

Dr. Anthony G. Lucas
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Summary

A skilled behavioral based HR/OD professional with a track record of accomplishments in major Fortune 500 corporations and academic institutions.

Special Competencies:

- Experienced working with a wide variety of external providers, in both business and academic settings.
- Expertise in Organization Design, Change Management, and Workforce Planning.
- Expertise working with Board level executives on succession planning, talent review and team (issue) diagnosis.
- Skilled and experienced developing and implementing both programmatic and coaching (personal) Leadership interventions.
- Proven leadership skills.
- Experienced working virtually preparing and delivering programs on Webex and Synch

Experience:

2018 - to present - **Rutgers Business School – Assistant Professor Professional Practice**

- Undergraduate and Graduate programs in Management and Organizational Behavior

2018 – to present – **CCI Consulting – Senior Consultant**

- Organization design
- Executive Coaching
- Change Management

2015 – 2017 – **Accenture – Manager, Change Management Consulting**

- Variety of projects in industries as diverse as Consumer Products, Communication Technology and Pharmaceutical supporting Oracle HRM implementations.

2013 – 2015 – **Head of Learning & Talent Development (Contract Consultant Position), Ranbaxy Pharmaceuticals, Princeton, NJ (1,000 US employees, 14,000 globally)**

- Working with India (Corporate HQ) to implement High Performance Competency Framework and a Talent Management Strategy.
- Providing internal coaching and 360 feedback and action planning for key leaders.
- Due to the takeover by Sun Pharmaceutical, working on change and executive leadership transition issues.

2012-2013 – Not for profit consulting.

1996 – 2012 - **Adjunct Staff, Rutgers University, Graduate School of Education and Center for Management Development.**

- CMD - Mini MBA program (designed and presented) - Classes on Organizational Change
- Graduate School of Education - Classes on Training & Development
- CMD - Classes on future of HR and Business Strategy Development
- CMD - Classes on Organizational Development
- Experienced virtual training – webex and synch

2009 to 2011 – Director, Organization & Talent Development (Head of HR), South Jersey Industries (Energy), Folsom, NJ (1,000 employees)

- Managed all operational HR functions and a staff of eight.
- Designed and implemented a Change Management Shared Service Center.
- Created, developed and implemented Talent systems and support culture as part of HR Transformation project to position HR as a strategic business partner.
- CEO and senior team Succession Management and Talent Review, Competency Development (SJI Leadership Competency Model using Lominger competencies), 360, Leadership Development, Performance Management, Company mentoring program, Employee Engagement Survey Development and Implementation.

2008 to 2009 – Self-Employed Consultant

- Contract Consultant at Freund Associates – Prepared on-line marketing training materials for Sales Representatives of XO Communications.
- Adjunct for the Rutgers University Mini MBA program – taught courses on Developing Business Strategy and Leading Strategic Transformation.

2007 to 2008 – Senior Director, Leadership Development, HR/Talent Management, Wyeth Pharmaceutical, Madison, NJ (53,000 employees)

- Managed Global Leadership Development Center with responsibility for the development and implementation of a Global Leadership Development strategy as an integral part of TM.
- Managed a full roster (12) leadership programs conducted globally.
- Served as the lead consultant in the effective implementation of new Talent Management Systems:
 - Worked with the Wyeth Executive Committee and led the design of an executive 360 using DDI High Performance competencies and Development portfolio.
 - Consulted on Performance Management System team and Talent Review processes re-design team.
- Maintained HIPO Global Talent pool with planned individual development follow up.

1996 to 2006 – Consulting Director, Johnson & Johnson (J&J), The Consulting Group functioned as an external OD/TM consulting group (180,000 employees).

- Leadership & Executive Development – Consulted extensively with J&J Operating Companies to institutionalize good leadership practice based on Corporate Leadership Standards and defined needs:
 - Created and implemented Leadership Assessment Centers and leadership programs designed around business action learning projects.
 - Provided extensive Executive Coaching throughout J&J.
 - Designed and conducted Talent review processes and interventions supporting the Talent and Performance Development cycle.
 - Created and implemented Managerial and Executive transition (on-boarding) coaching programs and processes.
- Account Consulting Director for Pharmaceutical R & D (PRD) – Managed internal OD/TM resources for this Global Operating Company with over 7,000 employees in US, UK, France and Belgium:
 - Led a team of 10 internal consultants including accessing and managing other outside vendor resources, and maintained a revenue stream of \$1.5 million per annum for five years. Created the largest account in the practice.

- Designed and implemented necessary interventions (design, change, workforce planning and leadership processes) for the merging of two J&J Pharmaceutical R & D companies to create the Pharmaceutical Research and Development Company (PRD).
 - Customized and developed succession planning, performance management and talent review and development processes for the new company – Discovery through to Full Development.
 - Designed and supported Shared Service organizations for Procurement and IT.
- HR Function Support – Coached and supported HR throughout J&J and worked with HR Leadership teams on retention strategies and re-design of function.
 - Company Board Level Strategic Interventions – Implemented large-scale changes in composition span of control and organizational structures using a data driven process of one to two year duration.

1988 - 1996 – **Project HR Manager & Generalist, Becton Dickinson & Co.**

- Design and implemented change management related interventions in the creation of new “worldwide” business IT systems.
- Served as an HR Generalist for the design and implementation team.
- Led design efforts for the automation of a Talent tracking system.
- Designed Succession Planning processes for Company Chairman.
- Worked extensively through Europe.

1984 - 1988 - **Project Training/OD Manager, United Parcel Service, NJ**

1982 - 1984 - **Training Supervisor, Agfa-Gaveart, Inc**

Education:

- Completed **Advanced Program in Organization Development for Senior HR** Columbia/Michigan University - 1997
- **Doctor of Education (Ed. D.)** Rutgers, the State University - 1991
Major: Adult Learning & Development
Dissertation: Examined the role of social climate during management/supervisory development interventions
- **M.A.** Montclair State University; Major: Organization Development
- **B.A.** Open University, UK: Major: Social Science
- **Cert. Ed (Oxon)**. Milton Keynes College, University of Oxford, UK
Major: Education

Award:

- Distinguished Alumni Professional Achievement award from Montclair State University for contributions to the field of training - May 1994

Professional Certifications:

- Drexler-Sibbert Team Development
- Green Belt training completed (internal Johnson & Johnson)
- Dana Robinson Performance Consulting
- Hay group, Leadership Styles and Organizational Culture
- Myers-Briggs Type Indicator (CPP Certified)
- Experienced Facilitator of Firo B, Hogan and DISC
- Cultural Orientations Model & Indicator Certified (TMC)

- Herrmann Brain Dominance Certified
- Workforce Planning Certified (Infohrm Associates)
- PROSCI Change Management Certified
- Emotional Intelligence – course design and application

Professional Associations: ASTD Local and National Organization Development Network