



## Mark Friedman, Ph.D., Executive Coach

Mark J. Friedman, Ph.D., has over 25 years of experience in Executive Coaching, Strategic Planning, Team Building, Change Management, Career Development and Outplacement, Individual and Organizational Assessment, Developing and Implementing Training Programs for Managers and Supervisors, and Meeting Facilitation. He has held internal OD & Training positions at Eli Lilly, RCA, TVA, Conoco and Tenneco. He is a Certified Harrison Assessments Solutions Coach.

Over the last 25 years he has worked extensively with all levels of employees in the Petrochemical Industry, Oil & Gas, Engineering & Construction, Manufacturing, High Tech, Defense, Health Care, Banking, Consumer Packaging, Education, and Federal and Municipal Government. Clients include: Condea Vista (now Sasol), Rohm & Haas, Celenese, Praxair, Air Liquide Global E&C Solutions, BP, Exxon/Mobil, ABB Lummus Global, National Oilwell Varco, The Port of Houston Authority, URS, Technip, L-3 Communications, Industrias AIE (Mexico), Chase Bank of Texas, Prime Bank, the Bureau of Land Management, The US Postal System. And The City of Houston.

Dr. Friedman works with leaders and professionals helping them build the skills necessary to achieve tangible results. Using 360° feedback and other assessments, Mark helps leaders and their teams go beyond current performance levels. He works with individuals to help them build actionable career and development plans, then helps them execute successfully. Dr. Friedman is a popular speaker who is often asked to talk about *Partnering Strategically with Management*, *Hire the Best!*, *Managing Performance*, *Executive Coaching*, and *Take Charge of Your Career*. During the last 25 years Mark has helped over 3000 people manage their careers and career transitions.

Dr. Friedman has taught at The University of Tennessee (Knoxville), University of Houston, and Houston Community College and presently serves as a Coach for executives attending the Rice Executive MBA Program. This is the eighth year that Mark has participated in the program and he has coached over 50 EMBA's, typically with companies in Petrochemicals and Oil & Gas. Mark has also worked internationally in Mexico, the UK, Europe, China and Canada.

Dr. Friedman received his Ph.D. in Psychology from the University of Tennessee, Knoxville in 1980. In 1991 he was awarded *Member of the Year* by the Houston Chapter of The American Society of Training and Development for career counseling chapter members. He was recently selected to *The Cambridge Who's Who of Distinguished Professionals*. He was awarded Volunteer of the Year by HRHouston (Houston Chapter of SHRM) for his work.



### Executive Coach/ Leadership Development

Mark combines experience in diverse industries and functions to support leaders in organizational strategy and building effective teams. Services include:..

- Organizational & Leader Assessments
- Leadership Development
- Strategic Alignment
- Meeting Facilitation
- Change Management
- Training
- Team building
- Career Management