



Mary Ebaugh Hershey

Mary has over twenty years of experience in organizational development and human resources in Fortune 1000 to Fortune 10 companies within the automotive, chemical, financial, and medical diagnostics industries. Her services in organizational development are primarily in leadership, developing organizational capability to address business changes, and team effectiveness. She works with all leadership levels and most often with the executive level.

Mary's employment experience includes Johnson and Johnson, ExxonMobil, and BorgWarner. Her client experience is in the financial, market research, manufacturing, and grocery industries. She has taught human resources development at the undergraduate level and has served on several boards for non-profits and colleges. She holds a Master in Industrial Labor Relations from Cornell University and has completed the Advanced Program in Organizational Development from the University of Michigan and Columbia University.

Professional Expertise/Services and Recent Assignments

Leaders...

- Individual leadership assessment, targeted development plans, and coaching leveraging the *Center for Creative Leadership* certification and processes
Stephen Romaine, President and Chief Executive Officer, Tompkins Financial...
"Mary has been invaluable, not only in helping create and implement my personal development plan, but with the integration of our entire senior team. There has been a tremendous advantage in having her direct involvement with the various individual styles within the team. Her knowledge, experience, confidentiality and tact combine to provide an outstanding environment for self awareness and learning."
- Senior and manager level leadership workshops
Kathy Rooney, Executive Vice President, Marketing, Tompkins Financial...
"I have had the opportunity to participate in several outstanding leadership programs over the years at a major financial institution. That being said, the "Leadership Challenge" program conducted by Mary Hershey had the most lasting impact for me. Mary is a strong facilitator who guides the process in a way that engages and gets the best work from the participants. The program is thoughtful, balanced, and focused on understanding and developing the behaviors that will make participants better leaders for the long term - not just for the time they're in the class. This lasting approach is further supported by follow-up initiatives. This was truly a rewarding experience."

Teams...

- Team performance improvement or acceleration for leadership teams
Roger Wood, President and General Manager, BorgWarner Turbo & Emissions Systems...
"Mary's ability to work with our diverse team of executives has enabled us to integrate various cultural backgrounds into a united team focused on execution of our strategy. Mary's ability to assess the team's talents, and link it to our strategic initiatives was a key factor in helping us to 'hit the ground running' as a unified management team as we rolled out our modified business strategy to our global network of business units."
- Small and large group process design, facilitation, collaboration, and conflict resolution

Organizations...

- Closing the gap between strategy and execution: capability assessment and integration
Cal Organ, Vice President, Human Resources, BorgWarner Morse TEC
"BorgWarner Morse TEC continues to be impressed with the professional and technical capabilities Mary offers to all levels of our organization. From employee training to executive coaching, she is able to assess our needs and provide a high quality solution."
- Enabling executives and managers in leading large scale change
- Creating a culture of engagement

Education and Professional Affiliations

- Master in Industrial Labor Relations from Cornell University
- Advanced Program in Organizational Development from University of Michigan and Columbia University
- Master Facilitation and Certified Instructor, Interaction Associates
- Organizational System Design Certification, OSD Alliance
- Registered Organization Development Professional
- NTL Certification in Conflict Resolution
- Qualified in Myers-Briggs Type Indicator and Firo-B
- Certified in leadership assessment through The Center for Creative Leadership and Lominger

Contact Information

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