



Renée Montoya Lado, M.S., NCC
Founder & President,
*Strategic Designs for Learning/
Family Owned Business Resources*

Renée founded *Strategic Designs for Learning* (SDL) in 1999 and *Family Owned Business Resources* (FOBR) in 2013. Both companies specialize in advising family owned businesses, their families, their operating executives and their governance boards. Renée is an organizational development practitioner with thirty five years of strategic leadership experience and consulting with small, mid-range and large companies in a broad range of markets, including the manufacturing, corporate real estate, hospitality, technology and insurance sectors.

She brings a unique perspective which draws on her corporate business experience and clinical training as she works with her clients. She is accomplished in executive coaching, counseling and assessment, organizational behavior and diagnosis, change management, facilitation in the areas of team building, strategic planning and large systems change.

Previously, Renée was Executive Vice President of Talent Development for an international firm that provided information technology and consulting services to the private and public sectors. In this position she was responsible for both line and staff operations internally as well as for external coaching with senior executives, senior officers and executive teams.

Renée holds advanced degrees in Behavioral Psychology, Policy Analysis and Pastoral Psychotherapy and is certified in the use of numerous assessments and instruments including the Caliper Profile™, HR Chally Instrument™, Myers-Briggs Type Indicator™, the Center for Creative Leadership's Benchmarks™ Instrument and Corporate Development Group's Culturetek™. She has developed a number of proprietary tools that can be used with family owned businesses including Executive Dimensions™, The Success Print™ and A Family Mosaic™. She is a Certified Wealth Advisor through the Institute for Preparing Heirs.

She lives on the high plains east of Denver, Colorado with her husband, Frank, and their dog, Lucius.