



Process Raised by the Power of People

Management

Process and people - that's what **P²** is all about and in order to create the most successful blend of these two instruments of change, you need a management team that knows how to implement the ideal balance between the two. **P²**'s management team brings a wealth of unique talent and industry experience to the table - Dr. Scott Ellis and Leslie Pickering collectively bring more than 40 years experience working with some of the most widely recognized names in the packaging industry. Together, they provide thoughtful and wise leadership, for boundless success.

Scott Ellis, Ed.D



Dr. Ellis has 13 years practical, hands-on application within the packaging industry, focused on human resource training and development. Prior to

P², Dr. Ellis was the director of training and development for Pacific Southwest Container. Additionally, as a licensed Marriage and Family Therapist, Dr. Ellis has 16 years experience in private practice, assisting individuals and families in growth and change. Through his work with both individuals and organizations, he is equipped as an effective catalyst for healthy change.

Dr. Ellis draws on his extensive experience in organizational development to lead **P²**'s unique methodology, the **Mission Aligned People and Process (MAPP)** construction. This customized plan is based on Compass analysis and ensures that ownership of process improvements is transferred to those who run and maintain the target processes. The result is lasting change.

Dr. Ellis has his Masters and Doctoral degrees in Counseling and Educational Psychology from the University of San Francisco, and he holds a Bachelor of Arts in Psychology from California State University, Stanislaus.

Leslie Pickering



Leslie Pickering brings more than 25 years experience in the packaging industry to **P²**. He draws on his international lean management

experience in packaging and manufacturing companies to facilitate the **Compass Analysis** for **P²**, ensuring accurate assessments and appropriate recommendations. Prior to **P²**, Mr. Pickering was vice president of technology at Pacific Southwest Container in Modesto, California, where he was responsible for process improvement. Mr. Pickering has worked in the area of process improvement in companies throughout the United States and Europe, gaining broad insight and perspective along the way.

Mr. Pickering was educated in the formal apprenticeship system of the United Kingdom. His Higher National Diploma in Production Engineering was conveyed by the Business and Technician Education Council, which awarded him the Certificate in Mechanical and Production Engineering. He is also a graduate of the Mechanical Engineering Craft Studies program of the City and Guilds of London Institute where he received honors as the Apprentice of the Year 1981.