



MARY FEDERICO

SUMMARY:

Ms. Federico is an energetic and seasoned consultant/coach/trainer, with 17 years' experience helping clients use behavioral science principles and techniques to get better results. She typically works with organizations undergoing considerable change, where leaders/professionals are being challenged in new ways. During her years working with Rath & Strong Management Consultants, Ms. Federico gained deep experience with companies implementing "continuous process improvement" programs, and honed a practical and results-oriented approach to client issues. She is comfortable working at all levels, from the C-suite to the front line, and across different industries and organizational/national cultures. She has had considerable success helping highly analytical leaders/professionals improve their ability to influence others. Ms. Federico has an M.A. in Organizational Psychology and certification in executive coaching, both from Columbia University. In addition to having her own business, she is an Executive Coach & Consultant with Karlin Sloan & Company. Ms. Federico lives in NYC and has dual U.S./E.U. citizenship.

EXPERTISE/FOCUS:

Consulting: Consults across a wide range of organizational behavior topics, with an emphasis on change management, behavioral analysis, leadership, and employee engagement. Excels at discovering the organizational dynamics that are causing the current situation, identifying root causes and solutions, and helping generate commitment to those solutions.

Coaching: Specializes in helping successful professionals — particularly those who are financially/technologically/scientifically focused — increase their effectiveness in influencing, communicating, leading, building organizational commitment, and working more effectively with teams. Uses Columbia University's results-oriented coaching approach.

Training: Delivers training that engages and motivates, and makes complex and unfamiliar organizational-behavior ideas clear, accessible, and usable. Experienced in running workshops in N.A., Europe, and Asia, often for groups who speak English as a second language. Has also taught basic "Lean Six Sigma" techniques. Knows how to make learning fun.





EDUCATION + CERTIFICATION:

- + **M.A. in Organizational Psychology**
Columbia University, New York
- + **B.A. in Computer Science (Psychology Minor)**
Queens College, City University of New York
- + **Certified in Executive Coaching**
Columbia University, Coaching Certification Program
- + **Certified in Emotional Intelligence Profile**
CEO Partnership (ICF-approved provider)
- + **Qualified in Myers-Briggs Type Indicator (MBTI)**
Otto Kroeger Associates
- + **Certified in Leading Organizational Transition**
William Bridges & Associates

PUBLICATIONS, MEMBERSHIPS, CONFERENCES:

- + Author/co-author of two pocket guides published by McGraw-Hill: one, a handbook for using a problem-solving technique developed at GE; the other, a reference tool for team & influence skills (also published in Mandarin)
- + Author of the "Change Management and Communications" chapter of a leadership handbook published by Wiley
- + Author/co-author of eight published articles and a full-length comic book relating to the application of organizational behavior to business initiatives
- + Member: American Psychological Association, APA Division 13: Society of Consulting Psychology, International Coach Federation, and Mensa
- + Has given organizational behavior-related workshops and speeches at eight International Quality & Productivity Center conferences in the U.S. and Europe; opened for Colin Powell in 2007 when he was keynote speaker

SAMPLE CLIENT LIST:

- + ABN-AMRO
- + Allianz Global Investors
- + Aon Corporation
- + BP
- + CIBA Vision
- + Canada Post Corporation
- + General Electric
- + IBM Global Consulting
- + Inergy Automotive
- + Irving Corporation
- + Johnson & Johnson
- + Lucent Technologies
- + McDonnell Douglas
- + Notre Dame University
- + Nortel
- + Pfizer Inc
- + Purolator Courier
- + REI
- + SFR
- + Schneider-Electric
- + Toyota Motor Credit Corp
- + TRW
- + U.S. Navy
- + U.S. Postal Service

