



Ellen N. Kumata
Managing Director

Ellen, Cambria's Managing Director and leader of Cambria's Coaching practice, has over 20 years of experience working with Fortune 500 companies aligning HR systems to support business strategies. Her engagements span a wide range of HR applications including succession planning, performance management and assessment, executive development and selection.

A recognized thought leader in executive coaching, Ellen has coached senior executives in prominent companies representing a wide variety of industries, with special emphasis on financial services. Other clients include management consulting, consumer products, insurance, manufacturing, publishing and telecommunications companies as well as the Department of Defense and other federal agencies.

Prior to Cambria, Ellen was a principal at Hay/McBer where she managed large-scale human resource consulting engagements. Before joining Hay/McBer, she was a tenured Associate Professor of Business Law at California State University Stanislaus and an Assistant Professor of Business Law at Michigan State University.

Ellen holds a BA in Psychology from the University of Michigan, a JD from Wayne State University, and an MSc in Industrial Relations and Personnel Management, with an emphasis in HR Planning and Strategy Implementation, from the London School of Economics and Political Science. She has authored a number of published articles on executive coaching and is a frequent presenter on this topic at national conferences.