

NANCY MCCARTHY



Professional Experience:

- *Principal, McCarthy Consulting*
- *Non-teaching Adjunct Professor, Rutgers Division of Continuing Studies*
- *Division Vice President, Human Resources, ADP*
- *Executive Vice President, Human Resources, PDI*
- *Senior Business Partner, AVAYA*

Education:

- M.B.A. Fairleigh Dickinson University, Major: Industrial Relations
- B.A. University of New Hampshire, Major: Spanish; Minor: Business

Professional Affiliations:

- International Coaching Federation
- Society for Human Resources Management

Professional Background

Nancy is a seasoned consultant, coach and business leader whose focus is to develop people initiatives that support the goals and values of her clients and their organizations. Her areas of expertise include: talent management, leadership development, high-potential development, employee engagement, corporate culture optimization, and executive coaching. Her passion is helping clients and organizations unleash their potential.

Nancy's career has spanned multiple industries and organizations where she has held positions from manager to executive. An early career accomplishment was establishing a training program available to all employees through Datascope University. The program was entirely funded through a grant by the State of New Jersey. At her next employer she designed and implemented the company's first virtual instructor-led global management development program, through Avaya University, recognized by the CEO as one of the key strategic 'wins' for the company.

At an executive level at PDI Inc, Nancy introduced and executed a Leadership Review process to the Board, establishing talent management and succession planning as core business processes. Before launching her consulting firm, she was part of ADP's executive leadership team as Division Vice President, Human Resources for their \$2.5B, 8000 employee mid-market business.

She holds an MBA in Industrial Relations from Fairleigh Dickinson University and a BA in Spanish and Business Administration from the University of New Hampshire. She has lived in Argentina, Spain, and London. Nancy is a certified leadership coach through Rutgers University Coaching Program and is ACC ICF certified through the International Coaching Federation.

In addition to her consulting practice, Nancy is an adjunct non-teaching professor for Rutgers University and a member of the Advisory Board for OASIS Haven for Women and Children in Paterson, New Jersey where she is leading the establishment of a Workforce Development Program to help achieve their mission to break the cycle of poverty through active employment.