



## MEET OUR EXPERTS

# Fay Kandarian, EdD

Dr. Fay Kandarian, a Senior Consulting Partner for Blanchard®, can quickly assess her clients' needs and works collaboratively with leaders to create the desired results. She confronts issues in a way that enables people to listen, learn, and grow. Fay's core mission is to help people learn from their experiences and differences in order to achieve a higher level of development. She has enjoyed more than two decades of being a catalyst for individual and organization growth.

At Blanchard®, Fay works with executive teams on strategic planning, change management, leadership, and organization development. Her expertise also includes diversity and inclusion, large-group interventions, and Polarity Management®. Due to her corporate experience and her focus on inclusion and high involvement, Fay is successful in working with leadership at all levels. She has worked in industries such as retail, pharmaceuticals, public utilities, and finance.

Fay's prior experience includes more than 20 years as an organization leader and manager. In 2010, she lived in Europe to facilitate the development of executives for a fast-growing retailer. Fay helped to create the HPO SCORES model and coauthored the article "High Performing Organizations: SCORES." She is also a coauthor of *Leading at a Higher Level* with Ken Blanchard.

Fay holds a Bachelor's degree from George Washington University, a Master's degree in Business Administration from the University of New Haven, and a Master's degree and Doctorate from Columbia University.

Fay enjoys advising an undergraduate women's group at Yale University and serves as their advisory board chair. Additionally, she aids nonprofit organizations in her community by coaching and consulting with their boards and executives.

"Fay always works with high standards and from a professional and methodological point of view. She brings a great integration of people and task. But even more important than that, Fay is a true partner. Such commitment cannot be found easily."

—Global Talent Management

"Fay gains the trust and participation of leadership at all levels in achieving desired corporate objectives. As a presenter, her ability to listen and draw participants into a discussion or activity translates into tangible positive changes."

—Irene Mungie