

Ray P. Harrison

Coaching Profile



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

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.

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, Alpharma, 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, Lowe's, Merrill Lynch, Merck, Neurogen, Nestle, Novartis, Orasure Technologies, Ranbaxy, Sandoz, Schering-Plough, Shionogi, Sotheby's, the Robert Wood Johnson Hospitals, and Vertex Pharmaceuticals.

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