

## **Edward M. Marshall, Ph.D.**

### **Industry Experience**

Edward's career spans more than 25 years as an expert in cultural transformation, trust and collaboration, leadership strategy, and as an executive coach. Edward has helped clients design and implement more than 100 change projects, working with Fortune 500 companies, medium sized businesses, government agencies, non-profits, and international development organizations. His projects have ranged from a \$2.5 billion strategic alliance at Marriott, and the cultural transformation of a DuPont IT organization, to contributing to the IT transformation of a US military service as well as facilitating mergers, reorganizations and process redesign efforts. In all of his work, Edward has focused on strategies to solve critical organizational challenges by building trust-based relationships, developing collaborative leadership, and employee engagement strategies that increase the success rate of change initiatives. Edward developed *The Collaborative Method* which has won the "Excellence in Organization Development" Award from the American Society for Training and Development, and holds 3 trademarks for his work in collaboration.

### **Current Role**

Since 1982, Edward has been President of The Marshall Group, Inc., a change management consulting firm based in Chapel Hill, North Carolina. In 2009-2013, he was invited to join the Center for Creative Leadership, a global leadership organization, as Senior Partner in Organizational Leadership. While at CCL he worked with clients in both North and South America, as well as in South Africa. Edward is also a Visiting Faculty and Fellow at the Center for Leadership in Global Sustainability at Virginia Tech University, where he works on sustainable development and climate change initiatives, and a Senior Consultant with The Leadership Trust.

### **Educational Background**

Edward received his Doctorate from the University of North Carolina at Chapel Hill, his Master's from Syracuse University, and his BA from Claremont McKenna College. He was a Faculty Fellow of the National Association of Schools of Public Administration and Affairs, as well as a Ford Foundation Fellow in India. He is a certified Executive Coach and holds a number of other certificates related to his work in trust, collaboration, change management, and organization development.

### **Publications, Professional Affiliations, and Awards**

Edward is author of two best-selling business books, *Transforming the Way We Work: The Power of the Collaborative Workplace*, and *Building Trust at the Speed of Change*. He has written many articles, and is a nationally syndicated *In the Workplace* columnist for American Cities Business Journals. Edward is a founding member of the Trust Alliance of Trust Across America, and was selected as a *Top 100 Trust Leader* in 2011 and 2012. Edward has been a member of the American Society of Training and Development, the Society for Human Resource Administration, and the Organizational Development Network.