



**Ray P. Harrison, Ph.D.**  
Hogan Coaching Network

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**Background**

Ray is an accomplished professional with experience as a general manager, senior executive coach, organization consultant, author, and licensed psychologist. He specializes in helping executives and their teams grow in effectiveness in ways that are both measurable and meaningful. He has designed and implemented initiatives to assist in all stages of an executive's career: assessment, selection, assimilation, leadership development, succession planning, and career transition. A recognized expert in the field of coaching and executive development, he has authored numerous articles and lectured extensively on his core specialties. Ray has focused much of his recent work on the cognitive and behavioral changes executives must make as they transition from individual contributor to manager to executive to leader of an organization. He provides services to executives and their teams throughout the world.

- Executive Coaching**
- Assessment for Selection and Development**
- Leadership Development**
  - 360 Surveys**
- Career Transition**
- Team Effectiveness**
- Linking Vision, Mission, and Strategy**
- Building Networks of Influence**

**Professional Experience**

*Founder and Managing Director, Executive TransforMetrics, LLC*  
*General Manager and National Practice Leader for Executive Development, Manchester Consulting*  
*Senior Vice President and General Manager, Drake, Beam, and Morin*  
*Faculty Member, University of Pennsylvania Medical School*  
*Adjunct Faculty Member, The Wharton School of Business*

**Education**

Ph.D. Counseling Psychology, Pennsylvania State University  
American Psychological Association  
Pennsylvania Psychological Association, Past President of Organizational Psychology Division  
Coaching Faculty, Center for Creative Leadership

**Client Experience**

Acorda Therapeutics, ADP, Adams Confectionery, Alparma, American Express, AstraZeneca, Bausch & Lomb, Becton Dickinson, Boehringer Ingelheim, Bristol-Myers Squibb, Cadbury, Covance Inc., DePuy Orthopaedics, ExxonMobil, Icos Corporation, the Johnson & Johnson Companies, L'Oreal, Lowes, Merrill Lynch, Merck, Neurogen, Nestle, Novartis, Orasure Technologies, Ranbaxy, Sandoz, Schering-Plough, Shionogi, Sotheby's, the Robert Wood Johnson Hospitals and Vertex Pharmaceuticals