

Bernardo M. Ferdman, Ph.D.

<http://bernardoferdman.org>

Specializing in diversity and inclusion, multicultural and Latino/a leadership,
& *Bringing Your Whole Self to Work™*



Bernardo is an accomplished Leadership and Organization Development Consultant with more than 25 years of experience working with diverse groups and organizations to increase individual and collective effectiveness.

REPRESENTATIVE CLIENT LIST

- Alcoa World Alumina
- Alumina Española S.A.
- AmericaSpeaks, Inc.
- City of San Diego
- Eli Lilly
- Federal Aviation Administration
- Hilton Hotels Corporation
- Intel Corporation
- National Association for Multiethnicity in Communications (NAMIC)
- Pillsbury Green Giant
- San Diego Prevention Research Center
- Solar Turbines
- U.S. Air Force JAG Corps
- Verizon Communications
- Wells Fargo & Company
- World Bank

EDUCATION AND AFFILIATIONS

- Ph.D., M.Phil., & M.S. in Psychology, Yale University
- A.B., Princeton University
- Full Professor, Marshall Goldsmith School of Management, Alliant International University
- Faculty, UCLA Anderson School of Management Executive Education (Latino Leadership Institute, Leadership Institute for Managers with Disabilities, & other leadership programs)
- Faculty, Ascent-Leading Multicultural Women to the Top
- Associate, AmericaSpeaks, Inc.
- Multicultural Coaching Network, Equest, Inc.
- Consultant, ICW Consulting Group; Chaos Management, Ltd.; Orbital Solutions, Inc.
- Past Division Chair, Gender and Diversity in Organizations Division, Academy of Management
- Past President, Interamerican Society of Psychology
- Fellow, American Psychological Association
- Charter Fellow, International Academy for Intercultural Research
- Society for Industrial and Organizational Psychology (Professional Practice Book Series, former Editorial Board Member)
- Association for Psychological Science
- National Latino/a Psychological Association
- Board of Trustees member, San Diego Repertory Theatre
- Co-chair, San Diego Latino-Jewish Coalition

Bernardo has focused his career on addressing the needs of organizations that wish to use their diversity to achieve better business results. He works with organizational leaders and employees to develop and implement effective ways of using the talents and contributions of every member of the organization and to build multicultural and cross-cultural competencies on the part of individuals, teams, and the whole organization. Bernardo has extensive international experience, and is a native Spanish speaker.

As a university professor since 1986, Bernardo has broad knowledge of theory, research, and practice in organization development, cross-cultural management and leadership, diversity and inclusion, and Latinos and Latinas in the workplace. He has written and published extensively on these topics, and regularly makes presentations and conducts workshops for a range of audiences. Bernardo also served in various administrative roles during his university career, including a term as Program Director. In 2006, Alliant International University's Marshall Goldsmith School of Management recognized him with its Outstanding International Scholar-Practitioner Award.

As a consultant, Bernardo works with organizations to improve performance and leadership and to increase inclusion, focusing on assessment, coaching, dialogue, facilitation, and training in the context of diversity. He has designed and facilitated dozens of workshops, meetings, and other events, and served as lead co-facilitator for CaliforniaSpeaks, a statewide conversation on healthcare reform held as a multisite town hall meeting in eight cities. Bernardo has designed training and worked with managers to support their professional and leadership development. As a consulting affiliate with the Kaleel Jamison Consulting Group from 1989 to 2002, Bernardo helped a number of clients to enhance both high performance and inclusion. As a senior consultant with Orbital Solutions, Inc. from 2001 to 2006, he focused on assessments, leadership team development, executive coaching, and organizational optimization at various international locations, including Spain, Italy, and Brazil. With Chaos Management, UCLA, and Ascent-Leading Multicultural Women to the Top he has worked to develop Latino and Latina leaders and other multicultural leaders in both corporate and non-profit settings. His signature workshops focus on *Finding Your Own Voice in Managing Conflict and Pushback* and on *Bringing Your Whole Self to Work*.

Inclusion means everyone's voice matters.