



**Ronald M. Festa, Ph.D.**  
Hogan Coaching Network

**Background**

Ron has more than 20 years of experience developing and implementing practical, business-driven solutions to complex organizational issues. He is an acknowledged expert in the areas of leadership, executive coaching and development, assessment, selection, competency modeling, team building, change management, organization development, and career planning.

Ron has been an organizational consultant since 1999 and has worked with individuals across all levels of management. As an executive coach, Ron has helped executives achieve breakthrough performance, providing high-quality consulting to a wide range of Fortune 500 clients. In addition, Ron has been a featured speaker at various conferences and workshops.

---

**Leadership Development**

**Executive Coaching and Development**

**Assessment for Selection and Development**

**Competency Modeling**

**Team Building**

**Change Management**

**Organization Development**

**Career Planning**

**Professional Experience**

*President, New Heights Consulting*  
*Adjunct Staff Member, The Center for Creative Leadership*  
*Vice President, Manchester Consulting*  
*Director, Recruiting, Selection and Training, The Prudential Manager, Career Development and Organization Development, The Port Authority of NY & NJ*

**Professional Associations**

American Psychological Association (APA)  
Society of Industrial / Organizational Psychologists (SIOP)  
Metropolitan New York Association of Applied Psychology (METRO)

**Education**

Ph.D., Industrial/Organizational Psychology, City University of New York  
M.A., Industrial Psychology, Fairleigh Dickinson University  
B.A., Psychology, Seton Hall University

**Client Experience**

AT&T, Binney & Smith, Bristol-Myers Squibb, Colgate-Palmolive, Wachovia, Johnson & Johnson and various J&J companies, Kraft/Nabisco, Lucent Technologies, Morgan Stanley, Starwood Hotels and Resorts, PriceWaterhouseCoopers, Schering-Plough, SONY, and The Prudential