

ACADEMIC VITA

MARK JAMES SULLIVAN

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EDUCATION

1991-1997: Ph.D., Organizational Behavior – Case Western Reserve University
(*Summa Cum Laude*)

1979-1980: Ed.M., Adult & Organizational Development – Harvard University
(*Cum Laude; Harvard Phi Epsilon Honor Society*)

1972-1976: B.S., Special Education – Fitchburg State University of Massachusetts
(*Magna Cum Laude*)

DOCTORAL FELLOWSHIP

1992-1994: First Family Business Fellow at the Case Western Reserve University
Weatherhead Management School *Family Business Institute*.
Conducted research and consultations on leadership, operational and succession
issues and trends with owner and successor generation of \$20-50M privately held,
Cleveland family businesses. (Institute Corporate Members included: Progressive,
American Greetings, Cleveland Steel, Weatherhead Industries, Forest City
Development and 17 other companies.)

Advisor: Business School Dean Scott Cohen (currently retiring President of
Tulane University.)

POSTDOCTORAL FELLOWSHIP

1995-1997: Gestalt Institute of Cleveland, Multi-disciplinary, clinical training in Small-Large
Group, Team and Intimate (Family) Systems' Intervention & Development.

Advisor: Dr. Donald M. Wolf (Pioneer and Co-Founder of the world's first
accredited Ph.D. Organizational Behavior Program).

HONORS AND AWARDS

1994: *U.S. Outstanding Doctoral Management Student Fellow Award*, sponsored by the
Schaeffer Management Fellows Program; Stamford, CT

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HONORS AND AWARDS, continued

- 1996: Kauffman Foundation Scholar: Keynoter at the Kauffman Annual Global Entrepreneur's Conference; Kansas City, MS
- 1996: Organizational Facilitation and Effectiveness Award, Weatherhead Management School, Department of Organizational Behavior

UNIVERSITY TEACHING EXPERIENCE

Case Western Reserve University, Weatherhead Management School: 1991-1995

The Ohio State University, Fisher College of Business, Management & HR Dept: 2015-2017

PROFESSIONAL APPOINTMENTS

- 2013-Current: *Managing Partner – Organizational and Management Consultancy*
APEX / Accelerating Performance Excellence LLC, Columbus, OH
- 2009-2013: *Global Vice President – Organizational & Talent Mgmt. Function*
Battelle Memorial Institute, Columbus, OH
- 2008-2009: *Chief Learning Officer – Learning and Development Department*
Honeywell International, Morristown, NJ
- 2005-2008: *Senior Director: Strategy and Growth (SMP/Strategic Marketing Program for Leaders) - Executive Education*
Honeywell International, Morristown, NJ
- 2002-2005: *Director of Learning & Learning Technologies – Human Resources*
Honeywell International, Morristown, NJ
- 1997-2002: *P & L Principal – Organization & Human Performance Practice, High Tech, Media & Telecommunications Industry Sector*
Accenture Corp., Denver, CO
- 1991-1997: *University Instructor; Family Business Fellow (as a Doctoral Student);*
Case Western Reserve, Weatherhead Mgmt School, Cleveland, OH

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PROFESSIONAL APPOINTMENTS, continued

- 1988-1991: *Post-Merger Integration Lead - United Airlines and Pan Am Pacific Routes*; Expatriate in Tokyo, Japan and Singapore for United Airlines
- 1984-1988: Manager and Chief Instructor – UAL Global Executive Sales Institute; United Airlines, Chicago, IL
- 1983-1984: Instructional Designer and Supervisor – Executive Sales & Management Development Dept.; United Airlines, Chicago, IL
- (Pre-1983, early career activity includes: inner-city public school teaching, research aid and fundraiser for the Boy Scouts of America.)*

PUBLICATION, WHITE PAPERS AND CERTIFICATIONS

Publications:

Book Chapter

Do It...And Understand: Turning Experience into Learning

Mark Sullivan, Ph.D., David A. Kolb, Ph.D.; Kendall/Hunt Publishing Co.; 1995. ISBN 0-7872-0308-4.

Collaborative Learning and Leadership, Mark J. Sullivan; UMI; 1997.
ISBN – On Reserve

Trends in Talent Management, Mark J. Sullivan, Ph.D.; Conference Board Magazine; 2013.

Video Publications:

Leader As Coach; Mark J. Sullivan, Ph.D.; Harvard Leadership Direct Media Channel; Harvard Business Publications, June, 2013.

Developing Others: Capability and Commitment – The Path To Success; Mark J. Sullivan, Ph.D.; Harvard Leadership Direct Media Channel; Harvard Business Publications, June, 2013.

Striving and Thriving – What Matters is Purpose and Passion; Mark J. Sullivan, Ph.D.; Harvard Leadership Direct Media Channel; Harvard Business Publications, June, 2013.

PUBLICATION, WHITE PAPERS AND CERTIFICATIONS

Video Publications: Continued

Courage as a Leadership Fundamental: Pushing Back with Care and Confidence;

Mark J. Sullivan, Ph.D.; Harvard Leadership Direct Media Channel; Harvard Business Publications, June, 2013.

“Leading and Leveraging Your Gifts: The Courage To Be You”;
Battelle TEDx Talk: May, 2013.

(Harvard Business Publishing video links and TEDx Talk DVD available upon request.)

Certifications:

- Forte Executive Coaching and Team Assessment Certification, 2015
- Korn Ferry Leadership Architecture Certification, 2014
- Vital Smarts Crucial Confrontation Instructor Certification, 2014
- Vital Smarts Crucial Accountability Instructor Certification, 2014
- Vital Smarts Influencer Instructor Certification, 2014
- Personality Assessment; Assess Systems Corp, 2013.
- Organizational Profiling and Analysis; KatesKesler, 2013.
- 360 Instrument; Assess Systems Corp, 2013.
- Interview Profiling and Assessment; Assess Systems, 2013.
- Social Styles Profile and Assessment; Tracom Group, 2011.
- Hogan Personality Inventory (HPI), Hogan Assessment Corp, 2009.
- General Managers’ Executive Track Certificate; Northwestern University, Kellogg School of Management, Evanston, IL, 2004.
- Six Sigma: Yellow and Green Belts, Honeywell, 2004.
- Group Process and Team functioning; Post Doctorate, Gestalt Institute of Cleveland, 1997.
- Appreciative Inquiry; Case Western Reserve University, 1996.
- Learning Style Index; Case Western Reserve University, 1995.
- Managing the Change Process; National Training Laboratories; 1990.
- Problem Solving and Decision Making; Kepner-Tregoe; 1989.
- Advanced Negotiating Skills by Herb Cohen; 1986
- Praendex Personality Profiler, 1985