

Laurie Ann Carrick, Ed.D.

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TALENT MANAGEMENT / LEADERSHIP & ORGANIZATIONAL DEVELOPMENT / EXECUTIVE COACHING / LEARNING

FORTUNE 500 COMPANIES ■ HEALTH SYSTEMS ■ ACADEMIA

Dynamic leader, business consultant, executive coach, business partner and organizational change catalyst for world-class organizations requiring focused leadership development strategies that empower professionals to effectively communicate, motivate, build, and lead synergistic teams. Expert in analyzing and improving deficient programs and designing new leadership development frameworks due to reorganizations, mergers, acquisitions, redesigns, and startups. Excel in creating and presenting evidence-based programs for corporate training and university instruction. *Core expertise includes:*

Talent Management / Change Initiatives / Organizational Redesign ■ Culture Change ■ Performance Management ■ Curriculum Development ■ E-Learning / Classroom Instruction ■ Team Building ■ Learning Interventions / Pre-and Post-Assessments / Metrics ■ Presentation Skills ■ Employee Engagement / Retention ■ Talent Management / Succession Planning ■ Emotional Intelligence Leadership Development Frameworks ■ Employee Surveys / Result Interventions

EDUCATION / CERTIFICATIONS

Ed.D. - Graduate School of Education, GPA 3.9 — UNIVERSITY OF PENNSYLVANIA, Philadelphia, PA
Doctoral Defense and Dissertation with Distinction. Dissertation study performed at the Hospital of the University of Pennsylvania.

MBA - Financial Management, GPA 3.7 — DREXEL UNIVERSITY, Philadelphia, PA

BS - Business Administration / Accounting, GPA 3.8 — WEST CHESTER UNIVERSITY, West Chester, PA

Certifications

■ Thomas-Kilman Conflict Model ■ Emotional Social Competency Inventory (ESCI) ■ Gallup Q12, CE11 ■ Mind Gym ■ Achieve Global ■ Cultural Orientations Instrument ■ Dale Carnegie ■ Emotional Intelligence, EQ-I ■ Situational Leadership ■ Murphy Meisgeier Type Indicator for Children (MMTIC) ■ FIRO-B ■ Myers-Briggs Type Indicator (MBTI) ■ CPA License (1983–1990) ■ International Coach Federation Professional Coach course completion

University of Pennsylvania / Certificates of Completion

Graduate School of Education, Wharton and Global Leadership Congress

Wharton Executive Education Certificates: Executive Programs in Work-Based Learning Leadership

Evidence-Based Decision Making: The CLO as Business Analyst

Organizational Leadership: The CLO as Strategic Leader

Workplace Learning and Performance Leadership: The CLO as Learning Leader

Using Technology to Support and Enhance Workplace Learning: The CLO as Knowledge Manager

Business Acumen

Special Recognition *University of Pennsylvania School of Nursing-Certificate of Recognition for Commitment to Healthcare Leadership*

PROFESSIONAL EXPERIENCE

Talent and Organizational Development, Newell Brands, Hoboken NJ August 2016–February 2017
Responsible for leading the global talent and OD activities for the new Jarden and Newell organization during the transformation.

VP Global HR, Learning and Organizational Development, Jarden Consumer Solutions, Boca Raton FL. January 2016
Responsible for partnering with the business overseeing the human resource related activities for the Asia, Europe and Latin America workforce while leading all global JCS activities related to change, talent management, succession planning, learning, organizational development and engagement.

VP Global Learning and Organizational Development, Jarden Consumer Solutions, Boca Raton, FL. 2014–2016
Responsible for leading all global activities related to change, talent management, succession planning, learning, organizational development and engagement.

President / Leadership Consultant / Executive Coach

CARRICK & ASSOCIATES, Paoli, PA

1990–2014

Serve as a consultant during mergers and acquisitions and other transitions, creating new organizational systems that foster employee engagement, retention, and development to achieve corporate goals. Cultivate and inspire confidence in executive leadership performance and inspire positive attitudes, teamwork, and motivation through coaching and creating customized executive development programs for Fortune 500 companies, Health Systems, and Universities. Design and implement top-notch performance management systems, talent management structures, and leadership development frameworks to build future programs. Develop and facilitate leadership and team building sessions, virtual webinars, and specialized training programs for all professional levels. Examples of facilitation include Emotional

Intelligence, Change and Transitions, Diversity, Ethics, Coaching, and Performance Development Planning. Utilize pre/post assessments to measure success of programs to maintain satisfaction of services and a 100% client retention rate that has continued for 23+ years.

Select Clients / Accomplishments:

Health Systems / Pharmaceutical

University of Pennsylvania Health System / Penn Medicine ■ Temple University Health System ■ Kennedy Health System
Rowan University Health System ■ Raritan Bay Medical Center ■ Fox Chase Medical Center ■ Lehigh Valley Health Network
Montefiore Medical Center ■ GlaxoSmithKline ■ Merck

- **Penn Medicine** – As a member of the Penn Medicine Academy team, participated in designing a leadership development framework aligned with strategic initiatives, and assisted with launching a new employee orientation program and high-potential leadership development programs.
- **Health Systems, Raritan Bay Medical Center & GlaxoSmithKline** – Throughout career, contracted to design and implement clinical and administrative leadership development frameworks and programs, performance management systems, and talent management structures to enhance outcomes of organizational goals.
- **Kennedy Health System** – Created and conducted Emotional Intelligence and MBTI programs for Nurse Leadership workshops.
- **GlaxoSmithKline** – Instrumental in design and facilitation of the cultural transformation from SmithKline Beecham to GSK and the leadership development programs for 18 years. Selected to serve with executives on Diversity Steering Committee, facilitating sessions and guiding action planning for diversity initiatives that addressed impact of globalization.

Academia

Drexel University / LeBow College of Business-Office of Research and Development and Executive Education ■ Rowan University
University of Pennsylvania / Wharton School / Graduate School of Education / School of Nursing ■ University of South Florida

- **Drexel & Rowan University** – Developed and conducted executive leadership training sessions that focused on conflict resolution, effective communication, and personality assessments.
- **University of South Florida** – As a consultant with Teleos Leadership Institute, co-designed leadership and teamwork curriculum for medical students specializing in Emotional Intelligence, and co-facilitated training at Lehigh Valley Health Network.
- **Drexel & University of Pennsylvania / Wharton School** – Provide executive leadership coaching to Wharton MBA students, Drexel University Administration, and LeBow College, Krall Center for Corporate and Executive Education, Executive MBA Students.

Corporate: Manufacturing / Engineering / Energy / Insurance

Jarden Consumer Solutions ■ Sunoco ■ MEI ■ Air Products and Chemicals ■ Peabody Energy ■ XL Group ■ Unilever

- **Jarden Consumer Solutions & MEI** – Designed and facilitated team building sessions and executive coaching.
 - Contracted 14+ years ago to rebuild culture of organization for Sunbeam - Jarden by creating leadership development programs that still remain as core training for professional employees and executives worldwide.
 - Chosen to design and implement new organizational model to support merger and acquisition of select companies. Programs were translated into several languages and were ultimately adopted as the international core cultural model for Jarden.
 - Created Change Management workshops, keeping employees engaged while maintaining retention of talent.
- **AirProducts and Chemicals** – Designed and facilitated numerous change and leadership programs for over 14 years.
- **XL Group** – Designed and implemented Emotional Intelligence program exclusively developed for all professional levels within the transitions of this global insurance company.

Virtual Training – CorpU

- Conduct up to 5 online leadership training sessions a week for all professional levels within multiple industries. Live topics include Negotiations, Influence, and Happiness Advantage.

Co-Founder / Principal

MOBILE ATTAINMENT, Paoli, PA

2009–2012

Provided client organizations with capability to quickly and inexpensively add a novel and effective post-training reinforcement service to any corporate training or self-improvement program using mobile technology. Service was compatible with every cell phone in the world.

Manager / US Marketing Accounting and Credit Division

MOBIL OIL CORPORATION, Valley Forge, PA

1978–1990

Began career as an Auditor, with rapid progression through a series of leadership promotions that ultimately led to becoming the highest-ranking female in Mobil Oil US Marketing. Scope of responsibilities included financial and administrative management of Division for company with \$6 billion in revenue, \$50 million expense budget, 8 billion gallons of product, 25,000+ customers, and 350+ employees.

Select Accomplishments:

Finance

- Led successful transition of company-wide consolidation of 3 US Marketing Accounting offices to Valley Forge, PA.

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Performance / Development Strategies

- Developed and integrated performance management, employee development programs, and competency based interviews and evaluations as part of transition strategy during consolidation.
- Designed and implemented talent management process and reviews for Division.

ACADEMIC / TEACHING

UNIVERSITY OF PENNSYLVANIA

Executive Coach

Wharton MBA students (2013-2014)

Guest Lecturer

Wharton Programs for Working Professionals - Emotional Intelligence (2009–2010)

Graduate School of Education - Effective Communication / Presentation Skills (2008–2010)

School of Nursing - Emotional Intelligence and Personality (MBTI), (1998–2008)

DREXEL UNIVERSITY

Executive Coach

EMBA Students and Drexel University Administrative Leaders (2004-2009)

Instructor / Curriculum Development

EMBA Programs - Effective Communication, Personality, Team Building, Conflict Resolution, and Emotional Intelligence (2004–2010)

Executive Development Leadership Programs - Vice Provost Research Department Faculty (2006–2008)

ROWAN UNIVERSITY

Leadership Development System-Wide Workshop - Designed and facilitated for Rowan University VP of Health Sciences (2013)

PUBLICATIONS

Carrick, Laurie, (2010) Dissertation Title: *Understanding the Impact of a Half-Day Learning Intervention on Emotional Intelligence Competencies: An Exploratory Study*, University of Pennsylvania, Philadelphia, PA.

Carrick, L.A. (2010). *Demystifying the EI Quick Fix*. T&D Magazine. November. ASTD: VA

Carrick, Linda, Carrick, Laurie, Yurkow, Johana (2007). *A Nurse Leader's Guide for Managing Your Priorities*. American Nurse Today (AJN).

SPECIAL PRESENTATIONS / BOARDS

Advisory Board Member - Drexel University, LeBow College of Business, Krall Center for Corporate and Executive Education (2006–2007)

Keynote Speaker / Franklin Mint Credit Union Annual Meeting - Topic: Emotional Intelligence (2013)

Speaker / National Nurse Congress - Topic: Managing Your Priorities (2007)

Public Speaker / Republican National Convention, Philadelphia, PA - Taught 12,000+ convention volunteers Dale Carnegie customer service skills (2000)

COMMUNITY INVOLVEMENT

Current

American Cancer Society Bike Ride ▪ Lupus Walk ▪ MS-150 Bike Ride ▪ Susan G. Komen 5K Races and 3-Day Walk for the Cure
Parent to Parent Drug Free Training in Elementary Schools

Volunteer / Facilitator - Assist school districts in administering MBTI for teachers / parents and MMTIC for children ages 5–12

Dale Carnegie Generation Next - Provided leadership training for teenagers with the Philadelphia School District and Junior Achievement (1999–2007)