



BioNJ Life Sciences Human Resource Conference

May 9, 2014

Speaker Bios

Keynote Speech: Culture Consumer or Culture Creator? A 21st Century Paradigm for Leadership and Collaboration as Organization Hierarchies Morph Into Flattened Networks of Living, Breathing Beings Who Want to Make A Difference.

Christine Roess

Founding Partner
SDI Communications

Christine Roess is the Founding Partner of SDI Communications, an executive development and consulting firm specializing in the transformation of organizations into cultures of widely distributed leadership and high performance. SDI's client list includes such notable organizations as Novartis, Biogen Idec, AT&T, IBM and Harvard Medical School.

Christine founded SDI Communications in 1986, after 10 years of intensive study, development and practice in a unique approach to the fundamental relationship between language (speaking and listening) and results. Christine's enthusiastic commitment that motivated her to create a company that could make available this true breakthrough in generating rapid leadership development has not diminished to this day.

Prior to founding SDI Communications, Christine was Director of Public Information for National Medical Fellowships (NMF), a national foundation that supports minority medical education. In that capacity, she worked with leading physicians committed to developing the pool of under-represented minority physicians in the United States. She also wrote speeches and articles which appeared in leading publications, such as the New York Times.

Before joining NMF, Christine was a congressional staff member for then U.S. Congressman, Abner J. Mikvas (D-IL), managing Congressman Mikva's south side Chicago district office. Christine also served as a campaign coordinator in a hotly contested Chicago mayoral campaign.

Christine was a member of the Board of Directors for New York Youth at Risk from 1994 through 1997. In 1984 she founded a women's organization devoted to the development of leadership, and was also a founding member of the Women's Economic Circle. Since 1977, she has been an active member of The Hunger Project, a global organization committed to ending the chronic persistence of hunger.

Christine has lectured at Fordham University's Graduate Business School and at Polytechnic University's Management of Technology graduate business program.

Christine graduated from the University of Michigan with a degree in English and did graduate study at Northwestern University in English Language and Literature.



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On Our Radar: Legal Trends and Hot Topics...And How They Impact Organizational Cultures

Lynne Anderson

Equity Partner
Drinker Biddle & Reath

For over 20 years, Lynne has handled a wide range of employment matters for life sciences companies. Clients trust her implicitly to provide strategic advice and to counsel them through the ever-growing maze of labor and employment law. They also rely on her to tenaciously defend them in the event of litigation, including defense of C-suite executives in whistleblower and wrongful termination jury trials and arbitrations.

Lynne also counsels clients who are dealing with front-line employee issues to effectuate a win-win resolution of workplace disputes, including with regards to leaves of absence, employee discipline and wage and hour issues. Whether providing strategic counseling on business expansion and restructuring, or drafting employment contracts and personnel policies, she approaches each situation with sensitivity to the individuals impacted and possesses a keen understanding of how business operates. She also provides training for the prevention of workplace harassment and discrimination, as well as training related to recruiting, performance management, internal investigations and compliance with FMLA/disability laws and wage and hour audits.

Lynne has been recognized by Chambers USA as one of America's leading lawyers for business, by Best Lawyers in America, and by New Jersey Super Lawyers, including as one of the Top 50 Women Attorneys in the state. She has also been selected by *The American Lawyer* and *Corporate Counsel* magazine as a "2013 Top-Rated Lawyer in Healthcare." She is a member of the Litigation Counsel of America, an honorary society, and the American Employment Law Council. Lynne is a long-time member of NAWL, including service on the Annual Meeting Planning Committee. Lynne currently serves as Chair of the Board of Trustees for NJ LEEP and is a past President of the New Jersey Women Lawyers Association. She has also received the NJWLA 2009 Women's Initiative & Leadership Platinum Award and the 2011 Kirsten Scheurer Branigan Presidential Leadership Award.

Lynne is an equity partner at Drinker Biddle & Reath, LLP and is Co-Chair of the firm's Women's Leadership Committee. She is based in the firm's Florham Park, New Jersey office and can be reached at (973) 549-7140 or at lynne.anderson@dbr.com.



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John McDonald

Partner
ReedSmith

John represents employers in a wide array of employment-related disputes, including discrimination, harassment, retaliation, wrongful discharge and restrictive covenants. John also handles collective and class litigation under state and federal wage and hour laws. He has successfully litigated in federal and state courts throughout the United States, and routinely appears before federal and state agencies, including the Equal Employment Opportunity Commission, and various state human relations commissions.

John also has extensive experience representing employers in arbitrations before FINRA, AAA and JAMS, successfully representing employers in arbitrations involving incentive pay disputes and breach of contract.

In addition to his litigation experience, John frequently counsels employers on employment issues, including the accommodation of employee disabilities and medical leaves, harassment claims, wage and hour law compliance, employee disciplinary issues, individual and group termination decisions, and plant closings. He has led internal investigations into various harassment and discrimination claims and negotiated employment, non-complete, and separation agreements. John has also assisted employers with the review and drafting of employment policies, executive contracts, separation agreement and employee handbooks.

John's practice includes representation of clients in a variety of industries including financial securities, pharmaceuticals, retail, healthcare and telecommunications.

Impressive Beginnings: Innovative Practices in Onboarding & Branding

Karen DiSanto

Associate Vice President
Ferring Pharmaceuticals

Karen earned her Bachelor of Science degree in Business Administration from Dominican College. She immediately continued her education at Mercy College where she pursued her Masters in Science in Human Resources. Upon completion, she completed her CCP (Certified Compensation Professional) and CBP (Certified Benefits Professional) designations.

Karen's professional career includes Vice President of Human Resources for Kumon North America. She then joined Becton Dickinson (BD) where she worked in their worldwide corporate



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headquarters. While at BD, Karen was the Manager of Talent Acquisition/Relocation and later assumed the role of Human Resources for Worldwide Diabetes Care.

In 2007, Ms. Disanto was recruited to Ferring Pharmaceuticals (a privately held Swiss Pharmaceutical company). Karen joined the organization as Director of Human Resources and within a year was promoted to Senior Director. In 2012, she was again promoted to Associate Vice President. In her role, Karen is head of Human Resources for the US operation which includes employees in more than 45 states.

Karen has achieved recognition from many organizations. She has been awarded national recognition from the Society of Human Resource Management Professionals, appeared as a panelist at various employment law forums, appeared on NBC news segments, and was honored by the National Business Women's Healthcare Association. Karen also created and co-founded the Orangetown Children's Society (a not-for-profit organization providing educational programming to children). This organization was later nominated for Art Organization of the Year in Rockland County for its innovative programs. In 2010, Karen was inducted into Dominica College's Alumni Hall of Achievement.

John McCabe

Senior Director, Human Resources

Ikaria

John McCabe is Senior Director, Human Resources at Ikaria. Ikaria is a privately held pharmaceutical and medical device company, whose mission is to address the unmet needs of critically ill patients. Over the last six years at Ikaria John has managed the doubling in employee headcount as well as the move to a new corporate office in 2011 and business launches in Japan and Australia. Success at Ikaria is a result of assembling the right teams with clear objectives, clearly measured.

Prior to joining Ikaria, John worked for Novartis Pharmaceuticals, InVentiv Health, and Hyatt Hotels & Resorts. The common thread in all of these positions has been helping leaders identify top performers and place those performers in the roles where they could maximize business value growth.

John is a graduate of Rutgers University where he earned a BA in Economics. He is an active member of the Society of Human Resources Management and certified as a Senior Professional in HR (SPHR).



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Teresa Sankner

Head of Talent Management, OD and Talent Acquisition
Novartis

Teresa Sankner is the Head of Talent Management, OD and Talent Acquisition for the US General Medicines division of Novartis, based in East Hanover, New Jersey.

Teresa has over 20 years of experience building and leading global Talent, Leadership and OD centers of excellence for such companies as Novartis, Cardinal Health, Catalent Pharma Solutions, and Pliva/Barr Pharmaceuticals. As part of her work, she has worked extensively with senior executives and CEOs in creating and driving talent pipeline, career and development strategies that grow and retain top talent and provide a competitive advantage in the marketplace. Her work has included establishing global strategic and operational workforce planning, Build & Buy strategies, talent integration programs, talent intelligence processes, and innovative leader-led engagement initiatives. In addition, Teresa has worked with senior executives in driving large-scale culture transformation and change, business turnarounds, and Merger & Acquisition integration strategies.

Earlier in her career, Teresa held positions as an executive and leadership coach for Landmark Education Corporation and as a Vice President of Sales in the financial services industry, where she built and led a Talent, OD & Development consulting line of business for medical practices and hospitals.

Teresa holds a bachelor's degree in Education from Rutgers University. She serves as a leader on the Talent Council Committee with the Conference Board and the Novartis Global Talent and Staffing Councils. She is also a member of the Greater Philadelphia Senior Executive Group (GPSEG).

Melanie Staff-Parsons (Moderator)

Managing Principal
Korn/Ferry

Melanie Staff-Parsons is a Managing Principal for Korn/Ferry Leadership and Talent Consulting, based in the Firm's New York and Princeton offices.

During the last two decades, Ms. Staff-Parsons has engaged with senior executives on organizational design, leadership and talent initiatives to strengthen business performance and build organizational capability, applying strong business acumen and experience to drive top line and bottom line results. She develops effective, on-going relationships with clients by delivering new insights and practical guidance on how their leadership and actions can positively impact the organization.



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Ms. Staff-Parsons has worked with life sciences and healthcare clients both in the US and internationally in the areas of strategic workforce planning, career pathing architecture, on-boarding, competency modeling, high performing teams and executive coaching and development. She has also led comprehensive organizational design and implementation assignments.

A native of the UK, she has worked extensively in Europe and the US and has also serviced Asian clients. Ms. Staff-Parsons has worked broadly across a number of industries and has extensive experience in the Life Sciences and healthcare sectors. Earlier in her career she held sales and marketing roles before moving into executive search, during which time she spent 6 years with Korn/Ferry. She then joined a global human capital management consultancy where she was a member of the Life Sciences sector US leadership team prior to re-joining Korn/Ferry.

She holds a BA (Honors) degree in International Marketing with Spanish from Greenwich University in London, UK. She also holds a Diploma in Marketing from the Chartered Institute of Marketing in the UK. She is fluent in Spanish and conversational in French.

Getting it Right: The Culture Equation Views and Perspectives from Across the Organization

Enrique Esteban

Director, Alternative Financing & New Business Partnerships
Janssen Pharmaceuticals

Enrique Esteban is Director, Alternative Financing & New Business Partnerships at Janssen Global Public Health (GPH), a new group within Janssen Pharmaceuticals, the pharmaceutical sector of Johnson & Johnson (J&J). GPH's aim is to address public health issues globally by building on J&J's legacy of addressing unmet medical need as well as its diverse healthcare business expertise as the world's largest healthcare corporation. In addition to his role within GPH, Enrique has been championing efforts at Janssen to harness a core J&J value, *Diversity & Inclusion*, by establishing novel initiatives, such as *Immersion* and *Healthy Debate*. In addition, Enrique brings to the panel a diverse set of experiences from his previous roles at healthcare start-ups, International Finance Corporation (World Bank), and management consulting (Bogart Delafield Ferrier).

He holds a Bachelor of Arts in Political Economy from The University of Asia and the Pacific (Manila, Philippines) and an MBA in International Management from Case Western Reserve University (Cleveland, USA), during which time he completed his second year at the WHU Otto Beisheim School of Management (Koblenz, Germany). Enrique was born and raised in Manila, Philippines, a product of a cross-cultural marriage between Filipino and German parents. He is an avid tennis player and resides in New York City with his partner Lena.



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Richard H. Bagger

Senior Vice President, Corporate Affairs & Strategic Market Access
Celgene Corporation

Rich Bagger is Senior Vice President of Corporate Affairs and Strategic Market Access for Celgene Corporation, a multinational biopharmaceutical company focusing on the discovery, development and commercialization of treatments for cancer and severe, immune-inflammatory conditions. A member of Celgene's Management Committee, Rich is responsible for advancing patient access to Celgene therapies and driving recognition of the value of Celgene innovation through government relations, communications, patient advocacy and market access policy activities around the world.

Rich most recently served for two years as Chief of Staff for New Jersey Governor Chris Christie, responsible for managing implementation of the Governor's policy agenda and priorities. After leaving State government, Rich was appointed by Governor Christie to be a Commissioner of the Port Authority of New York and New Jersey, where he serves as Chairman of the Finance Committee.

Previously, Rich was employed by Pfizer Inc for more than 16 years in a series of positions of increasing responsibility within the Company's U.S. Pharmaceuticals, Corporate Affairs and Worldwide Pharmaceuticals Divisions. From 2006 to 2009, he served on Pfizer's senior most management team as Senior Vice President, Worldwide Public Affairs and Policy.

Prior to joining Pfizer in 1993, Rich was Assistant General Counsel of Blue Cross and Blue Shield of New Jersey, and before that practiced law with McCarter & English. Rich's record of public service includes ten years in the New Jersey General Assembly, where he was Chairman of the Appropriations Committee and was elected by his colleagues to be Majority Conference Leader. In 2001, he was elected to the New Jersey Senate and serviced there until 2003. Before his election to the Legislature, he was a Councilman and Mayor of Westfield, New Jersey.

Rich has served on the boards of numerous non-profit organizations, including the United States Chamber of Commerce, British American Business, APEC Life Sciences Innovation Forum, Global Intellectual Property Center, Wenzhou-Kean University Advisory Board, Healthcare Institute of New Jersey, Hurricane Sandy New Jersey Relief Fund, American Council of Young Political Leaders, United Hospital Fund of New York and Overlook Hospital Foundation.

He received an A.B. degree from Princeton University's Woodrow Wilson School of Public and International Affairs and a J.D. degree from Rutgers University Law School.



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Amanda Brouillard (Moderator)

Manager, US Career Services
Johnson & Johnson

Amanda Brouillard is the Manager, US Career Services for Johnson & Johnson. In this role, Amanda is responsible for facilitating and leading the Career Services function solution in support of displaced/terminated U.S. based employees of Johnson & Johnson companies. She manages the partnerships with key vendors who deliver the J&J Career Services solution supporting all levels of employees including Senior Executives.

Amanda has been with Johnson & Johnson for over 12 years. Prior to her current role, Amanda served as a Human Resources Manager supporting the MD&D Office of the Chief Science & Technology Officer, Advanced Technologies and Regenerative Medicine (ATRM) and the MD&D Regulatory Affairs Council. As an HR Manager, Amanda partnered with her client groups to implement HR strategies in support of business goals and guided an organizational culture that drove innovation and employee engagement. For the MD&D Regulatory Affairs Council, Amanda partnered with the Talent Working group to drive important talent initiatives for the Regulatory function across the sector. Additionally, Amanda has held positions within the J&J Global Recruiting organization supporting three MD&D Franchises including Cordis, Diabetes Care and DePuy. As Recruiting Manager, Amanda was responsible for supporting businesses and leading recruiting team members focused on the execution of talent acquisition strategies.

Amanda has a BS in Chemistry from Villanova University. She currently lives in Westfield, NJ with her husband and two children.

Julie Kampf

CEO, President & Founder
JBK Associates International, Inc.

Julie Kampf is CEO, President and Founder of JBK Associates International, Inc., an award-winning executive talent solutions firm that specializes in building senior-level leadership across functions with a focus on diversity recruitment. Her industry and search experience spans almost three decades. With headquarters in Englewood Cliffs, NJ, other regional offices include West Palm Beach, Fla and Atlanta.

Under Julie's leadership, JBK Associates International has become one of America's fastest growing private companies, ranked in the Inc. 500|5000, and has been named one of Working Mother magazine's Best Women-Owned Companies. A former HBA Metro Chapter President, Julie has been named to the 2013 and 2009 PharmaVOICE 100 and has earned national recognition for driving diversity in the life sciences industry and beyond. Through her work with Fortune 100 companies and as a



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thought leader, Julie calls on America's employers to make diversity a priority. In recognition of her success, Julie has been honored as one of New Jersey's Best 50 Women in Business, Enterprising Woman of The Year, A Garden State Woman of The Year, A Girl Scout Woman of Achievement and an Ernst & Young Entrepreneurial Winning Women Finalist.

Julie's many volunteer activities reflect her commitment to women and diversity. She serves on the Executive committee for Good Grief, a support group for children dealing with loss, Howard University's John H. Johnson School of Communications Board of Visitors, is a founding member of the Bergen County (NJ) chapter of Women United in Philanthropy, and is a past-President of the Metro chapter of the Healthcare Businesswomen's Association. She has served on the Advisory Boards for the Linkage Diversity Summit and Enterprising Woman Magazine and is an active member of BioNJ. In addition, she has served on the Board of Directors of the International Association of Corporate and Professional Recruitment (IACPR) and on the Girl Scout Council of Bergen County. In her spare time, she has raised money for charities including Guiding Eyes for the Blind, Table To Table, and The Women's Health and Counseling Center.

Julie earned a BA in Political Science from the University of Rhode Island, where she minored in Marketing. She lives in Bergen County, New Jersey, with her family.

Stefani Klaskow

Head of Industry, Healthcare

Google

Stefani Klaskow leads one of Google's healthcare focused teams to provide digital advertising solutions for the world's largest pharmaceutical companies. Stefani came to Google from Crain Communications, where she was a Regional Sales Manager for the Modern Healthcare and Modern Physician properties responsible for creating large scale cross-platform advertising programs. Prior to her work at Crain, Stefani was a Senior Account Executive at Clear Channel Communications where she sold and managed advertising programs across six of New York City's top radio stations. Stefani is a graduate of Union College and holds a Master's Degree in Social Work from the University of Pennsylvania. She lives in New Jersey with her husband and their 2 children.



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Matthew Pauls

Chief Commercial Officer

Insmed

Matthew joined Insmed as Chief Commercial Officer in April 2013. He has substantial commercial and general management experience, with P&L responsibility, and has led the launch of multiple products in the global pharmaceutical and medical device markets. Prior to joining Insmed, he was with Shire Pharmaceuticals, a publicly traded specialty biopharmaceutical company, most recently as Senior Vice President, Head of Global Commercial Operations, Shire Regenerative Medicine. In this role, Matthew led the global commercial function of a business unit with a staff of approximately 300 including a 200-person US sales team and \$160 million in sales. Previously he was Vice President, General Manager, Shire Specialty Pharmaceuticals Behavioral Health Business Unit, where he had P&L responsibility for the multi-billion dollar ADHD portfolio of Vyvanse in the US and Intuniv globally. Previously, Matthew served in various marketing and management roles with two leading publicly traded pharmaceutical companies: Bristol-Myers Squibb Company and Johnson & Johnson, Inc. Matthew earned his JD from Michigan State University College of Law and his MBA and BS degrees from Central Michigan University.

The Culture Impact: How Companies are Influencing Culture Through Performance Management Systems

Maria DiMeglio

Senior Human Resource Partner

Covance

Maria joined Covance in 2009 as the Senior Human Resource Partner for corporate groups. Maria has expertise in the full spectrum of human resources management including Organizational Development and Design, Leadership Development, Executive Coaching, Talent Management & Succession Planning, Business Partnering and Client Relationship Management, Strategic Staffing, Employee Relations and Human Resources Strategy & Business Planning. She specializes in leading organizational change and strategic initiatives supporting global organizations. Prior to joining Covance, Maria worked in the pharmaceutical industry for 15 years, working with numerous varied clients. Maria holds a MBA from Rutgers in Strategic Management and Marketing and a Bachelors of Science in Management and Organizational Behavior from Rider University.



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Victoria DiSanto

Associate Director, Talent Management
Actavis

Victoria DiSanto, Associate Director, Talent Management, Actavis, is responsible for performance management and talent management, as well as aligning business needs and learning and development initiatives. She designed, developed and implemented the global performance management program and continues to drive action behind each key cycle: Goal Setting, Mid-Year Discussion and the Year-End Review. Victoria also designed and implemented the Talent Review process for Actavis. She has been with Actavis for four years.

Victoria also spent ten years at Schering-Plough Corporation (now Merck), where she served as Senior Manager, Global Learning & Development, and prior as Senior Manager, HR Business Partner for Managed Markets, Global Pharmaceutical Marketing, and Sales & Consumer Healthcare Business. While at Schering-Plough, she led the initiative to align Leader Behaviors with business strategy, and designed, developed and implemented a global behavioral framework (based on Lominger competencies) aligned with professional pathways, performance, development and talent planning. Victoria also played a pivotal role in the re-design and roll-out of the Global Performance Management Program.

Victoria holds a Masters in Human Resource Management, Summa Cum Laude, from Rutgers University, and a B.A. in Communications, Cum Laude, from West Virginia University. She also studied abroad at the University of Valladolid, Spain.

Cliff Miras (Moderator)

Managing Partner
Cornerstone Search Group

Cliff co-founded Cornerstone Search Group in 2000. He is a Managing Partner of the firm and actively executes executive search assignments for small, medium and large pharmaceutical and biotechnology companies.

Cliff also heads-up Cornerstone's MD specialty practice area that fills key MD/Physician positions in the areas of Discovery, Clinical Development, Medical Affairs, Safety/PVG/ Risk Management, Commercialization and Executive Management/Leadership.

Cliff started his career in the Executive Search industry in 1983 with a prominent national search firm. Prior to joining the Executive Search Industry, Cliff worked as a Certified Public Accountant (CPA) for a Fortune 500 Company, a top-tier Global Management Consulting Firm and prominent Certified Public Accounting Firm.



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Cliff is a graduate of Montclair State University where he earned a BS degree in Business Administration and a BA degree in Economics.

Cliff has successfully planned, conducted and filled Retained Searches for multiple Life Science Companies ranging from lesser-known discovery-stage biotech companies to the largest global pharmaceutical industry leaders. The Retained Searches he has filled include Sr. Management level leadership & strategy positions (e.g. C/VP/Ed level positions), and critical execution & operational level positions too.

Cliff is a charter and active member of IRSA, which is the International Retained Search Associates organization that is a global organization with 31 offices throughout the US, Canada, EU, China and Malaysia. And, he is an active member of IACPR, which is the International Association for Corporate & Professional Recruitment organization that provides Chief Human Resource Officers, Senior Corporate Talent Strategists and Retained Search Executives with opportunities to share innovative strategies, strengthen best practices and create cutting-edge expertise.

Martin Rexroad

Senior Vice President, Human Resources
PTC Therapeutics, Inc.

Martin Rexroad joined PTC in September 2013 as Senior Vice President of Human Resources. Mr. Rexroad has over 25 years of experience across all areas of Human Resources in multiple industries and stages of development. Prior to PTC, Martin served as Vice President of Human Resources at Terumo Medical Corporation. From April 2007 to April 2010, he served as Vice President of Human Resources at Osteotech, Inc. Prior to Osteotech, Mr. Rexroad held various positions in other industries including: New York Life Insurance Company and Altria Corporate Services, Inc. Mr. Rexroad received an M.S. in Business Administration focusing on Human Resources and Labor Relations and a B.S. in Business Management from Virginia Tech.

Nina Wortzel-Hoffman

Director, Global Performance and Development
Johnson & Johnson

Nina Wortzel-Hoffman is an accomplished Human Resources Director with over 20 years of experience and expertise in Talent Management, Customer Service, and Manufacturing. She joined Johnson & Johnson in 2002 supporting the Consumer sector in HR/Talent Management. Nina is currently a Director of Global Performance and Development for Johnson & Johnson. In this role, Nina leads the design and implementation of the Johnson & Johnson enterprise performance management



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and development approach. Throughout her career, Nina has been recognized for her ability to lead large-scale change, deliver innovative solutions to complex challenges, lead teams to deliver optimal results, and effectively collaborate with key stakeholders. Prior to Johnson & Johnson, Nina held positions in Organizational Development, Human Resources, and Manufacturing Operations at Procter & Gamble.

Nina was published in the 2007 Organization Development Journal, Special Edition Number 2. The article *Performance and Development Planning: A Culture Shift Perspective*, co-authored with Sarah Boltizar, discusses best practices and lessons learned in designing and implementing a performance and development approach from a culture shift perspective.

Nina received her B.S. in Engineering from Lehigh University, and has a minor in Psychology. She is also certified as a Six-Sigma green-belt, applying the tools and methodologies to large scale change projects.

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