

Bernardo M. Ferdman, Ph.D.

<http://ferdmanconsulting.com>

Specializing in the practice of inclusion in diverse groups and organizations, developing multicultural and Latino/a leadership, and *Bringing Your Whole Self to Work*TM. Editor of *Diversity at Work: The Practice of Inclusion* (Wiley, 2014)



Bernardo is passionate about helping to create an inclusive world in which more of us can be fully ourselves and accomplish our goals in ways that are effective, productive, and authentic. He is an accomplished Leadership and Organization Development Consultant and Coach with three decades of experience working with diverse groups and organizations to increase individual and collective effectiveness and inclusion.

REPRESENTATIVE CLIENT LIST

- Alcoa World Alumina; Alumina Española S.A.
- AllianceBernstein L.P.
- AmericaSpeaks, Inc.
- Brown-Forman
- California State University San Marcos
- Center for Creative Leadership
- City of San Diego
- County of San Diego
- Defense Security Service, U.S. Department of Defense
- Eli Lilly and Company
- Hilton Hotels Corporation
- Ikea Group AB
- Intel Corporation
- Inter-American Development Bank
- International Water Management Institute
- Lumina Foundation & Santa Ana Partnership
- National Association for Multiethnicity in Communications
- Sempra Energy
- Solar Turbines
- U.S. Air Force JAG Corps
- Verizon Communications
- Wells Fargo & Company

EDUCATION AND AFFILIATIONS

- Ph.D., M.Phil., & M.S. in Psychology, Yale University
- A.B., Princeton University
- CCE Board Certified Coach (Executive/Corporate/Business/Leadership)
- Distinguished Professor, California School of Professional Psychology, Alliant International University
- Member & Board of Directors, Diversity Collegium
- Faculty, Ascent-Leading Multicultural Women to the Top; UCLA Anderson School of Mgmt Executive Education; UCSD Rady School of Mgmt Center for Executive Development
- Site Coach, Latino Student Success Initiative, MDC Inc.
- Past Division Chair, Gender and Diversity in Organizations Division; Past Chair, Diversity & Inclusion Theme Committee, Academy of Management;
- Past President, Interamerican Society of Psychology
- Charter Fellow, International Academy for Intercultural Research
- Fellow, American Psychological Association (including four of its divisions)
- Fellow, Society for Industrial and Organizational Psychology (former Editorial Board Member, Professional Practice Book Series)
- Co-chair, San Diego Latino-Jewish Coalition

Bernardo, principal of Ferdman Consulting, has focused his career on supporting organizations to use their diversity to achieve better business results. He works with organizational leaders and employees to foster inclusion, to develop and implement effective ways of using everyone's talents and contributions, and to build inclusive behavior and multicultural competencies on the part of individuals, teams, and the whole organization. A Board Certified Coach and native Spanish speaker, Bernardo has extensive international experience.

Bernardo works with organizations, groups, and individuals to improve performance and leadership and to foster inclusion, focusing on assessment, coaching, dialogue, facilitation, and learning in the context of diversity. A sought-after speaker, Bernardo has designed training and worked with managers to support their professional and leadership development and with organizations to develop effective strategies for diversity and inclusion. 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. Bernardo is a member of the Diversity Collegium (a think tank of diversity practitioners) and was a network associate with AmericaSpeaks. From 1989 to 2002, he worked with the Kaleel Jamison Consulting Group to help clients enhance both high performance and inclusion. As a senior consultant with Orbital Solutions, Inc. (2001-2006) 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, UCSD, 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. Bernardo's signature workshops focus on exploring the practice and challenges of inclusion, on *Finding Your Own Voice in Managing Conflict and Pushback*, and on *Bringing Your Whole Self to Work*.

Bernardo has been a university professor since 1986; he has broad knowledge of theory, research, and practice in diversity and inclusion, organization development, cross-cultural management/leadership, and Latinos/as in the workplace. He has published extensively and regularly makes presentations and conducts workshops for a range of audiences on these topics. His book, *Diversity at Work: The Practice of Inclusion* (Wiley, 2014), part of SIOP's Professional Practice Series, provides a state-of-the-art, research-based understanding of inclusion and how to systematically create it, foster it, and navigate its challenges. Bernardo has served in various administrative roles as a professor, including a term as Program Director. Alliant International University awarded him its prestigious Provost's Pillar Award for Applied Research and Scholarship (2014) and the Marshall Goldsmith School of Management Outstanding International Scholar-Practitioner Award (2006). He received the 2014 Janet Chusmir Service Award Distinguished Service Award from the Academy of Management's Gender and Diversity in Organizations Division, the 2011 Trailblazer Award from the Ph.D. Project's Management Doctoral Students Association, and the 1991 Gordon Allport Intergroup Relations Prize from the Society for the Psychological Study of Social Issues.

Inclusion means everyone's voice matters.