

# **Jack Berry**

## **Senior Consultant**

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### **EDUCATION**

- M.A.** Industrial/Organization Psychology, University of Maryland (1966)  
**B.A.** Psychology, University of Virginia (1962)  
**Certifications:** Certified by the Ned Hermann Group to Administer and Interpret Hermann's Thinking Styles Instrument. (1995)

### **PROFESSIONAL EXPERIENCE**

**EASI•CONSULT, LLC, St. Louis, MO (2009 – Present)**  
**Senior Consultant**

**JACK BERRY CONSULTING GROUP (1995 – Present)**  
**Consultant**

- Help companies achieve greater revenues and profits by providing an integrated process to assist operations and staff support units focus their knowledge, skill and experience to develop internally consistent strategies and plans to reach company objectives.
- Areas of expertise include strategy development, managing strategic change, designing high performance manufacturing and staff operations, culture change, building partnerships, team building, management and executive development and succession planning.

**THE COCA-COLA COMPANY (1983 – 1995)**

**Corporate Director, Executive and Organization Development (1989 – 1995)**

- Provided leadership to Corporate Headquarters and the International Operating Divisions in creating high performance manufacturing and staff groups.
- Worked with the International Division management teams and the corporate staff teams in creating strategies and plans that would grow the effectiveness of their businesses.
- Developed and implemented executive workshops for senior management teams to ensure their ability to effectively address the challenges facing the growth of the company.
- Provided direction and support to Corporate and International in their efforts to restructure their organizations into high performance/high commitment groups.
- Provided direction to senior management in identifying, clarifying and resolving those issues that were impacting the effectiveness of their functions.
- Provided guidance and assistance to the Corporate and Division Human Resources Directors and their teams in developing HR strategies and structures linked to the business strategies, and how to more effectively transform their expertise and services into greater revenues and profits for the company.

### **Corporate Director, Human Resources Development (1983 – 1989)**

- Managed the company-wide Succession Planning process, developed and implemented corporate-wide strategies for development of executives and high potential managers.
- Provided consulting assistance to all business sectors in the areas of management and organization development.
- Assisted management in identifying internal candidates for key positions.
- Provided coaching to key managers and high potential professionals.

### **CELANESE CORPORATION, Charlotte, NC (1975 – 1983)**

#### **Fibers Division Manager, Management Development**

- Coordinated the identification of needs; developed and conducted programs for managers, professionals, and departments.
- Implemented MBO and redesigned the performance review process to support it for the two R&D departments, Fibers Group Office and for the affiliates in Brazil, Columbia and Mexico.
- Evaluated effectiveness of programs initiated across the four companies in the Fiber's division. Also acted as internal consultant to Celanese affiliates/subsidiaries in Brazil, Colombia, Mexico, Venezuela and Canada.

### **ALLIED CHEMICAL, Hopewell, VA (1973 – 1975)**

#### **Manager, Management Development**

- Provided management development and training for managers, supervisors and professionals in a 2400 employee plant. Acted as consultant to the three other fibers plants in the Division.

### **FIELDCREST MILLS, INC. Eden, NC (1966 – 1973)**

#### **Personnel Research / Supervisory and Employee Development**

- Provided personnel research which involved psychological test development and validation for selection and promotion of hourly, clerical, professional and management employees.
- Provided supervisory and employee development for all plants in the Company. Responsibilities included development and implementation of attitude surveys, conducting supervisory training classes and consulting with plant managers on people performance issues.

## **LIST OF PUBLICATIONS**

"Linking Management Development to Business Strategies" Highlighted on the cover of ASTD's *Training and Development Journal*, August, 1990. The article was also selected as "one of the best" for 1990.

"When Managers Become Architects of Their Own Learning" *Developing Tomorrow's Managers* Conference Board Publication, 1992.

“Executive Development and Succession Planning” An Executive Commentary on Dr. Harry Levinson’s article “Between CEO and COO”. The Academy of Management, *Executive*, 1993.

“Managing Change: A Practitioner’s Prospective” The Academy of Management *Executive*, 1994.

“Human Resources as a Strategic Business Partner” *EMA Journal*, Spring 1995.

“Corporate Staff Departments: A Cost of Doing Business or a Source of Competitive Advantage? Unpublished manuscript 1996.

## LIST OF CLIENTS

- **Hewlett-Packard:** Designed and delivering a “best-in-class” assessment and development program with executive-level sales personnel, and providing executive coaching. (2009)
- **U.S. Gypsum (USG):** Supported the development, validation and implementation of development programs that accelerated the development and effectiveness of “high-potential” leaders throughout the corporation. Currently delivering assessments and on-going coaching to action teams. (2009)
- **The Coca-Cola Company:** Worked with the Senior VP of the Corporate Technical Division to create high performance technical support groups and concentrate manufacturing plants. (1995 – 1997)
- **AIG:** Worked with a key manager to develop his coaching skills to improve the performance of his department. (1997)
- **Citibank:** Consulted with two managers from the Bank’s Executive Development Department to create a world class global training process to support the company’s strategic initiative. (1998)
- **Burger King North America:** Provided assessment, feedback and coaching to their high potential corporate managers. (1998)
- **Peerless Manufacturing Group:** Designed and conducted team building sessions with the senior operating management team. (2003)
- **National Bank of South Carolina:** Provided coaching to the two senior VP’s on methods for attracting, utilizing and retaining talent. (2002)
- **Siemens Energy and Automation:** Worked with the directors of manufacturing and purchasing to create collaboration between the two groups in delivering quality products, at the lowest cost and on time. Also worked with helping the management team of a new startup business, Power Management Technologies, to design an organization that would generate a profit in the time frame set by the Corporation. (1999 – 2000)
- **Market Source:** Worked with management in more clearly defining roles and responsibilities in their new matrix organization. (2007)
- **Allegis Corporation:** Provided on-going coaching to one of their high potential division managers and worked with the Company’s internal consultant on an approach to re-structuring the organization. (2001 – 2002)

- The following client work focused on helping senior managers transform their HR and Management Training organizations from being a cost of doing business to being a source of competitive advantage and economic value. This work included diagnosing barriers to improved performance, workshops on re-designing their organizations, and helping in implementing the changes needed.
  - **Mallinckrodt Medical** (1995)
  - **Bell Helicopter Textron** (1996)
  - **Continental Grain** (1996)
  - **Mead Fine Paper Division** (1997 – 1998)
  - **Siemens Energy & Automation** (1997 – 2000)
  - **Norrell Corporation** (1998)
  - **Plantation Pipeline** (1998)
  - **Freddie Mac** (1998)
  - **Lockheed Martin Corporation** (1998 – 1999)
  - **Siemens Medical Systems** (1998 – 1999)
  - **Medical Center of Georgia** (1999)
  - **Sealed Air Corporation** (1999 – 2000)
  - **EATON Corporation** (2000)
  - **Pharmacia** (2000)