



## **Dawn R. Ellery, CEBS**

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Dawn R. Ellery, CEBS is a total rewards and people operations leader known for stabilizing complex benefits and leave ecosystems and rebuilding trust through better design and governance. With 20 years of experience across multiple industries, she brings a practical, people-first lens to benefits strategy—moving beyond trend-driven “solutions” to address the root causes behind employee wellbeing, engagement, and experience. Her perspective blends human-centered strategy with operational discipline, helping leaders tackle disengagement and wellbeing challenges without simply layering on another perk. She is also the author of *Dirty Little HR Secrets* and the creator of the viral LinkedIn series *Tiny HR Truths*