience in talent assessment, development, executive coaching, learning, organizational design, and change management. She has led the design and implementation of large-scale selection systems, global organization designs, succession planning, leader coaching, and learning strategy and implementation.

Arlene is known for her business partnership and ability to collaborate with clients to bring solutions to complex challenges. This is a skill she also brings to her coaching engagements and is known for enabling her clients to achieve greater business and career results. Arlene has co-authored articles, book chapters, and symposiums on various talent and learning topics including selection and hiring, talent assessment, executive coaching, effective influence, and change management.

▶ **Professional Experience**

Principal and Founder, Enelra Talent Solutions, LLC  
Senior Director, PepsiCo Global Talent Management  
Organizational Development Specialist, SCANA Corporation  
Advisory Board Member, Girls Inc.

▶ **Education**

PhD & M.S. Industrial/Organizational Psychology – Old Dominion University  
B.A., Psychology – James Madison University

▶ **Professional Associations**

American Psychological Association  
Society of Industrial and Organizational Psychology