



## RONALD RENEAU

Executive and Organization Effectiveness Consultant and  
Director, Reneau Associates, Inc.

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**Ronald Reneau** has thirty plus years of experience as an executive and organization effectiveness consultant, leadership coach, and teambuilding facilitator and instructor in technology, biotechnology, life science, and healthcare companies. Ronald's firm, **Reneau Associates, Inc.**, based in San Francisco, focuses on new burgeoning companies, as well as, small and medium-size companies undergoing wide-scale, rapid changes as they strive for innovation. His passion is to work with business, technical, clinical and scientific leaders on the "People Side" of business. He provides leadership and interpersonal relations guidance aimed at fostering collaboration and trust that culminate in commitments and results, and in the achievement of individual, team, and corporate goals. His clients have included companies such as SEMI (international trade association), Genentech, Nektar, Jazz Pharmaceuticals, Idec Pharmaceuticals, Covance Biotechnology Manufacturing, GlaxoSmithKline (BioPharm Division), Bracco Diagnostics, McKesson Corp., VHA, Inc. / Novation, TRW-Fujitsu, TRW-LSI Industries.

Before engaging in complex and challenging assignments in private sector management and organization development, Ronald had an extensive leadership and management background in the human care service sector. He has worked in university, hospital, and community settings. He has also taught courses on interpersonal and coaching skills through the University of California Extension Programs. Ronald brings to his work a rich personal manner. People have found his delivery and message to be engaging and informative, as well as, challenging and evocative.

Ronald holds a bachelor's degree in Philosophy from Bellarmine College, Louisville, KY; and two Masters degrees, one in Counseling and Ethics from DePaul University, Chicago, and the other in Interpersonal, Group Communications and Organizational Behavior from the University of Cincinnati. He is also a licensed Marriage and Family Therapist.

# Ronald Reneau Reneau Associates, Inc.

Executive and Organization Effectiveness Consulting

*San Francisco*

Office: (415) 989-8882 Mobile: (408) 605-5620 [ronreneau@aol.com](mailto:ronreneau@aol.com)

## Current Critical Areas of Focus Best Practices During Uncertain Times

The challenges of today's business, economic, and market conditions make it necessary for consulting and training to be:

- **timely and targeted**
- **pragmatic**
- **affordable**

**In our work with clients over the last year three areas have emerged as prominent:**

**Need for sharp focus and prioritization of time, money, and staff resources.**

Importance of explicit **decision-making process and roles** with defined guidelines, targets, and criteria for ethical business decisions – short and long term.

**Commitment-based management:** renegotiate and make clear our requests, requirements for satisfaction, and promises – transparent accountability.

**Leadership excellence in managing the human dimensions of the “Change Cycles”** that are impacting every area of organizations and prompting huge amounts of distress.

**Ensuring collaboration and the proper management of conflict**, so as to reduce the negative interference and drag on achieving science and business goals that require interdisciplinary and multi-function cooperation and guidance.

Please let us know if we can be of assistance to you as well in these areas of importance.

Thank you,

Ronald Reneau

# Ronald Reneau, Reneau Associates, Inc.

## Executive and Organization Effectiveness Consulting

San Francisco

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**Reneau Associates, Inc.** has worked to enhance the “people side” of business for over twenty-four years. It is an established organization, leadership, and human resources development firm in San Francisco. They provide leadership and interpersonal relations consultation, strategic planning and intervention services, and team-building programs. Their extensive experience includes leadership and management positions in corporate, health care, university, and community settings. A major concentration has been the health care industry, pharmaceutical and biotechnology companies. The firm focuses on new burgeoning companies, as well as, small to medium size companies (\$25M to \$1B+) undergoing wide-scale, rapid changes with specific emphasis on innovation. We offer **Personalysis®** tools and programs to help you install a system to create productive working relationships throughout your company. **For complete description of Personalysis® programs and services visit the Personalysis Corporation web site –** HYPERLINK "http://www.personalysis.com" [www.personalysis.com](http://www.personalysis.com)

**For programs and services please contact Ronald Reneau --**

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## RECENT AND CURRENT CLIENTS

### Reneau Associates, Inc.

#### BIOTECHNOLOGY AND PHARMACEUTICALS

Genentech, Inc.	Bayer Diagnostics (formerly Chiron)
Genencor International, Inc.	Chiron (Clinical Affairs)
Idec Pharmaceuticals, Inc.	SmithKline Beecham, BioPharm Div.
Covance, Inc.	GlaxoSmithKline, BioPharm Div.
Covance Biotechnology Mfgr.	Shaman Pharmaceuticals, Inc.(now Napo)
Nektar (formerly Inhale Therapeutics)	Sugen, Inc.
Valentis (formerly Megabios)	Axys
Intrabiotics	Arris Pharmaceuticals, Inc
Argonaut	Matrix Pharmaceutical, Inc.
Saegis Pharmaceuticals	Rigel
Bracco Diagnostics	Raven Biotechnologies, Inc.
Stedim Biosystems, Inc.	Focus Diagnostics, Inc.
Jazz Pharmaceuticals	Portola Pharmaceuticals
Xencor	BioMarin
LS9, Inc.	Solstice

**HEALTH CARE RELATED**

VHA, Inc. (previously Voluntary Hospitals of America)  
TrailBlazer Health Enterprises  
McKesson Corporation  
McKesson Drug and Health Care (now McKesson/HBOC)  
Zee Medical (McKesson)  
Valu-Rite Pharmacies (McKesson)  
Medis Pharmaceuticals (McKesson Canada)  
3PM / McKesson

PCS Health Systems (Formerly McKesson)  
American Hospital Association  
Good Life Clinic  
SRR Stress Reduction Clinic  
Scottsdale Health Care System  
Butler Health System  
Medical College of Wisconsin Physician  
Practice

**TECHNICAL**

SEMI (international trade association)  
TRW-Fujitsu  
TRW-LSI Industries  
Impact Systems  
Solar Turbines (Caterpillar)  
Anacomp, Inc. Micrographics; Data Systems Division  
Systems Integration Solutions  
Hicks Consulting

**FINANCIAL**

McCue Mortgage  
Premier Bank (acquired by Banc One)

**OTHER**

Nissan Design International  
Color Design Art  
The Stoorza, Ziegau, Metzgar Company (PR, Mrktg. Com., Advertising)  
MH Golden Construction Company

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## **INTRODUCING RONALD RENEAU**

An Experienced Executive and Organization Effectiveness Consultant and  
Successful Seminar Leader and Facilitator

For thirty plus years Ronald has devoted his time and talents to the "**People Side**" of business. He has worked with the most critical function of businesses: enhancing the effectiveness of people by increasing their abilities and fostering their development as persons and as workers.

### **Background:**

Ronald heads RENEAU ASSOCIATES, INC., an organization and human resources development firm based in San Francisco. The firm provides advice, planning, and interventions to small and medium size companies (\$25M to \$1B+) undergoing wide-scale, rapid changes with specific emphasis on innovation.

He has an extensive leadership and management background in the human care service sector. He has worked in university, hospital, and community settings. Over the past thirty years he has engaged in complex and challenging assignments in private sector management, organization development, and strategic planning. He has also taught courses on interpersonal and coaching skills through the University of California, San Diego Extension and Community College System. He has consulted with and counseled thousands of top executive, management, and supervisory staff.

His academic training spans two Masters Degrees in Interpersonal and Group Communication, Organizational Behavior, and Counseling. He is also a Licensed Marriage and Family Therapist.

### **Focus of Research and Services**

Coaching for CEO's and top management: resolving strategic, relationship, and personal issues.  
Characteristics and work styles of effective leaders / executives. Building collaborative leadership and team skills.  
Executive team development.  
Leading change and managing corporate culture transitions.  
Developing emerging leaders and creative entrepreneurs.  
Encouraging innovation.  
Management and worker team building.  
Individual counseling and coaching for workers to manage effectively interpersonal and task issues.  
Successfully managing diversity and the conflict that arises from differences.  
Developing corporate cultures for the 21st century focused on collaboration and innovation.

He has a special desire to enhance executives' ability to integrate personal, family, and business experiences. He continues to be interested in the entire range of issues and means for persons to achieve a sense of wholeness. He is passionate about assisting others on their quest for self-actualization as they search to achieve their highest aspirations and contribute meaningfully to their family, company, and humankind.

Ronald brings to his work a rich personal manner. People have found his delivery and message to be engaging and informative, as well as, challenging and evocative.

Education & Professional Affiliations

- Δ Licensed Marriage and Family Therapist, CA (1975)
- Δ California Community College Instructor Credentials (1973)
- Δ M.A., Interpersonal & Group Communications, University of Cincinnati, OH (1973)
- Δ M.A., Counseling and Ethics, De Paul University, Chicago, IL (1971)
- Δ B.A., Philosophy, Magna Cum Laude, Bellarmine College, Louisville, KY (1968)