

**Jennifer Gealy, Ph.D.**  
**Organizational Development and Talent Management**

**Areas of Expertise**

Leadership Development  
Organizational Effectiveness  
Strategic Planning  
Change Management  
Team Building  
Process Improvement  
Unionization Oversight  
Six Sigma

**Industry Experience**

Automotive  
Aerospace  
Biotechnology  
Engineering  
Technology  
Manufacturing and  
Distribution  
Retail

**Functional Experience**

Talent Management  
Management Training  
VP Human Resources  
Senior Consultant  
Project Management  
Corporate University

**Certifications**

Six Sigma

**Associations**

NHRA  
HRPS

**Education**

BSBA – University of NC,  
Chapel Hill  
PhD in Organizational  
Behavior from Claremont  
Graduate University

**Professional Summary**

Jennifer Gealy is a seasoned organization effectiveness professional who works with our clients to improve organization performance and management effectiveness. She works closely with clients to diagnose, design and execute solutions to solve for a variety of process and organization issues. Dr. Gealy has extensive experience in strategy clarification & planning, large-scale organization design & restructuring, leader development, team effectiveness, process analysis and improvement, culture change, and Human Resources strategy & systems.

Jennifer has also designed change management strategies, tools, and training for major corporate and functional change initiatives, including mergers & acquisitions, resulting in successful integration of old and new staff and processes, ensuring the changes “stuck,” and enabling the company to more quickly perform at optimal levels.

Dr. Gealy has managed and facilitated large-scale unionized programs including manufacturing plants and research & product design functions, resulting in streamlined work processes and reduced cost and cycle times.

Dr. Gealy also designed and directed a corporate university that offered professional, management, technical, and a high-visibility executive leader development curriculum.

Her strengths include the ability to identify and address complex organizational issues and the ability to effectively collaborate with a wide spectrum of individuals, teams and levels.

Ms. Gealy received her PhD in Organizational Behavior from Claremont Graduate University. She has been employed as an internal consultant for Amgen, the world’s largest biotech company, Nestlé, and the North American Aircraft division of Rockwell International. She is a member of the Human Resource Planning Society, Organization Development Network and local ASTD chapter.