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Experience

CORNELL UNIVERSITY, JOHNSON GRADUATE SCHOOL OF MANAGEMENT

July 16 – Present **Leadership Programs, Executive Director**

Ithaca, NY

- Set the vision for and oversee the breadth of leadership related activities available to build MBA student leadership capability, including the integrated core team/Johnson Leadership Fellows program, leadership expeditions, leadership skills workshops, and coaching programs.
- Partner with faculty and other departments to offer a strong portfolio of leadership development opportunities that complement one another throughout the MBA experience.
- Partner with other MBA programs senior staff as appropriate on broad topics that impact the larger school: branding, rankings, student experience, and overall program effectiveness.
- Manage the Leadership Programs team, coaching and developing the team to maximize impact for our students.

July 2019-Present **Management and Organizations, Senior Lecturer**

July 16 – June 19 **Management and Organizations, Visiting Senior Lecturer**

- Teach Core Team Practicum to all ~300 2-yr and ~150 1-yr MBAs as a part of the Core experience, focus on team effectiveness and leading in a team context.
- Co-teach the Johnson Leadership Fellows course for second year MBAs who have been selected to coach first year core teams, focus on leadership growth, team facilitation, and coaching skills.
- Teach Patagonia Leadership Expedition, focus on leading through ambiguity, conflict, resilience and team effectiveness.
- Sponsor the teaching team for Leading Across Difference, a course designed in partnership with the Intergroup Dialogue Project, focus on social identity in the workplace, dialogue, and leadership impact in the context of difference

July 15 – Present **Roy H. Park Leadership Fellows Program, Director**

- Manage all aspects of a highly selective, full-tuition scholarship program for full time MBA students
- Lead selection of 24 fellows each year in partnership with Admissions and other key faculty and staff
- Design and deliver a two-year intensive leadership development curriculum, including classroom workshops, and community service oriented leadership opportunities
- Coach all 48 Fellows on leadership and career opportunities, via regular 1:1 sessions
- Manage programmatic oriented interactions with the Triad Foundation, the funder for the program
- Manage relations with 600+ Park Fellow Alumni, to maintain program engagement, continued personal development and connection with the Johnson community

CORNELL UNIVERSITY, ILR SCHOOL

Aug. 13 - Present **Human Capital Development – Entrepreneurial Leadership Initiative, Director** Ithaca, NY

- Led client engagement for a global pharmaceutical corporate foundation focused on increasing the impact of their global health fellowship through building participant's entrepreneurial capabilities
- Co-led client engagement for a global IT services firm based in India looking to build client oriented intrapreneurial capability across the firm; partnered with colleagues to design and deliver an educational program to develop internal coaches to foster this strategic cultural transition; co-authored a white paper about the unique approach being taken in the firm
- Co-led strategy facilitation offering with new educational entity to define and develop their process to build and manage strategic corporate engagements
- Act as primary link between ELI team based in NYC and the Entrepreneurship@Cornell community in Ithaca; ensure connections are made, networks are developed and learnings are shared

WELCH ALLYN

Jan. 12 – Aug. 13 **Organization Capability & Development, Sr. Director**

Skaneateles Falls, NY

Oct. 07 – Dec. 11 **Organization Capability & Development, Director**

- Led organizational development, talent management, performance management, individual & leadership development, succession planning, and staffing functions globally
 - Consulted with the CEO and CHRO regarding organizational effectiveness opportunities
 - Designed and instituted a comprehensive global Talent Review
 - Implemented succession planning for executive level roles on behalf of the Board of Directors
 - Partnered with CEO and executive team to design, launch and educate the organization on a comprehensive coaching-oriented performance management process
 - Partnered with executive team and consultant to develop corporate Valued Behaviors
 - Sponsored the redesign of our global leadership development curriculum resulting in a year long blended learning experience for new and current managers
 - Sponsored the implementation of a global learning and development system
 - Oversaw the Global Employee Survey process including action planning across the organization
 - Managed the redesign of the staffing function while maintaining key staffing metrics globally
- HR Business Partner for Global Marketing Organization: Consultant to CMO on org design changes, lead for Marketing Career Map development, coach on organizational, performance, and employee relations topics, partner with managers on staffing needs and workforce planning

MERCK & CO. INC.

Jun. 06 – Oct. 07 ***US Human Health Program Realization Office, Change Manager*** **North Wales, PA**

- Led the development and execution of the change management plan for transformational commercial model changes being executed across the US sales and marketing organization (USHH):
 - Partnered to guide the Executive Team through the process of identifying the changes required and developing the solution to address the current and future business challenges/opportunities
 - Identified the human and organizational implications of the transformation and developed plans to address required changes, focusing on building commitment, developing required sponsorship, developing cultural alignment, and managing organizational capacity for change
 - Designed and executed sessions to assist leaders in developing an understanding of the changes for their organization and the role they need to play to execute the transformation
 - Co-facilitated the cultural alignment process, working with senior leadership to identify cultural changes required for transformation, developed plans to address cultural changes through organizational process/systems alignment and local/sub-group behavior change
 - Created and facilitated mechanisms to monitor the execution of the changes allowing issues to surface and be addressed in a timely manor
- Oversaw the work of additional change managers executing components of the transformation: provided coaching to develop their capabilities regarding change management planning and execution; developed overarching change management strategies and partnered to pull through execution

Jun. 05 – Jun. 06 ***Organizational Development, Associate Consultant*** **North Wales, PA**

- Developed and led the execution of the change management plan associated with significant operating model changes, which impacted over 8000 employees: developed sponsorship of the change throughout top three levels of leadership; created opportunities to assist employees in managing the changes; provided coaching to senior leaders regarding change management activities within their area; conducted organizational surveys and developed action plans based upon results
- Partnered with line and HR leaders to design and execute operating model changes for a 300 person unit within the division: provided facilitation for senior team solution development sessions; provided input into design meetings; consulted with HR on change and communications plans
- Designed and facilitated team development sessions for newly formed teams including the administration and delivery of Insights, a personal and team effectiveness profile

Feb. 04 – Jun. 05 ***Executive Development, Senior Analyst*** **Whitehouse Station, NJ**

- Acted as project manager for a new Director level development program for high potential leaders: guided external firm on design including content development and faculty selection; managed communications, nominations, and logistics for the program garnering a 4.87/5.0 average overall satisfaction score
- Managed delivery of flagship executive development program in partnership with external firm
- Co-designed and led action learning projects within multiple divisions: created learning experiences directly connected to the desired business outcomes; co-facilitated sessions along with other educators

- Partnered with colleagues to design executive coaching framework to guide the corporation's use of coaches
- Facilitated Organization Effectiveness Strategic Council: partnered with Council Leader to design meetings; facilitated group discussions; managed Council knowledge repository
- Oversaw performance management process for Worldwide Business Strategy Teams: led the WBST support team in creating a proposed redesign of the PM process to be reviewed by management committee; managed annual stakeholder feedback process

Merck Awards: USHH Division Award (2005 & 2006), HR Special Achievement Award (2005), Organizational Learning Award for Excellence (2 Awards in 2004)

Summer 2003	<p>AMERICAN EXPRESS London, England</p> <p><i>Organizational Effectiveness Intern</i></p> <ul style="list-style-type: none"> • Designed and executed an organizational analysis of the HR function for the European Region: led focus groups and individual interviews with over 80 HR employees; analyzed data; developed and presented recommendations; created implementation plan, communications plan, and leader's guide • Collaborated with team to design global HR rotational program; conducted internal/external benchmarking and interviews, presented findings to senior HR leadership team
Summer 2002	<p>HONEYWELL INTERNATIONAL Morristown, NJ</p> <p><i>University Relations & Leadership Development, Intern</i></p> <ul style="list-style-type: none"> • Designed core experiences structure for MBA rotational leadership development program • Developed compensation plan for 2003 university recruiting through research and market analysis • Co-created intensive orientation/developmental workshop and website for MBA rotational program
1997-2001	<p>THOMSON FINANCIAL - FIRST CALL Boston, MA</p> <p><i>Client Services, Supervisor</i></p> <ul style="list-style-type: none"> • Designed and directed integration of acquired client services organizations; restructured processes, shifted responsibilities between locations, improved client satisfaction gaps, transitioned employees to new roles • Led creation and implementation of "Service & Beyond"; increased service level awareness and group moral with employee development and recognition program • Hired and supervised employees in multiple locations; coached individual growth and development, acted as management resource, provided performance feedback • Made process improvement and employee development recommendations based upon analysis of group and individual performance statistics
Education	<p>CORNELL UNIVERSITY Ithaca, NY</p> <p>Johnson Graduate School of Management, MBA with Distinction School of Industrial and Labor Relations, MILR</p> <ul style="list-style-type: none"> • Park Leadership Fellow; BMS Award for Excellence in M&O; McAllister Speech Award; Teaching Assistant: M&O and Operations <p>UNIVERSITY OF ROCHESTER Rochester, NY</p> <p>BA Psychology (Industrial/Organizational focus)/American Sign Language</p> <ul style="list-style-type: none"> • Summa Cum Laude, Phi Beta Kappa, Alumni Scholar, Peer Health Education Program Leader
Certifications	<p>CPC, PCC, EQi2.0, Hogan, Strategy Execution Specialist (Conner Partners), ExperienceChange, Organization Design (Center for Effective Organizations, USC)</p>