

# JAMES (JIM) ICE

## BRIEF RESUME



*A trusted advisor to business leaders, who provides practical leadership solutions to drive business strategy. Experience developed over twenty-five years of consulting to global companies across multiple industries. A high-energy, thought leader who delivers results through the integration of business insight and deep leadership development subject matter expertise:*

- Leadership Assessment/Development
- HR & Talent Strategy Development
- Succession/Hi-Potential Development
- Talent Acquisition/Retention
- Organizational Design/Development
- Strategic Planning/Implementation
- Cultural/Employee Engagement
- Instructional Design/Delivery
- Transformational Change Leadership
- Process Re-engineering
- Performance Management
- Psychometric Data Collection/Analysis

### Career History

- Managing Director, jim ice & associates** – 3925 Reed Blvd, Suite 203a, Murrysville, PA (13-present)  
Principle consultant delivering strategic talent management, organizational development/change management and leadership development services.
- Director, HR Talent Management & Westinghouse University, Westinghouse** - 1000 Westinghouse Drive, Cranberry Woods, PA (08-13)  
Led HR Talent Management 'Center of Excellence' (\$15M/60 employees) designing/delivering global talent solutions to support business objectives; Served a change consultant for Sr. management; Architected/implemented award-winning corporate university.
- Director, Organizational Development, Respronics, Inc.** - 1010 Murry Ridge Lane, Murrysville, PA (02-08)  
HR executive accountable for global talent management execution in support of business growth initiatives (\$3M/10 employees); Served a change consultant for Sr. management; Developed leadership bench strength via acquisition and targeted development.
- Vice President, Professional Services, SuccessFactors, Inc.** – 2929 Campus Drive, San Mateo, CA (96-02)  
Executive accountable for delivery of talent management/development consulting services; Served as HR and change consultant to C-site; Key Board of Directors, Investor and Sr. Client interface; Defined software process requirements as subject matter expert.
- Organizational/Professional Development Manager, ALCOA, Inc.** – ALCOA Building, Pittsburgh, PA (88-96)  
Managed global organizational development process design/implementation; Change consultant for HR executive staff; Lead process re-engineering/automation projects; Architected quality change agent training; Coordinated technical/business training.
- Staff Education Manager, Harmarville Rehabilitation Center.** – Fox Chapel, Pittsburgh, PA (87-88)  
Managed needs analysis and delivery of staff, leadership and patient educational programming; Developed national seminar programming into a profit center; Supported design/delivery of for-profit media based healthcare educational programming.
- Training Advisor, Allegheny Power Service Corporation.** – Cabin Hill, Greensburg, PA (85-87)  
Implemented skills training for power station operator and maintenance staff; Built in-house video training production capability; Served as producer/director of custom safety and skills training programs; Managed regulatory training record keeping.

### Education History

- University of Pittsburgh** – Pittsburgh, PA 15260 (ongoing)  
**Doctorial coursework, Adult Instruction and Learning** (completed all required coursework, working on dissertation for Ed.D)
- Purdue University** – West Lafayette, IN 47907  
**Masters of Science, Organizational Development/Communication**
- West Virginia University** – Morgantown, WV 26505  
**Bachelor of Arts, Psychology and Speech Communication** (double major)

### **Continuing Education and Certifications, (partial list)**

- Talent Management – Master Human Capital Strategist Certification (HCI); Exec Development (Lominger/Cambria/ICEDR; CMU)  
Organizational Development – OD Professional Certification (NTL); Assessment Certifications (Hogan/MBTI/FIRO-B/CCL-360)  
Change Management – Change Fundamentals & Tools (Kotter/ODR/Strategos/Designed Learning/NTL/ Rumler Brache/Darden)  
Training Certifications – Situational Leadership (CLS); Interaction Management Series (DDI); Accountability (PIL); plus others

