



**ELAINE SANO**

**Director, Consulting**

**Elaine Sano is Director, Consulting for Forrest & Company.**

Elaine's work is committed to healing and change. Her work as an organizational development consultant complements her fifteen year practice as a Naturopathic Doctor. In that time she has honed her diagnostic listening to identify 'the pain'—from individual issues to organizational ones. Starting from strategic analysis, Elaine takes a solutions-focused approach to helping her clients achieve their goals and manage change.

Elaine's results-based, analytic techniques are built on a strong foundation in Systems Theory and Change Theory. She believes in the potential of Requisite Technology. Clients include leaders and teams from RIM, Johnson & Johnson, Gillette, Kornferry, Ernst & Young, and Deloitte.

Elaine speaks and writes on the Stress Epidemic. Her academic background includes an Honors Degree in Psychology, and Doctor of Naturopathic Medicine; her research has been published in the Journal of General Psychology. Elaine has continued to expand her education with specialized training, including certification in Organizational Relationships & Systems Coaching (ORSCC) and Mindfulness.

Elaine is a member of the Ontario Association of Naturopathic Doctors. She is a past Director for the Board of the Toronto City Mission, and is currently a facilitator of a business group in Toronto.