

TALENT, LEADERSHIP, CULTURE, PERFORMANCE ADVISER

ACHIEVEMENTS

- Designed, built, and executed an ROI approach to talent management and analytics for JM Huber, American Express, Merrill Lynch, NRG Energy, and Webber Shandwick providing seamless succession and measurable return on leadership development investments. Reduced time to achieve strategic intent.
- Mobilized global cultures by developing common language, tools, and measures in four months in the pharmaceutical, public relations, and financial services industries. Developed global solutions that apply on the local level.
- Built innovative Leadership Development, Succession Planning, Performance Management, Change, Talent Management systems for over 5 companies with measurable results.

EXPERIENCE

MINDSHIFT SOLUTIONS, Flemington, NJ
Principal | Owner

2001 – Present

MindShift Solutions™ is a management-consulting firm that provides Organization Development and Effectiveness, Talent Development and Executive Coaching to clients such as Pepsi, Pfizer, J&J, Telcordia, USI, NRG Energy, PSEG and Honeywell.

- Aligned culture and competencies with strategy to accelerate introduction of new products to market for a Fortune 500 company.
- Worked collaboratively with line managers to design and implement leadership strategy and university architecture for insurance, oil and gas, and PR firms.
- Implemented common language and common tools to integrate acquisitions and accelerate assimilation in pharmaceutical, insurance, and PR companies.
- Coached executive team members in telecommunications company during a major buy-out; all leaders retained.

MERRILL LYNCH, New York, NY
Director, Global Leadership, and Organizational Development

2000 – 2001

Built strategic organization change, leadership, talent assessment, and succession planning capability.

- Increased the speed of service delivery across five business units by launching a new talent management platform.
- Exceeded company objectives for cross-business deals by \$3 million by developing global high-potential social networks.
- Identified talent for key positions 3 times faster through web-based, self-service leadership development architecture.

AMERICAN EXPRESS, New York, NY

1998 – 2000

Vice President, Worldwide Executive Development

Identified, developed, and retained high-potential talent and succession bench strength for the top 650 executives.

- Positioned key talent to execute new business models and enter e-commerce market six months ahead of plan.
- Successfully built global talent portfolio and leadership capabilities to accelerate Board's strategy by 18 months.
- Contributed to 20% improvement in talent retention by aligning leadership development, staffing, and compensation processes and measures.
- Increased standing as best place to work by linking manager accountability to people development; Catalyst award for advancement of women, 2001.

J.M. HUBER, Edison, NJ

1995 – 1998

Corporate Director, Organization, and Leadership Development

Established performance management systems to achieve Huber's strategic intent of moving from a \$2 billion commodity to a \$6 billion specialty business.

SONY ELECTRONICS, INC., Park Ridge, NJ.

1992 – 1995

Corporate Director, Management/Organization Development, and Training

Integrated thirteen sales and manufacturing businesses into one high performance company.

REUTERS INFORMATION SERVICES, New York, NY

1990 – 1991

Director, Training for the Americas

Significantly contributed to company redesign. Instituted global training strategy, new product development process and impact measures. Responsible for three facilities and a staff of 22 direct reports.

JPMORGAN CHASE, (Chemical Bank), New York, NY

1986 – 1990

Vice President, Corporate Training, and Development

Developed and implemented global training strategy. Provided performance-consulting services to all divisions.

EDUCATION

Rutgers University School of Education, New Brunswick, NJ: Ed.D, Ed.M., B.A.

Graduate School of Education Kappa Delta, PHI

PROFESSIONAL MEMBERSHIPS

Vice President, Marketing and past President, Board of Directors, New York Human Resource People and Strategy

Past President and member of Board of Trustees, International Women's Forum New Jersey

Customer Board of Directors, Babson College School of Executive Education

Corporate Leadership Council

HONORS

Best Practices in Ethics, Better Business Bureau Award

Distinguished Contributions by Women in Business, Twin Award sponsored by Sony Corporation of America

Outstanding contribution to education, Rutgers University award.