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Elaine has over four decades of experience guiding organizations worldwide through change, communication challenges, and leadership development. She earned her Ph.D. in Communication and Human Relations and has authored several books, including *Treasures in Trauma: What I Learned from Whitewater, Stroke, Cancer, Fire, and Flood*; *Artful Mediation: Constructive Conflict at Work*; *Constructive Conflict*; and *Training Strategies from Start to Finish*. Her co-authored book *Roadmap to a Brilliant Life via Haiku, Prose, and Photography* will be available in 2026. Elaine has worked in more than 30 countries across Europe, Asia, and Africa and is known for her engaging approach that combines research-based insights with humor and candor. Her global experience and published work continue to influence the fields of conflict management, diversity, organizational development, and personal growth.