



Greg Pennington, Ph.D.

Sunday, February 11, 2018 – 8:00 am – 12:00 pm

Diversity and Inclusion: Don't Waste My Time! An interactive discussion about what works and what does not.

Don't waste my time! Already committed to D&I but frustrated about limited progress? You "don't get it" but at least want to try? Convinced that D&I initiatives are unnecessary but can't find an audience to listen? This discussion identifies successful and sustainable drivers for diversity and inclusion programs. By engaging in candid discussion about challenges to developing and maintaining successful programs, participants will enhance skills managing contributors to failure and leveraging effective drivers to success.

Bio: Greg Pennington, Ph.D. is Managing Partner for Pennpoint Consulting Group (PC|G), a firm focused on increasing organization capacity and capability. PC|G provides executive coaching, team effectiveness, and leadership development programs and presentations to Fortune 500 companies and national professional associations.

Greg works to link individual and organizational strengths and development areas to specific business outcomes. While establishing himself as a trusted advisor, he provides insight into how the organization, the team, and the individual interact that results in measurable changes in behavior. Experienced with several assessment instruments and feedback tools, he focuses integrating input from a variety of sources to identify a few critical areas of focus for development. Always offered in context of the business, his success requires a partnership with several resources including senior business leaders and human resources professionals. It also requires realistic goals that can be demonstrated with measurable evidence of achievement.

Greg's experience includes serving as V.P. Senior Leader Development and Planning for a Fortune 100 global multi-industrial company. His experience includes internal and external roles in human resources, training and development, diversity and inclusion and executive coaching.

His coaching clients include partners, senior leaders, and high potentials in public accounting firms, financial services corporations, retail, consumer goods, communications and manufacturing organizations. His coaching engagements have focused on accelerating effectiveness and on new leader assimilations. PG|G's leadership development engagements include high potential and high performance programs, developing women leaders and increasing diversity and inclusion. His team effectiveness engagements include integrating senior teams post-mergers, driving sustainable high performing teams, and accelerating supervisor skills.

Greg holds a Ph.D. in Clinical Psychology from the University of North Carolina, Chapel Hill and a B.A. degree *cum laude* in Psychology and Social Relations from Harvard University. He is an active member of the American Psychological Association.