

**Dr. Brad Harrington**  
**22 Stone Avenue, Chestnut Hill, MA 02467**  
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## EDUCATION

- 2000      **Doctor of Education in Human Resource Development**  
**Boston University**, Boston, MA  
Concentration: Organization Development.  
Dissertation: Organizational learning: A theoretical overview and case study  
Elected to *Pi Lambda Theta* and *Phi Delta Kappa* honor societies
- 1980      **Master of Arts in Counseling Psychology**  
**Boston College**, Chestnut Hill, MA  
Concentration: Industrial / Organizational Psychology
- 1977      **Bachelor of Science in Business Administration**  
**Stonehill College**, North Easton, MA

## UNIVERSITY POSITIONS

- 2001-      **Executive Director, Boston College Center for Work & Family**  
Carroll School of Management, Boston College, Chestnut Hill, MA  
Director of the country's leading, university-based research center focused on the helping organizations improve the employee experience. Lead the research, education, and corporate partnership strategies that support more than 70 major employers that collectively employ more than 4 million people worldwide and who are internationally recognized for progressive workforce management practices. Assist these organizations to bridge academic research and corporate practice in order to design and implement business strategies that increase employee engagement, improve leadership effectiveness, enhance career development, and maximize the impact of organizational work-life initiatives.
- 2004-present      **Research Professor, Management and Organization Studies**  
**Carroll School of Management, Boston College, Chestnut Hill, MA**  
Teach a variety of courses in the school of management (graduate and undergraduate) and in the School of Arts & Sciences' Capstone Program. Course evaluations are among the highest of any faculty member in the Management and Organization Studies department.
- **Career Management and Work-Life Integration.** Offered in the Carroll Graduate School of Management. MBA elective.
    - **2013 Teaching Evaluations: 4.89 out of 5**
    - **2012 Teaching Evaluations: 4.94 out of 5**
    - **2011 Teaching Evaluations: 4.58 out of 5**
    - **2010 Teaching Evaluations: 4.75 out of 5**

- **Finding and Following Your Calling.** Offered in the University’s Capstone program. Undergraduate elective for seniors.
  - **2016 Teaching Evaluations: 4.87 out of 5**
  - **2014 Teaching Evaluations: 4.88 out of 5**
  - **2013 Teaching Evaluations: 4.88 out of 5**
  - **2012 Teaching Evaluations: 4.89 out of 5**
- **Managing Organizational Change.** Offered in the Carroll Graduate School of Management. MBA elective.
  - **Teaching Evaluation (average for last 3 courses): 4.84 out of 5**
- **Human Resource Management:** Offered in the Carroll School of Management. Undergraduate requirement for HR Majors.
  - **Teaching Evaluations (average for 2 courses) – 4.45 out of 5**

2000-2001      **Managing Director**  
**Center for Corporate Citizenship at Boston College**  
 Carroll School of Management, Boston College, Chestnut Hill, MA  
 Served as Chief Operating Officer for \$4 million research, education and consulting organization with more than 325 corporate members.

**AWARDS, EXTERNAL SERVICE AND RECOGNITION**

2017            **Fellow, Academic fellow of Boston University Human Resource Policy Institute.**

2016            **Advisory Board Member, Senator Kirsten Gillibrand’s Coalition** to pass a national **Family Act** to ensure paid leave and sick time to US employees.

2016            **Advisor, Pew Research Center.** Research study on the impact of paid family and medical leave in the USA.

2014-2015      **Member of Governor Patrick’s Taskforce on Women and Working Families**  
 Commonwealth of Massachusetts

2013            **The Work-Life Legacy Award.** Awarded by the Families and Work Institute for lifetime contributions to the work-life field. New York, NY. June 2013

2013            **The Reverend John R. Trzaka, SJ Teaching Award.** April 2013

2010            **Visionary Leadership Award.** 20<sup>th</sup> Anniversary Celebration. Boston College Center for Work & Family. September 2010

2008-present   **Member of Advisory Board, International Centre for Work and Family.** IESE Business School. University of Navarra, Barcelona, Spain

2006            **Work Life Award: Top Ten Men in the Work-Life Field,** September 2006, New York, NY

PUBLICATIONS  
BOOKS

- 2007            **Harrington, Brad** and Hall, Douglas T. **Career Management and Work Life Integration: Using Self-Assessment to Navigate Contemporary Careers.** Thousand Oaks, CA. Sage, 2007

EDITED VOLUMES, BOOK CHAPTERS AND JOURNAL ARTICLES

- 2016            **Harrington, Brad**, Humberd, Beth, and Van Deusen, Fred. ***Men and Work-Family.*** **Oxford Work-Family Handbook.** Oxford University Press, Oxford, UK
- 2015            Ladge, Jamie, Humberd, Beth Baskerville, Marla and **Harrington, Brad.** ***Updating the Organization Man: An Examination of Involved Fathering in the Workplace.*** April 2015. **Academy of Management Perspectives**
- 2014            Humberd, Beth, Ladge, Jamie, and **Harrington, Brad.** ***The “New” Dad: Navigating Fathering Identity within Organizational Context.*** **Journal of Business and Psychology.** May 2014
- 2012            **Harrington, Brad**, Van Deusen, Fred, and Ladge, Jamie. ***Managerial Support Helps Fathers Balance Work and Family.*** **Work and Family: Opposing Viewpoints Series.** Mitchell Young, Editor. Farmington Hills, MI: Gale Cengage Learning, Greenhaven Press.
- 2009            **Harrington, Brad** and Ladge, Jamie. ***Got Talent? It Isn’t Hard to Find: Recognizing and Rewarding the Value of Women in Business.*** **The Shriver Report: A Woman’s Nation Changes Everything.** Heather Boushey and Anne O’Leary, Editors. Free Press.
- 2009            **Harrington, Brad** and Ladge, Jamie. ***Work-life Integration: Present Dynamics and Future Directions for Organizations.*** **Organizational Dynamics,** Spring 2009
- 2006            **Harrington, Brad** and James, Jacquelyn. ***The Standards of Excellence in Work/Life Integration: From Changing Policies to Changing Organizations*** in M. Pitt-Catsouphes, E. Kossek, & S. Sweet (Eds.) **The work and family handbook: Multi-disciplinary perspectives and approaches.** Mahway, NJ: Erlbaum Publishers
- 2004            **Harrington, Brad** and Hall, Douglas T. ***Protean Career.*** **The Sloan Work and Family Research Network Encyclopedia.** March 2004.
- 1995            **Harrington, Brad**, Gold, Lois, and Collett, Casey, ***Case Study: Hewlett-Packard Medical Products Group***, chapter 15 from **Breakthrough Leadership: Achieving Organizational Alignment through Hoshin Planning,** Melum, Mara M. and Collett, Casey, 1995, Chicago: American Hospital Association

1993            **Harrington, Brad.** *Hewlett-Packard's Quality Maturity System.* CQM Journal. Cambridge: Center for Quality Management. Fall 1993.

#### RESEARCH REPORTS

2017            **Harrington, Brad,** Fraone, Jennifer, and Lee, Jegoo. *The New Dad: The Career-Caregiving Conflict.* Chestnut Hill, MA: Boston College Center for Work & Family

2016            **Harrington, Brad,** Fraone, Jennifer, Lee, Jegoo and Levey, Lisa. *The New Millennial Dad.* Chestnut Hill, MA: Boston College Center for Work & Family

2015            **Harrington, Brad,** Van Deusen, Fred, Fraone, Jennifer, Sabatini, and Morelock, Jeremiah. *How Millennials Navigate Their Careers: Young Adults Views on Work, Life, and Success.* Chestnut Hill, MA: Boston College Center for Work & Family

2014            **Harrington, Brad,** Van Deusen, Fred, Fraone, Jennifer Sabatini, Haas, Linda . *The New Dad: Take Your Leave.* Chestnut Hill, MA: Boston College Center for Work & Family

2013            **Harrington, Brad,** Van Deusen, Fred, and Fraone, Jennifer. *The New Dad: A Work (and life) in Progress.* Chestnut Hill, MA: Boston College Center for Work & Family

2012            **Harrington, Brad,** Van Deusen, Fred, and Mazar, Iyar. *The New Dad: Right at Home.* Chestnut Hill, MA: Boston College Center for Work & Family

2011            **Harrington, Brad,** Van Deusen, Fred, and Humberd, Beth. *The New Dad: Caring Committed and Conflicted.* Chestnut Hill, MA: Boston College Center for Work & Family

2010            **Harrington, Brad,** Van Deusen, Fred, and Ladge, Jamie. *The New Dad: Exploring Fatherhood in a Career Context.* Boston College Center for Work & Family

2007            **Harrington, Brad.** *The Work-Life Evolution Study.* Chestnut Hill, MA: Boston College Center for Work & Family

2003            Galinsky, Ellen, Bond, Terry, Brumit-Kropf, Marcia, and **Harrington, Brad.** *Leaders in a Global Economy: A Study of Executive Women and Men.*

## SELECTED SAMPLE OF COLUMNS, ARTICLES, AND OP-ED PIECES

- 2016 Harrington, Brad. "What Millennial Dads Tell Us About the Key to Fulfillment?" *The Huffington Post*. June 19, 2016
- 2016 Harrington, Brad. "Finding the Cure to the Toxic Workplace." *The Huffington Post*. February 5, 2016
- 2015 Harrington, Brad. "How Millennials are Redefining Success". *The Huffington Post*. December 3, 2015
- 2015 Harrington, Brad. "This is What 25 Years – and Counting –Of Marriage Looks Like". *The Huffington Post*. August 25, 2015
- 2015 Harrington, Brad. "Updating our Portrait of Today's Father". *The Huffington Post*. June 17, 2015
- 2015 Harrington, Brad. "Is It Time to Retire Millennials?" *The Huffington Post*. March 20, 2015
- 2015 Harrington, Brad. "Say it Ain't Snow: A Working Parent's Dilemma". *The Huffington Post*. February 9, 2015
- 2014 Harrington, Brad. "Business Majors: It's Time to Reassess". *The Huffington Post*. October 10, 2014
- 2014 Harrington, Brad. "A-Harmony for Working Parents on Valentine's Day". *The Huffington Post*. February 11, 2014
- 2014 Harrington, Brad. "Why We Can't Make Ends Meet", *The Huffington Post*. January 14, 2014
- 2013 Harrington, Brad. The Five Days of Christmas: Gifts for America. *The Huffington Post*. December 19, 2013
- 2013 Harrington, Brad. "Thanksgiving Day, 2013: Turkey, Football, and Life Lessons." *The Huffington Post*. November 25, 2013
- 2013 Harrington, Brad. "9/11/13: Seeking Connection in a Connected World". *The Huffington Post*. September 11, 2013
- 2013 Harrington, Brad. "Dads of the Diamond, Fathers of the Fairway." *The Huffington Post*. August 2, 2013
- 2013 Brad Harrington. "What are Fathers For?" Behind the Data. *The New York Times*. June 3, 2013

- 2013 Harrington, Brad. "Let Your Life Speak." *The Huffington Post*. May 21, 2013
- 2013 Harrington, Brad. "The Boston Marathon: Clinging to a Lifelong Love." *The Huffington Post*. April 16, 2013
- 2013 Harrington, Brad. "Live Your Life." *The Huffington Post*. April 4, 2011
- 2013 Harrington, Brad. "Searching for Stability in Changing Times." *The Huffington Post*. March 4, 2013
- 2013 Harrington, Brad. "Front-Lines and Sidelines: Time to Let Go of Gender Stereotypes." *The Huffington Post*. January 28, 2013
- 2012 Harrington, Brad. Dickens' Enduring Lessons. *The Huffington Post*. November 28, 2012.
- 2012 Harrington, Brad. "The Masculine Critique." *The Huffington Post*. October 8, 2012
- 2011 Harrington, Brad. "Christmas Presence Trumps Christmas Presents Every Time." *The Huffington Post*. December 20, 2011
- 2011 Harrington, Brad. "Work and Family Month: Large Policies, Small Moments." *The Huffington Post*. November 1, 2011
- 2011 Harrington, Brad. "1000 Caring Fathers Counter Media Stereotypes". *The Huffington Post*. June 16<sup>th</sup>, 2011
- 2010 Harrington, Brad. "The Changing Face of Fatherhood." *The Huffington Post*. June 16<sup>th</sup>, 2010
- 2001 Harrington, Brad, *Mobilizing Corporate Citizenship: Lessons from the Quality Movement*, Corporate Citizenship Newsletter, Fall 2001.

**SAMPLE OF RECENT PRINT MEDIA CITATIONS (since 2010)**

- "The Path to Happiness for Millennial Dads is ... Kids." *CNN*, June 17, 2016
- "Hunters. Gatherers. Nurturers." *NY Daily News*. June 18, 2016
- "Why Paid Parental Leave Won't Go National." *The LA Times*, April 28, 2016
- "Jacob deGrom Delivers a Win for Mets, Waits on a Bigger Delivery." *Wall Street Journal*, April 18, 2016
- "8 Myths about Millennials At Work That Need To Die." *Fast Company*, December 8, 2015

"Dealing with the 'Daddy Track': Men Face Challenges Going Part Time." *Wall Street Journal*, September 1, 2015

"How to Decide Who Should Take Parental Leave." *Fortune*, January 22, 2015

"What Snow Days Taught Me About My Career." *Boston Globe*, February 20, 2015

"Double Duty Dads." *New York Times*, June 12, 2014

"Stay-at-Home Fathers Have Their Day." *Boston Herald*, June 17, 2012

"Stay-at-Home Dads: No More Angst. These Guys Love What They Do." *Time.com*. June 15, 2012

"The Year of the Dad?" *Huffington Post*. December 8, 2011

"Fathers Knows Best." *Human Resource Executive Magazine*.

"Chore Wars." *Time Magazine* (cover story). August 8, 2011

"The New Dad: Caring, Committed and Conflicted." *The New York Post*.

"The Changing Face of the American Working Dad." *Fortune*

"Working Dads' Top Priority is Giving Family Love." *Reuters News Service*.

Fathers More Active, and More Absent." *New York Times*.

"Is this the Best Time Ever to be a Dad – Or the Worst?" *The Vancouver Sun* (Canada), June 29, 2010

"Men are Redefining Success, Fatherhood." *Boston Globe*, June 24, 2010

"New Study Defines the New Dad." *Boston.com*. June 23, 2010

"Pop Stars." *Boston Herald*, June 20, 2010

"Now, Dad Feels as Stressed as Mom." *The New York Times*. June 19, 2010

"New Dads Want to Be More Than Breadwinners." *Reuters*. June 18, 2010.

"New Dads Want to be More than Breadwinner Study." *China Daily* (China's National Newspaper), June 18, 2010

"New dads Gain More Roles." *The Straits Times* (Singapore), June 18, 2010

"Today's Fathers Balance Family and Work." *Calgary Herald* (Canada), June 18, 2010

"Father Knows Best." *MSNBC.com*, June 17, 2010

"The Evolution of Dad, *New York Times*." June 16, 2010

"The New Dad is More than Just a Breadwinner." *Miami Herald*, June 15, 2010

### **SAMPLE OF TELEVISION AND RADIO APPEARANCES (2010-2014)**

*Redefining Roles: How Father's Roles Have Changed with the Times.* The Today Show, NBC News. June 11, 2014

*Paternity Leave.* Fox 25 Boston. April 9, 2014

*The Pat Kenny Show: Newstalk.* Dublin, April 6, 2014

*New Dads and Employers.* The Kathleen Dunn Show. Wisconsin Public Radio. January 30, 2014

*Income Inequality.* Fox 25 Boston.

*Many Dads Don't Get Paid Paternity Leave.* CBS Boston. July 23, 2013

*The Changing Role of Fathers.* Fox 25 Boston. June 10, 2013.

*Boo to Yahoo!'s No-telecommuting Edict.* NECN (New England Cable News). February 26, 2013.

*Changing Gender Roles.* Fox 25 Boston. October 10, 2012.

*Changing Dad's Role.* Fox 25 Boston. June 13, 2012.

*Managing Your Career.* Fox 25 Boston. January 11, 2012

*The Changing Role of Fathers. The Charles Adler Show.* Canadian Sun Network. June 2011

*Chore Wars.* Fox 25 Boston.

*Chore Wars on Minnesota Public Radio's Midmorning* (host, Kerry Miller). August, 2011

*Shared parenting.* Radio Boston. WBUR interview with Brad Harrington. June 16, 2011.

### **SAMPLE OF CONFERENCE AND INVITED KEYNOTE PRESENTATIONS (2006-present)**

*Our Evolving Understanding of Work-Life - Keynote Address,* College and University Work-Family Association (CUWFA) Annual Conference, Providence, RI. May 11, 2017.

*The New Dad.* Google Talks. Cambridge, MA, December 7, 2016

*How Millennials Navigate Their Careers – Keynote Address.* Yale University, New Haven, CT. May 17, 2016.

*The Truth about Working Dads.* Bright Horizons Annual Conference, Miami, FL. April 17, 2016

*Our Evolving Understanding of Work-Life - Keynote Address,* Work-Life Initial Summit, Michigan State University, East Lansing, MI, April 1, 2016

*Fatherhood and Paternity Leave: What You Need to Know.* Working Mother Congress. New York, NY. October 13, 2016



*Moving Work-Life and EAP Forward – Keynote Address.* National EAP Roundtable Meeting, New Orleans, LA. April 22, 2015

*The Changing Role of Fathers.* The White House Summit on Fatherhood. The White House, Washington D.C. June 9, 2014

*International Women’s Day 2014: Work-Life Strategies – A Talent Wide Proposition – Keynote Address,* PWC (Price-Waterhouse-Coopers), Dublin, Ireland. March 7, 2014.

*The New Dad: Caring Committed & Conflicted – Keynote Address,* President and Provost Lecture Series, Oregon State University, Corvallis, OR. November 14, 2013,

*Career-Life Integration: Is it Possible to Have It All?* Faculty Seminar sponsored by the Center for the Enhancement of Learning and Teaching, Tufts University, October 19, 2012

Women in the Workplace. The Irish Institute. Boston College. Chestnut Hill, MA. April 18, 2012

*How Leading Companies Really Implement Flexibility – Keynote Address.* Minneapolis Annual Work-Life Conference, October 11, 2011

*Understanding the New Fatherhood Paradigm: Fathers: Careers and Work-Life,* Minneapolis Annual Work-Life Conference, October 11, 2011

*Innovative Workplace Practices: Creating the Agile Organization - Keynote Address.* Singapore National Work-Life Conference, Singapore. August 25, 2011

*The Fatherhood Study: New Dads, Caring, Committed, and Conflicted.* IV International Conference of Work and Family: Harmonizing Work, Family and Personal Life in Times of Crisis. July 6, 2011. IESE Business School. Barcelona, Spain

*A New Breed of Fathers?* Massachusetts Women’s Conference, Boston, MA. December 9, 2010.

*The New Dad Study.* Academy of Management International Conference. Montreal, Canada. August 2010

*Men and Fatherhood: Is There Really A New Breed of Fathers in the US – Keynote Address.* New Hampshire Legislative Summit. June 7, 2010. Concord, New Hampshire

*Women’s Advancement and Work-Life:* The Irish Institute, Boston College, Chestnut Hill, MA. May 13, 2010.

*A Contemporary Approach to Talent Management – Keynote Address.* The Institute for Workplace Innovation, University of Kentucky, Annual Meeting. May 10, 2010. Lexington, KY

*The Protean Career: Managing Careers to Achieve Professional & Personal Fulfillment – Keynote Presentation.* Xavier University, Cincinnati, OH. May 9, 2010.

*Research Panel: New Results, Next Steps (Plenary Session)* Working Mother Congress, New York, NY. October 29, 2009.

*Business Unusual: The Status of Women in Business.* Release Session for The Shriver Report: A Woman's Nation Changes Everything. Center for American Progress, Washington, DC. October 19, 2009.

*Working Father Identity: Exploring Fatherhood within an Organizational and Career Context: III* International Conference of Work and Family: Harmonizing Work, Family and Personal Life in Times of Crisis, IESE Business School. Barcelona, Spain. July 6, 2009.

*Strengthening Global Work-Life Efforts through Networks: Research Information Sharing and Global Connections.* The Conference Board International Work-Life Conference, March 10, 2009, New Orleans, LA

*Workplace Flexibility and Productivity: Strategic Business Models across Industry and Organizations,* Plenary Session, The United Nations International Women's Day Conference, United Nations, New York, NY. March 5, 2009

*Contemporary Strategies for Talent Management – Keynote Address,* Cornell University 9<sup>th</sup> Annual Life Quality Meeting, Cornell University, Ithaca, NY. October 15, 2008,

*Aligning Workforce Management Strategies - Keynote address, Visiting Faculty Member,* Mayo Clinic Department of Medicine. Summit on Physician Well Being. Rochester, MN. June 8, 2008,

*The Protean Career: Integrating Career Management and Work-Life,* International Teleconference, Association of International Career Professionals, February 2008

*The Work-Life Evolution Study - Keynote Address,* College and University Work & Family Association Annual Conference, University of North Carolina, Chapel Hill, NC. March 19, 2007

*Toward an Integrated Approach to Workforce Management - The Results of the Work-life Evolution Study (Keynote Address), II* International Conference of Work and Family at IESE, July 2007, Barcelona, Spain.

*The Protean Career,* KPMG National Women's Leadership Conference Annual Meeting. Minneapolis, MN. May 2007.

*The Evolution of Work-Life: A Study and New Directions (Keynote Address),* Massachusetts and Rhode Island EAPA Symposium, Waltham, MA. May 2007

*The Protean Career,* Association of International Career Professionals International, Boston Chapter, Boston, MA. April 2007.

*The Evolution of the Work-Life Field.* Alliance of Work-Life Professionals Conference, Phoenix, AZ. February 2007.

*Aligning Workforce Management Strategies.* Alliance of Work-Life Professionals Conference. Austin TX. March 2006,

*Creating a Work/Life Culture - Keynote Address.* Saint Mary's University, Minneapolis, MN. April, 2006.

## **SERVICE TO THE UNIVERSITY**

- Creating and Sustaining an Inclusive Work Environment. Voices of Diversity Seminar, Boston College, February 1, 2017
- Commencement Marshall, 2004- present
- Frequent Speaker at Boston College Management Development Programs, 2000-present
- Frequent Guest Lecturer at undergraduate and graduate classes, 2000-present
- Panelist: Voices of Diversity and Inclusion Leadership Forum, December 4, 2012
- Keynote Speaker – Shaw Leadership Institute Annual Conference, May, 2011
- Mentor for the Mays Mentoring Program for Minority students
- Keynote Speaker – “Intersections” Annual Banquet, 2010
- Member of Search Committee for Associate Director, Boston College Career Center
- Director of Graduate Intersections Program, 2005 – 2007
- Faculty Representative, Halftime Programs, 2003-2007

## **OTHER ACADEMIC / TEACHING APPOINTMENTS**

2007	<b>Visiting Adjunct Professor in Organizational Behavior Boston University School of Management</b>
1997	<b>Lecturer, Carroll School of Management, Boston College</b>
1985-1987	<b>Adjunct Professor, Merrimack College, North Andover, MA</b>
1982	<b>Adjunct Lecturer, Babson College, Wellesley, MA</b>

## **CORPORATE LEADERSHIP POSITIONS**

- 1999-2000      **Director of Education and Organization Development, Europe**  
**Global Management Development Director**  
**Hewlett-Packard / Agilent Technologies**  
Led team of 24 full and part-time professionals in the US and Europe developing and implementing strategy for education, organization change, and cultural formulation for this "\$9 billion start-up organization."
- 1998-1999      **Corporate Director, Management & Organization Development**  
**Hewlett-Packard Company, Palo Alto, CA**  
Led the development and implementation of core training programs for 18,000 managers and over 120,000 HP employees worldwide. Managed staff of senior program managers who developed learning solutions in employee assimilation, career self-reliance, management fundamentals, performance management, leadership, and change management. Also led a team of organization development that provided change management expertise to HP businesses worldwide.
- 1996-1998      **Full time doctoral student / Part-time Assignments**  
Project Leader, Hewlett-Packard Corporate Education, Palo Alto, CA; Education Manager, Medical Products Group, Hewlett-Packard, Andover, MA
- 1991-1996      **Quality Director / Member of Executive Committee**  
**Hewlett-Packard Medical Products Group, Andover, MA**  
Chief quality officer for HP's \$1.5B medical products business employing over 5000 employees worldwide. Led a team of 30 professionals / internal consultants who worked with general and line managers in designing and implementing programs to increase customer focus, improve strategic and tactical planning, and increase organizational effectiveness. Served as a member of twelve-person executive team that managed worldwide medical business. Three business units of the medical group received HP President's Quality Award and all organizations received and maintained ISO.
- 1988-1991      **Quality and Education Director**  
**Hewlett-Packard United Kingdom Ltd., Bracknell, England**  
Reporting to UK's Managing Director and Chairman, managed team of 18 professional consultants and educators who provided services to 2500-person organization in UK and Ireland. Implemented programs aimed at improving customer feedback, sales and service process improvement, employee empowerment programs, and management and professional development. HP UK became first organization to win HP's President's Quality Award, was highest rated organization in quality in the corporation and led European region in sales growth.

- 1984-1988     **Human Resource Manager / Site Education Manager**  
**Hewlett-Packard**, Andover, MA  
Managed all aspects of human resources including compensation, employee relations, and organization development for two divisions of HP's medical products business. At the same time, managed team of professionals who designed and delivered education solutions in the areas of technical education, management and professional development, quality education, and basic skills training. Led worldwide taskforce that developed HP's corporate-wide career management program.
- 1980-1984     **Staffing and Affirmative Action Manager**  
**Hewlett-Packard**, Waltham, MA  
Staffing and affirmative action manager for 1200-person research and development and manufacturing business unit.
- 1979-1980     **Graduate Assistant in Career Planning and Placement Office**  
**Boston College**, Chestnut Hill, MA  
Counseling and training for undergraduate and graduate students preparing them for career selection and job search.
- 1977-1979     **Employment Counselor**  
**Department of Labor Job Training Programs**, Fall River, MA  
Assisted underprivileged individuals with job training and placement.

## **CONSULTING / EXECUTIVE EDUCATION**

Provide consulting to leading organizations in strategy, change management, leadership development, career development, diversity and organizational work-life systems. A sample of past clients has included: Agilent Technologies, Boston Scientific, BristolMyersSquibb, Brown-Brothers Harriman, Dominion Power, Dow, Eli Lilly, Hewlett-Packard, IBM, Johnson & Johnson, Levi-Strauss, Merck, Philips, Prudential, Singapore Ministry of Work and Family, The Singapore Employer Alliance, Sodexo, Teradyne, and Franciscan Healthcare System. Consulting and executive education work has focused on senior leaders and intact teams in large, international organizations. Have consulted and conducted education programs in more than 20 countries.

## **PERSONAL**

Married; wife, Dr. Annie Soisson, Associate Director of the Center for the Enhancement of Learning and Teaching at Tufts University. Together we have three children: Maggie, Hannah, and Dillon. Have traveled extensively throughout the US, Europe and Asia; especially enjoy traveling with the family in Europe, Canada and the US. Interests include playing tennis, reading, cycling, and American history. Deeply committed to the pursuit of social justice and creating more democratic, participative organizations.