



Sharon Malone
Senior Vice President
smalone@beampines.com

Sharon is a Consultant with 20+ years of HR leadership experience. With early roots in learning and development, Sharon has coached many executives and led a variety of consulting projects focused on succession planning, talent development, team dynamics and building a positive workplace. Additionally, she has designed, delivered and evaluated an array of leadership and technical learning programs for improved performance.

Sharon previously served as vice president of Talent Management for ING and as vice president of Leadership Development for CIGNA HealthCare, both Fortune 100 companies. Working with senior leadership, Sharon re-engineered and revitalized succession planning and personally provided executive coaching and career counseling to top 200 leaders at CIGNA. Sharon has also been accountable for executive search, executive assessment, leadership development programs, executive coaching, employee survey, high potential and employee mentoring, and talent acquisition. While at CIGNA, Sharon also received The President's Award for outsourcing clinical recruiting, saving the company several million dollars annually.

As an HR business partner, Sharon has worked with many senior leaders to assure a positive people climate. Her expertise includes assembling high-performing leadership teams, strategic HR support to start-up segments and acquisitions, staffing strategies to secure best-in-class talent, pay-for-performance with strong reward differentiation, dashboards for driving core people metrics, and improving diversity at all levels in the business.

Sharon holds a Master of Science in Organization & Management from Central Connecticut State University. She also completed her B.A. at CCSU with a major in Organizational Communication. Sharon is also a graduate of The Coaches Training Institute. She is a member of The International Coaching Federation, The HR Planning Society and SHRM. Sharon is certified in numerous developmental programs and tools.

In the community, Sharon sits on the board of directors for Corporation for Independent Living, a not-for-profit organization dedicated to providing accessible, affordable housing for individuals within community-oriented environments. She previously served on the boards of The Repertory Theatre of New Britain, Inc. and the Connecticut Chapter of The Muscular Dystrophy Association. Sharon was a recipient of United Cerebral Palsy of Connecticut's Humanitarian Service Award in recognition of her special fund raising efforts. She resides in Farmington, Connecticut with her fiancé Joe Schlosser and their cocker spaniel, Presley.

BEAMPINES, INC.

232 madison avenue 10th fl new york ny 10016
phone 212 476 4100 / fax 212 986 7798

© 2008 BeamPines, Inc.
www.beampines.com