



..... LINKING PEOPLE MANAGEMENT WITH BUSINESS STRATEGY

AIM Strategies® maintains a network of 150+ global business associates and alliances who partner with AIM® on projects, as appropriate. Associates provide a dynamic collection of global expertise throughout the USA, Canada, Europe, Asia and Latin America. In addition, AIM® continues to develop strategic partnerships with other experts in global management consulting, virtual team effectiveness and cross cultural coaching. For information about current AIM® global team members and alliance business partners, see bio summaries below or contact: [info@aim-strategies.com](mailto:info@aim-strategies.com)

*Marc Miller*

**MARC MILLER, AIM® ADVISOR AND BOARD MEMBER, HR TECHNOLOGY EXPERT**

A nationally respected authority on Human Resource Technology, New Yorker Marc S. Miller has 40+ years experience with all aspects of technology solutions for the HR function, including Strategy and Business Case development for executive leadership, cost justification, needs analysis, Request For Proposal (RFP) development and Vendor Evaluation methodologies. Marc uses his significant industry experience and contacts to provide commentary and insight into the important trends surrounding HR Technology and the overall HRIS/Payroll software marketplace. A sought after speaker and 'Heroic HR' author, Mr. Miller has addressed thousands of HR Technology professionals in his participation with such organizations as the Global Oracle Human Capital Management Conference (OHUG), Ceridian's Dayforce HCM, Ultimate Software, IHRIM and other HR Technology professional societies and meetings.

Mr. Miller is a founding member of the NYC IHRIM Association chapter. In 1995 he received IHRIMS' highest National award, its "Summit Award" for overall industry contributions. He is an Adjunct Professor for HR and HR Technology in the Masters Degree programs at New York University (NYU), Manhattan College and Long Island University - Hudson (LIU). His nationwide consulting firm, (now in its 30<sup>th</sup> year!) and his industry visibility and New Yorker attitude, has made Marc Miller one of the HR Technology industry's most recognized (and invigorating) thought leaders and speakers.

*Ted Gerber*

**TED GERBER, SENIOR EXECUTIVE COACH AND ORGANIZATIONAL DEVELOPMENT CONSULTANT**

Ted's unique skills are based on 25+ years of experience as a mediator, executive, consultant, trainer and coach. He has worked with organizations in the United States, Europe, Africa, Canada and Latin America since 1989. He assists executives in addressing and resolving issues in business strategy, conflict management/negotiations, organizational and leadership development, influencing skills and team alignment. His background further includes experience in facilitating strategic planning and alignment sessions with senior management teams.



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*Mayra Coppin*

**MAYRA M. COPPIN, AIM® GLOBAL TALENT MANAGEMENT & ORGANIZATIONAL DEVELOPMENT**

Mayra has extensive experience as an internal and external consultant, partnering with global leaders in North America (US, Canada), Latin America (Argentina, Brazil, Chile, Columbia and Peru), Europe and Asia Pacific (Japan, Singapore, Hong Kong). She designs and executes strategically-aligned solutions to help organizations achieve high performance and competitive advantage. Her relationship-driven approach is adaptive and sensitive to cultural diversity. Mayra's breadth of expertise in Human Resources, Organizational and Talent Management enables seamless partnerships with business and Human Resources clients, across industries and global communities ensuring credible and successful outcomes.

As the former VP in the Talent Management & Learning Center of Excellence of Bank of Tokyo, Mayra was responsible for leading talent management and learning initiatives across the Americas with emphasis on creating a common Talent Management approach and consistent performance standards across three regions.

Prior to joining BTMU, Mayra held similar global leadership roles at JPMorgan Chase, The Nielsen Company, NASDAQ OMX, Marsh & McLennan and the Royal Bank of Scotland. Mayra's career spans over 20 years and includes progressive roles across a variety of Human Resources functions, as well as field experience in Sales, as Broker / New Business Producer.

With a curiosity for learning and a passion for maximizing potential, Mayra stays actively involved with several educational and community organizations. Mayra is bi-lingual Spanish / English and has a Masters of Arts degree in Organizational Psychology from Columbia University, in New York, USA.

*Tara Jonesburg*

**TARA JONESBURG, COMPETENCY AND CHANGE MANAGEMENT EXPERT**

Tara is an international change management specialist who consults with a wide variety of organizations - Fortune-500's, e-commerce firms and not-for-profits in the U.S. and abroad. She specializes in assessment, selection, succession planning, performance feedback, workflow processes and employee relations.

Recent engagements include: competency based goals/assessment and strategic change management with technology, healthcare and media. Tara has a Masters degree in psychology, is a licensed psychotherapist, a certified neuro-linguistic programmer and trainer. Having studied abroad, Tara is sensitive to cross cultural issues and speaks Spanish and German.



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*Renoka Singh*

**RENOKA SINGH, PERFORMANCE CONSULTANT, TRAINER AND DIVERSITY / EEO SPECIALIST**

Renoka is an organization development (OD) specialist with a focus on group dynamics facilitation, and performance management. She has over 15 years of experience in EEO and harassment issues and multi-cultural OD. One observation of Ms. Singh's work is her ability to inspire others to take risks and empower themselves. Ms. Singh has worked in both the private and public sectors and was, until recently, the EEO Officer at the Federal Reserve Bank of New York. In that role, she was responsible for the development of equal employment opportunity and diversity policies and practices, as well as strategic initiatives to support and promote inclusiveness and leadership in the workplace. Ms. Singh was the founder of the pioneering and highly successful Women of Color Groups, the purpose of which was to empower and support senior women of color as they navigated the organizational culture. Ms. Singh has been invited to speak at conferences about her work with these groups. Ms. Singh holds a BA from Baruch College, City University of New York and an MA in OD from Teachers College, Columbia University. She is currently on the adjunct faculty at New York University's School of Continuing and Professional Studies and Cornell University's Industrial and Labor Relations School.

*Chet Zoltek*

**CHET ZOLTEK, SENIOR FACILITATOR / TRAINER**

Chet brings expertise in the learning and OD field that spans 20+ years. He has a national reputation for creating innovative solutions for developing an organization's human capital. At Towers Perrin, a global HR consulting firm, Chet implemented learning solutions for internal and external clients. In the role of Global Learning and Development Director, Chet designed the firm's competency framework for consulting staff that serves as a central component of the training curriculum and the performance management process. He conceived and led the development of the Towers Perrin Institute, a corporate university, and forged a network of external providers to deliver programs throughout the firm's worldwide network. Chet also developed 360° instruments, and has worked with leaders to improve their style. A skilled group facilitator, Chet has worked with senior teams to help them redesign business processes, manage conflict, and build consensus. He holds a Master of Science degree in Industrial/Organizational Psychology from Stevens Institute of Technology and is a member of the Philadelphia HR Planning Group (PHRPG) and ASTD.

*Ruth Feldman*

**RUTH FELDMAN, GROUP DYNAMICS SPECIALIST**

Ruth has been in the social sector for 20+ years and brings traditional and non-traditional methodologies to her work. She works primarily in the community development arenas. Her strengths are in facilitation, project management and strategic planning. She helps individuals and groups design, cultivate and grow their vision. Ruth is a Returned Peace Corps Volunteer from Moldova 95'-97' (Former Soviet Union) specializing in NGO Development, is President of the Board of the Boston Greenspace Alliance and is a certified trainer in Future Search™ and The Drucker Self Assessment Tool for Non Profits. Additionally, she has facilitated groups with Outward Bound and Project Adventure and often utilizes these approaches in her facilitation. Ruth holds a BA from Hampshire College in Psychology and Sociology, a Diplome Culinaire from New England Culinary Institute and a MPA from the Kennedy School of Government, Harvard University ('98) with a focus in Non Profit / NGO Development. Ms. Feldman received the Julia Child Scholarship for International Study in 1983 and more recently, has been a Fulbright Scholar, Masaryk Award recipient in 2004 specializing in NGO Capacity Building in the Czech Republic.



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*Joe Tomaselli*

**JOE TOMASELLI, SENIOR EXECUTIVE COACH**

Joe is a systems-oriented executive coach who specializes in working with Senior Executives on strategically managing their human capital needs. He employs both a strategic and individualized viewpoint, helping organizations improve the effectiveness of executive leaders to achieve desired results. As Senior General Manager he was responsible for more than \$45mm revenue and profit contributions. As the Senior HRD/OE executive and change agent for this large diversified services firm of 75,000 employees, he focused on reengineering large system change, standardizing selection, development and talent performance improvement – by improving people strategies across functional disciplines – for seven business units. It was here, he also discovered he had become a coach. His executive coaching consultations center around customized assessments for both executive and organizational initiatives. For example, he uses value profiled individual assessment with a unique technology framework that seeks to integrate three researched-based value propositions that define how we see our world and ourselves within the work environment. Following the assessment, development/learning plans are strategically linked with the needs of four essential organizational entities: business needs, individual performance needs, needs of the work environment, and the organizational capabilities. Joe holds two Masters degrees in behavioral sciences and is certified in several assessment instruments.

*Suzanne Aptman*

**SUZANNE APTMAN, TEAM DYNAMICS FACILITATOR & TRANSFORMATIONAL COACH**

Suzanne Aptman is a coach and group facilitator with 10+ years experience helping organizations implement key initiatives. As a coach, she works with individuals and teams to develop their leadership skills, enhance their performance, transition their careers, and reach higher levels of fulfillment. As a group facilitator, she leads public and private programs related to goal setting and coaching and communication skills for leaders. As a consultant, she works with organizations to develop strategies, processes and solutions to enhance their organizational effectiveness. Suzanne has worked with the healthcare, financial services, consumer products, technology and non-profit industries. Her clients and employers have included American Express, Pfizer, and Colgate Palmolive as well as several small businesses. She holds an MBA from Columbia Business School, Corporate Coach Certificate with Coach University and studied transformational coaching with the Collaborative Leadership Institute. Suzanne is also the Co-Chair of the Leadership & Professional Development Committee for the Columbia Business School Alumni Club of NYC and a member of the International Coach Federation, ASTD, and the OD Network.

*David Csizmadia*

**DAVID CSIZMADIA, TEAM FACILITATOR**

David is an international communication and presentation skills coach. He spends his time writing, acting and facilitating team-building sessions with *AIM Strategies*®. Recent projects include: helping a research project management team substantially streamline cross-group communication to improve effectiveness and helping a Scandinavian marketing team maximize internal interactions for greater clarity, understanding, and efficiency. David holds a Masters degree in Speech Communication from The University of North Carolina at Chapel Hill and a Bachelors degree in English and Theater from Eastern Michigan University.





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*Rich Cohen*

**RICH COHEN, SENIOR EXECUTIVE COACH & GROUP FACILITATOR**

Rich Cohen has 25+ years of experience working in organizations, both as a senior executive of a major corporation and as a consultant and coach. Rich has repeatedly demonstrated his ability to improve profitability, productivity, morale and teamwork in his client organizations. He has organized and spearheaded corporate culture change initiatives, diversity management programs, and corporate ethics programs, and is a skillful group facilitator and team coach. Rich is also experienced in conflict management and employee and leadership development. In applying his skills as a coach and mentor, Rich has helped many professionals, executives and middle managers achieve higher levels of performance and significant promotions. Prior to working in the field of OD, Rich was the Vice President, General Counsel and Secretary of a major corporation, and was an effective and valued member of their senior management team. In addition to his law degree, Rich holds a Masters Degree in OD from The American University/NTL Institute.

*Joyce Grillo*

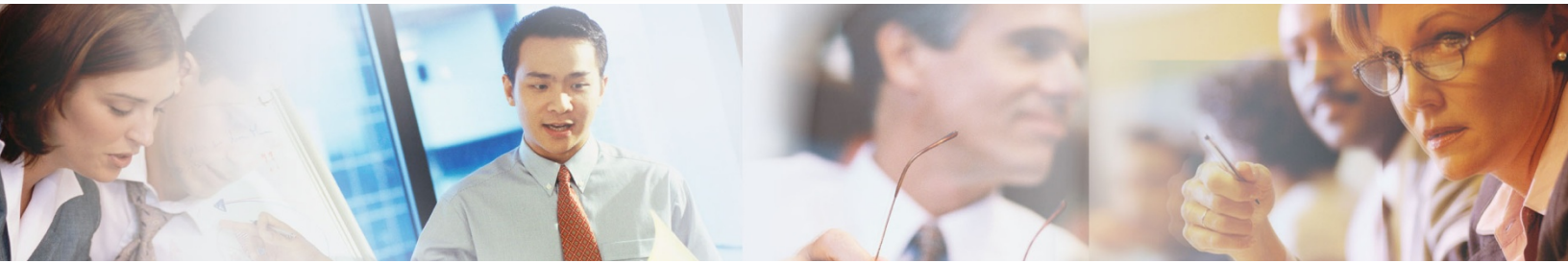
**JOYCE GRILLO, EXECUTIVE COACH AND GENERATIONAL DIFFERENCES EXPERT**

Joyce brings special expertise in executive coaching to *AIM Strategies*®, with over 20 years of HR management and organization consulting experience. Joyce has served companies in the financial services and consumer products sectors working primarily in the areas of finance, technology and operations. Prior to joining *AIM Strategies*®, Joyce was Vice President of HR for Private Banking at Citibank, where she served as a consultant to senior management. Joyce also held positions in HR at International Paper Company and The Sperry & Hutchinson Company. She combines practical real-world business experience with external consulting which enables her to take a systemic approach to her work, operating in the broad context of her client organizations to help effect positive change, whether on the individual or organizational level. Selected Financial Services clients include: American Express, Citigroup, Fleet Securities, Goldman Sachs, J.P. Morgan Chase, and UBS. Representative assignments have included: leadership coaching, coaching for emerging talent, 360° debriefs, cultural transformation and global climate survey. Joyce holds a BA in Psychology from New York University and a certificate in OD from the William Alanson White Institute, and is certified to administer the Myers Briggs Type Indicator (MBTI) and the FIRO-B (Fundamental Interpersonal Relations Orientation Behavior) as well as other assessment instruments. Joyce is also past president of the New York Chapter for Psychological Type.

*Myrna Socol*

**MYRNA SOCOL, SENIOR FACILITATOR & TEAM COACH**

Myrna has worked with global clients to coach executives, facilitate meetings, build teams, organize and implement training programs and make presentations. Myrna is sensitive to workplace issues and management styles and is able to create supportive environments. She has facilitated numerous meetings and teambuilding workshops with both cross-functional and diverse populations, bringing them together in new and productive ways. Myrna had delivered a variety of programs and has trained and coached thousands of people with audiences varying from customer service representatives to CEO's. Her experience spans a variety of industries including advertising, finance, insurance, pharmaceuticals, technology and telecommunications. Myrna was an adjunct professor at the New School for Social Research and at Marist College in their on-line MBA program. She holds undergraduate and graduate degrees in Business Education from City College of New York, Baruch and Hunter College in New York respectively. She is also certified in the MBTI.



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*Paul Nichols*

**PAUL NICHOLS, SENIOR TRAINER**

Paul is a training and development professional with extensive experience in designing and facilitating global strategic programs that focus on performance improvement in leadership, sales, communication and service. He has worked with leaders to improve individual and group effectiveness. His work encompasses executive planning sessions, coaching, leadership and team development, sales and service improvements as well as 360° feedback programs. Paul began his career in sales and sales management before focusing on training and development. He works in supporting a wide variety of individuals and groups to enhance their understanding of and affect on others through communication. He has developed strategic plans for corporate universities in several industries. He works with a variety of industries, including: financial services, manufacturing, telecommunications and electronics distribution.

*Calvin Schmid*

**CALVIN SCHMID, SENIOR ORGANIZATIONAL DEVELOPMENT STRATEGIST**

Calvin Schmid brings 25+ years of experience with Fortune 500 companies. His on-the-line working experience includes: General Motors, Marion Laboratories (Aventis), Warner-Lambert (Pfizer), AlliedSignal (Honeywell), JPMorgan (Chase), Putnam Investments and Wyeth Pharmaceuticals. His accomplishments at these companies has been across all organizational levels, and global in reach. He works on organizational change and strategy development projects, including reengineering, TQM, and talent management. Calvin has a BA in psychology from Boston University, Phi Beta Kappa Cum Laude with Distinction and both an MA and PhD in psychology from Boston College.

*Shem Cohen*

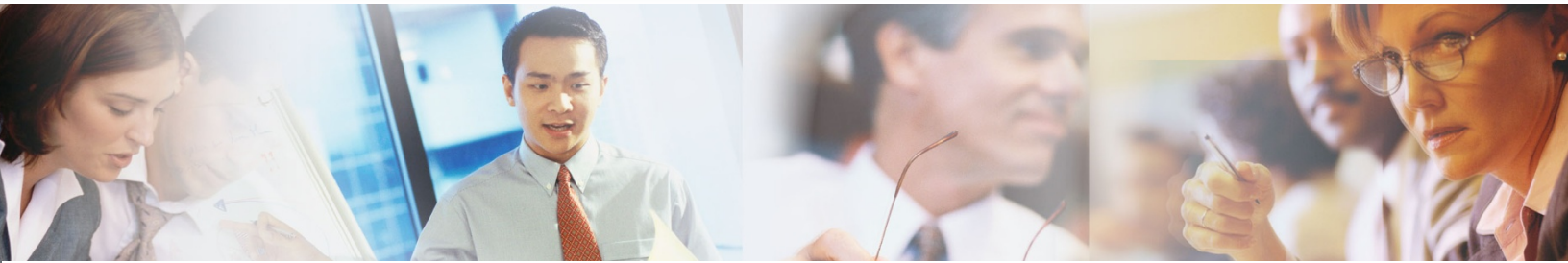
**SHEM COHEN, CHANGE MANAGEMENT FACILITATOR/TRAINER**

Shem Cohen has been affiliated with *AIM Strategies*<sup>®</sup> since 2001. Shem brings 10+ years experience helping organizations create exceptional outcomes. His expertise in human and organizational systems helps clients bring the right people together, make tough decisions and implement results-driven change. His natural people skills and competencies in strategic planning, leadership and innovation offers organizations opportunities to create direction and alignment, handle their most pressing issues, and mobilize their fullest human potential. As a facilitator and trainer, Shem has worked in the US, Canada and Asia, custom-designing both large and small-group meetings, trainings, and teambuilding events. He has worked with all levels of management and front-line employees in global, middle market, non-profit, and education. Shem holds a Masters Degree in OD from American University and NTL Institute for Applied Behavioral Science. He is certified in the MBTI, a trained Future Search consultant and a qualified trainer in Dialogue through the Public Dialogue Consortium.

*Bob Silverstein*

**BOB SILVERSTEIN, C. S. W.**

Bob has been hired by institutions such as Barnard College, Chevron, Cushman and Wakefield, JP Morgan Chase, Philip Morris and the Girl Scouts of the USA. He has provided coaching, evaluation, consultation, and effective solutions for management and employees during critical situations. Bob's consulting experience is bolstered by past management experience as Clinical Director for the Employee Assistance Program (EAP) of a major public hospital corporation and as a workplace consultant. Since 1982 Bob has also operated a successful private counseling and change management practice, reflecting his commitment to individual solutions for each individual client.



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*Deb Seidman*

**DEB SEIDMAN, SENIOR FACILITATOR/PERFORMANCE CONSULTANT**

Deb has 25+ years experience both as a consultant and as an internal HR manager in global organizations. She brings extensive experience in change management, facilitation, organization design, and HR process improvement. Her areas of expertise include performance management, talent management, and team effectiveness. Deb has been consulting to a variety of organizations since 2006. Previously, she spent over 18 years at JPMorgan Chase – in both the Investment Bank and Retail businesses. Her roles at JPMC included VP of Leadership and Organization Development in Retail Services and Investment Bank, VP of Performance Management, and Senior HR generalist roles for Technology and Global Credit divisions. Prior to joining JPMorgan Chase, Deb held positions as a personnel policy analyst with the International Labour Office in Geneva, Switzerland and as a consultant with Organization Resources Counselors, Inc. in New York. Deb holds an M.A. from New York University in Politics with a concentration in International Politics and Business and a B.S. in Industrial and Labor Relations from Cornell University.

*Diana Polak*

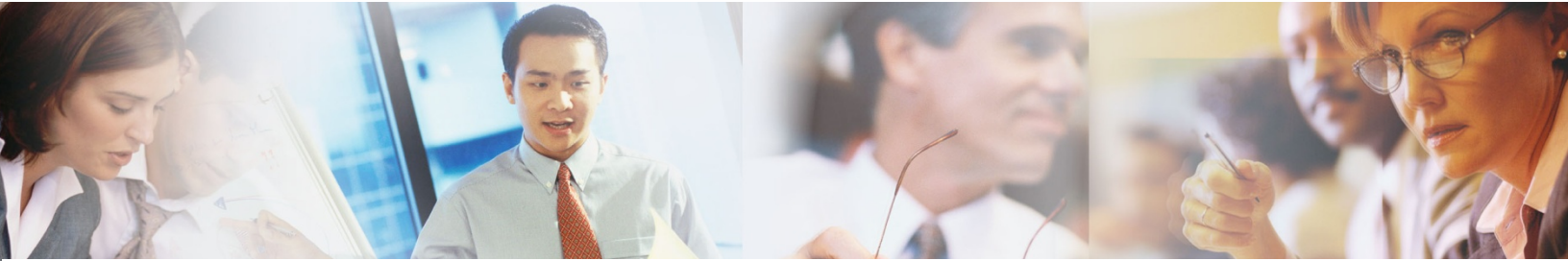
**DIANA POLAK, PERFORMANCE IMPROVEMENT AND ORGANIZATIONAL CHANGE EXPERT**

Diana Polak focuses on creating and implementing strategic, revenue enhancing, business improvement initiatives throughout the United States, Europe and the Pacific Rim. Her hands-on, action oriented leadership and organizational change interventions and training initiatives support long term business goals and lead to organizational, team and individual business improvements. Diana's global background in Organizational Development, business strategy, coaching and consulting skills are combined with tactical execution leading to better business processes, client practices and increased revenue. She consults to multi-national and non-profit organizations across industries in Professional Services, Financial Service, Technology Management, Information Technology, Medical Services, Pharmaceuticals and Media & Entertainment. And, she has coached CEO's, senior executives, middle managers and early entry-level hires. She works with Drake Beam Morim in their International Center for Executive Options and also serves as a Baruch College EOC mentor.

Previously Diana worked with Deloitte & Touche as Director of Strategic Thought Leadership. She was Director at PriceWaterhouseCoopers (PWC) FAS Leadership Development & Knowledge Management Group. She was Senior Manager for Accenture's Institute for Strategic Change and was a Practice Resource leader for McKinsey & Company in 3 practice areas: Innovation, R&D and IT practices. Further, she managed the General Surgical and Orthopedic Training and Development programs at Children's Hospital Medical Center in Boston. She has worked for NESCA (National Executive Service Corp.), AWED (American Women's Economic Development) and EuroPace, a European management development firm designing and presenting programs on a variety of global business issues. Further, Dr. Polak was nominated Young Scholar at EIASM (European Institute for Management) and Young Leader with the Council on U.S. and Italy.

Diana received her doctorate from Harvard University with a concentration in Organizational Behavior and Information Systems. She has been a faculty member at Centre HEC ISA – France, Florida International University, Steven's Institute of Technology and Northeastern University. She has conducted research and consulted on projects for the faculties of the Harvard Business School, The Sloan School of Management, and the Graduate School of Education at Harvard.





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*Patty Franco*

**PATTY FRANCO, TRAINER/RECRUITER/GENERALIST**

Patty's training expertise includes: Team Building, DiSC, Motivating and Leading Others, Driving Employee Engagement, Effectiveness in Coaching and the Art of Selling. She conducts weekly training classes on topics such as Building Customers for Life, Overcoming Objections, Coaching Team Members and Thinking Like an Entrepreneur. Her passion and focus is on teaching and inspiring women to be successful business owners so that they can improve their self-esteem, income and have the work/life balance they crave. Previously Patty worked for 13 years in a variety of roles. She began her HR career as a Management Associate with CIGNA where she gained supervisory experience in a Benefits Call Center and then transitioned into a Recruiter position. She spent 4 years working as a HR Generalist at RR Donnelley handling employee relations, workforce reductions and various other HR projects, many of which were training related. She was promoted to a management level position and relocated to their Chicago office to implement high potential development programs. She also worked for The Chicago Tribune as HR Manager for 700+ employees as well as Pfizer Organizational Effectiveness. She holds a Bachelor's degree in Psychology from Pace University and a Master's degree in Adult and Organizational Development from Temple University.

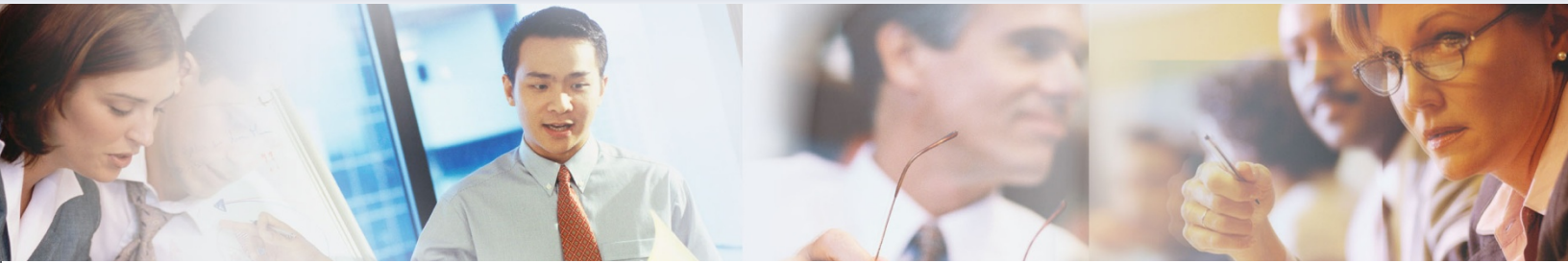
*Susan Freedland*

**SUSAN FREEDLAND, SENIOR EXECUTIVE COACH**

Susan brings 25+ years experience in executive coaching, leadership development, organizational consulting and psychology. Her unique combination of credentials, including her psychological background, coaching training, and a wide range of experience with clients, make her well-suited to partner with senior level executives and high potential individuals. Throughout her career, Susan has worked globally with individual clients as well as their organizations, ranging from small companies to Fortune 100 companies. She has provided services ranging from individual executive coaching, leadership development for top executives to talent selection, assessment and development of individuals at many levels in an organization. Integral to her partnership with executives in the coaching process, Susan remains consistently sensitive to the individual's needs and the organization's objectives, and is careful to maintain confidentiality and privacy, while fostering open communication. She brings a depth of insight and understanding on many levels and provides consultation to leaders in relation to professional development, productivity, and effectiveness; e.g., vision and strategic thinking, manager development, and change management. Susan also collaborates with several HR consulting firms on specific coaching and assessment projects. She has been a guest lecturer for professional organizations and consulted with the media on a variety of topics, such as, problem solving, relationship building, stress management and career development.

Susan earned a BA from Pennsylvania State University and a Ph.D. from Yeshiva University in Psychology and is a licensed psychologist in New York and Connecticut. She continued her training in executive coaching and assessment and has been on the board of the Penn State Executive and Professional Women's Network. She is a member of NYHRPS and other business and psychological organizations. In conjunction with the Connecticut and American Psychological Associations, she has worked on the Psychologically Healthy Workplace Award to help organizations create a better work environment for their employees. Susan's client list includes *American Cyanamid, ANZ Bank, Bertelsmann Publishing, BNP Parabis, CBS, Champion International, Citibank, CMGI, Ernst and Young, Inverness Petroleum Company (Canada), Marsh Inc., MedSpan, Merrill Lynch, PepsiCo, Movado Group Inc., Nanco/Nanshing (Hong Kong), NYNEX and Bell Atlantic, Pfizer Inc. and Weiser, LLP.*





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*Tom Barbieri*

**TOM BARBIERI, SENIOR ORGANIZATIONAL EFFECTIVENESS SPECIALIST, TRAINER & COACH**

Tom brings 30+ years experience in marketing, organization and management development, coaching and training improving managers' and executives' skills and operational effectiveness. He has worked in a wide range of industries with extensive experience in financial services, pharmaceuticals, consumer products and management consulting. His expertise is in helping individuals align their capabilities with the needs of organizations to produce high quality performance and a quality work experience. Tom began his career working with Bankers Trust, and then moved to Union Carbide to manage their professional development efforts. Also, he has over 19 years managing sales training, marketing and operational effectiveness functions and coaching for Pfizer, Inc. While at Pfizer, he created a worldwide training unit that helped grow the Animal Health business by 100% in a three-year period. Using both e-Learning and more traditional training methods over seven new products were launched in 64 countries. As a principal in two consulting firms he has worked with other large, medium and smaller sized corporations, professional partnership firms and not-for-profits including Prudential, Salomon Brothers, Texaco, various law partnerships, The United Way, Visiting Nurse Services and the New York Institute of Technology.

Tom has experience consulting in manufacturing operations, back office services, sales, marketing and technical functions at corporate, country and local levels. As one example of his approach, he worked with all functions in an organization on job and work process design, coordinating and streamlining efforts improving overall effectiveness as seen in quality and higher profitability. Some of his greatest successes came from helping executives and managers define what works well and what needs to change AND implementing practical plans to create improved performance. In short, his goal is to create precision solutions to a client's specific needs – be they to increase the skills and capabilities of individuals, establish high performing teams or build overall organizational efficiency. Tom holds a BS and MA from Yale University and has worked with the Center for Creative Leadership, NTL Institute and Columbia University to further develop his skills in coaching, leadership and career development. In addition, he has been a member of and worked with the NY OD Network, The Academy of Management and American Society for Training and Development (ASTD).