

# Jack Lerner

Performance Improvement, Training & Facilitation

Jack Lerner is a learning and development professional with expertise in:

- Classroom Instruction
- Leadership Assessment & Development
- Team Development/Group Facilitation
- Instructional Design & Development
- Behavioral Coaching

He is acknowledged for his ability to quickly establish credibility with individuals and groups and for his ability to truly partner with his clients. Prior to starting his independent practice in 2006 he served as the head of Organization Development and Learning for CIT, a 7500 person global financial services firm.

His entire career has been devoted to the application of his teaching and adult learning expertise for the purpose of improving individual or group performance. His corporate experience includes that of learning and development executive, talent review process head, succession planning and performance management owner, classroom instructor, and coach. Jack also volunteers his time and talent in the areas of adult literacy and tolerance education.

Jack holds an MA in Education from the City University of New York and has completed doctorate level coursework at NYU. He is a national member of ASTD, the Corporate Leadership Council and the Learning & Development Roundtable. He has presented his work experiences and observations at ASTD national conferences and has been published in professional journals. He has also been trained as a “storytelling” coach by The Moth - a nationwide storytelling organization. Jack lives in Westfield, New Jersey with his wife Pamela.

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## **Areas of Expertise & Sample Assignments/Projects**

### *Classroom Instruction*

- Acknowledged by peers and management for instructional excellence
- Partnered with and certified in major vendor programs: Human Synergistics (Acumen Leadership Workstyles), AchieveGlobal, Forum, CCL, Menttium, Wilson Learning, Center for Executive Development, DISC, Hewitt Associates
- Led/Delivered two enterprise wide performance management training roll outs

### *Leadership Assessment & Development*

- Sr. Executive Coach - Leader Lab Assessments for the Goodstone Group
- Helped shape a new leadership brand through the implementation of a “values” based 360° leadership feedback program for the top 30 executives
- Implemented a global/enterprise wide mentoring program
- Designed and facilitated a leadership development program for high potential talent using an action learning and “leaders as teachers” methodology

### *Team Development & Group Facilitation*

- Reduced internal customer complaints for a large IT organization via a multi-tier team development initiative
- Conducted numerous post-engagement survey team development sessions
- Built and implemented team effectiveness competency models
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### *Instructional Design and Development*

- Uses a “performance based” approach to design and development, e.g., performance improvement as the desired outcome versus knowledge gain
- Program designs have ranged from short skill clinics to 5 day leadership development insight experiences

### *Behavioral Coaching*

- Skilled in establishing trust and credibility with coachees
- Conducted over 100 “investment” coaching engagements with emerging high talents and mid and senior executives
- Trained in Marshall Goldsmith coaching model/approach

## **Partial Client List**

- INROADS (minority talent development organization)
- Council of Supervisors & Administrators (NYC Principal's Union – education)
- Sanofi-Aventis – Pharmaceuticals
- Medtronic – Medical Devices
- Novartis – Pharmaceuticals
- Novo Nordisk - Pharmaceuticals
- Credit-Suisse – Financial Services
- Master Card Worldwide – Financial Services
- Bain Capital – Financial Services
- Spencer Stuart – Executive Search
- Acceleration Marketing – E Marketing Services
- The Food and Drug Administration (FDA)
- Hudson-Baylor (Environment/Re-Cycling Technology)
- The Federal Reserve Bank of New York – Financial Services