

# About MOR

Founded in 1983, MOR (Maximizing Organizational Resources) provides leadership development, data analytics, talent management, strategic consulting, and executive coaching.

We believe that leadership can and should come from anywhere in the organization, that leadership is an experience to be shared, and that leaderful organizations inspire the best efforts from their people—while being the best places to work.

## MOR COACHING

MOR's seasoned, professional coaches have helped thousands of individuals achieve higher levels of performance. Coaching is an important facet of what we do and takes many forms:

- Ongoing coaching relationships beyond our leadership development programs
- Stand-alone leadership coaching
- One-on-one debriefs as part of our 360 feedback survey service
- Train-the-trainer programs to develop organizational coaching capacity

## MOR LEADERSHIP

MOR Associates offers a proven approach to building leaders that combines feedback, individual development goals, one-on-one coaching, workshop instruction, and applied learning. Thousands of leaders from public, private, and non-profit organizations have realized significant, lasting benefits from our programs, and their organizations have benefited from the improved ability of these leaders to deliver results.

## MOR TALENT

Like everything else in this world, recruiting, retaining, and developing the best talent increasingly demands a systematic approach and specialized activities. MOR's talent management services support the work of senior business leaders, talent management officers and HR professionals.

## MOR SURVEYS

Leaders need to develop strategies and make decisions based on evidence, supported by analysis. MOR Surveys offers tailored services designed to gather, analyze, and report useful information. MOR offers customer satisfaction surveys, employee engagement surveys, and 360 multi-rater feedback surveys. Our survey services are virtually turnkey and we provide expert assistance in survey design, methodology, administration, analysis, reporting, and communication.

## MOR CONSULTING

Whether working through difficult challenges, engaging groups to think and interact in new ways, or facilitating strategic thinking, MOR Associates consultants are astute partners for leaders seeking to position their organizations for future success.

**Leslie Alger**  
Leadership Coach

**Greg Anderson**  
Leadership Coach

**Gary Augustson**  
Leadership Coach  
Former CIO,  
Penn State University

**James Bruce**  
Senior Fellow and Coach  
Former CIO, MIT

**Maria Corso**  
Finance Manager

**Jim Dezieck**  
Leadership Coach

**Garland Elmore**  
Leadership Coach  
Former Deputy CIO and  
Dean, Indiana University

**Rick Fredericks**  
Senior Consultant

**Lori Green**  
Senior Consultant

**Bill Hogue**  
Leadership Coach  
Former CIO,  
University of South Carolina

**Maritza Hall**  
Leadership Coach

**Shawn Harris**  
Leadership Coach

**Alyce Johnson**  
Leadership Coach

**Alicia Jurus**  
Leadership Programs  
Coordinator

**Chris Mayer**  
Leadership Coach

**Brian McDonald**  
President

**Dan McDonald**  
Production Manager

**Sean McDonald**  
Vice President

**Curtis L. Odom**  
Leadership Coach

**Harold Pakulat**  
Leadership Coach

**Chris Paquette**  
Leadership Coach  
Senior Consultant

**Laura Patterson**  
Leadership Coach  
Former CIO,  
University of Michigan

**Kathy Pletcher**  
Leadership Coach  
Former CIO, University of  
Wisconsin-Green Bay

**Rob Smyser**  
Senior Survey Consultant

**Mike Sullivan**  
Leadership Coach

**Susan Washburn**  
Leadership Coach

**Jack Wolfe**  
Senior Consultant

