

Bernardo M. Ferdman, Ph.D.

<http://ferdmanconsulting.com> & <http://bernardoferdman.org>

Specializing in diversity and inclusion, multicultural and Latino/a leadership,
& *Bringing Your Whole Self to Work™*



Bernardo is an accomplished Leadership and Organization Development Consultant and Coach with over 28 years 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.
- AmericaSpeaks, Inc.
- Center for Creative Leadership
- City of San Diego
- Defense Security Service, U.S. Department of Defense
- Eli Lilly and Company
- Federal Aviation Administration
- Hilton Hotels Corporation
- Intel Corporation
- Inter-American Development Bank
- Lumina Foundation & Santa Ana Partnership
- National Association for Multiethnicity in Communications
- Pillsbury Green Giant
- Sempra Energy
- Solar Turbines
- U.S. Air Force JAG Corps
- Verizon Communications
- Wells Fargo & Company
- World Bank

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)
- Full Professor, California School of Professional Psychology,
Alliant International University
- Member, Diversity Collegium
- Faculty, UCLA Anderson School of Management Executive
Education (Latino Leadership Institute & other programs)
- Faculty, Ascent-Leading Multicultural Women to the Top
- Network Associate, AmericaSpeaks, Inc.
- Multicultural Coaching Network, Equest, Inc.
- Site Coach, Latino Student Success Initiative, MDC Inc.
- Past Division Chair, Gender and Diversity in Organizations
Division; Chair, Diversity & Inclusion Theme Committee,
Academy of Management;
- Past President, Interamerican Society of Psychology
- Fellow, American Psychological Association
- Charter Fellow, International Academy for Intercultural
Research
- Society for Industrial and Organizational Psychology
(Professional Practice Book Series, former Editorial Board
Member)
- National Latino/a Psychological Association
- 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 the talents and contributions of every member of the organization, and to build multicultural and cross-cultural competencies on the part of individuals, teams, and the whole organization. Bernardo has extensive international experience, and is a native Spanish speaker.

As a university professor since 1986, Bernardo has broad knowledge of theory, research, and practice in diversity and inclusion, organization development, cross-cultural management and leadership, and Latinos and Latinas in the workplace. He has written and published extensively on these topics, and regularly makes presentations and conducts workshops for a range of audiences. Bernardo also served in various administrative roles during his university career, including a term as Program Director. In 2011, he received the Trailblazer Award from the Ph.D. Project's Management Doctoral Students Association; in 2006, Alliant International University's Marshall Goldsmith School of Management recognized him with its Outstanding International Scholar-Practitioner Award, and he is a recipient of the 1991 Gordon Allport Intergroup Relations Prize.

As a practitioner, Bernardo works with organizations, groups, and individuals to improve performance and leadership and to increase inclusion, focusing on assessment, coaching, dialogue, facilitation, and training in the context of diversity. 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 held as a multisite town hall meeting in eight cities. 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 is a member of the Diversity Collegium (a think tank of diversity practitioners) and a network associate with AmericaSpeaks, whose "mission is to reinvigorate American Democracy by engaging citizens in the public decision-making that most impacts their lives." As a consulting affiliate with the Kaleel Jamison Consulting Group from 1989 to 2002, Bernardo helped multiple clients to enhance both high performance and inclusion. As a senior consultant with Orbital Solutions, Inc. from 2001 to 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, 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 is a Board Certified Coach. His signature workshops focus on *Finding Your Own Voice in Managing Conflict and Pushback* and on *Bringing Your Whole Self to Work*.

Inclusion means everyone's voice matters.