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## Robert M. Marino

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For over 25 years, Robert has made a meaningful difference in the performance of leaders, teams, and organizations. His clients include global financial services, health care systems, professional service firms, independent schools and not-for profit family foundations

Robert helps his clients to develop practical skills and apply useful tools that positively impact bottom line results and top line performance. He has helped leaders tackle challenges such as:

- Aligning a diverse senior management team around a shared sense of purpose.
- Driving customer-driven change across the company—change that lasts.
- Engaging staff to improve business processes while streamlining bureaucracy.
- Mobilizing cross-functional teams to rapidly accelerate goal achievement.
- Developing other leaders and leadership capacity throughout the organization.
- Reaching her/his “next level of play” with increased energy and satisfaction.

*Urgency in action, moving rapidly from idea to execution*, is one of his driving principles. When you partner with Robert, his “let’s make it happen” energy is contagious.

Robert is a seasoned organizational effectiveness consultant, executive coach, and meeting facilitator committed to helping leaders to develop and achieve of strategic business goals. His clients quickly benefit from the unique blend of maturity, insights and proven approaches that he delivers to them. Even after a project is done, he often serves as a valued confidant. When clients need a “reality check,” they call Robert.

In his consulting and executive coaching practice, Robert has worked with leaders and teams from: JPMorgan Chase, Board of Governors of Federal Reserve System, Merrill Lynch, The Bank of New York, BlackRock, U.S. Trust Co., FleetBoston Financial, Beard Miller Company,

WithumSmith+Brown, Kyowa Pharmaceutical, North Shore LIJ Health System, Rockville Center Diocese, Tremaine Foundation, The Pennington School, Lab School of Washington.

Working with CPA consulting firms is a practice specialty for Robert. Included among his successful engagements are: strategic planning, team building, talent development, succession management, leading strategically driven change, post-acquisition, cultural integration, and conflict resolution. He also lectures for continuing professional education credits.

In his corporate career, Robert held Senior Organizational and Leadership Development Consultant roles at JPMorgan and at FleetBoston Financial. He was Senior Vice President, Director, Learning and Organizational Development for Summit Bancorp. Robert also held line and staff positions with AT&T. He graduated Phi Beta Kappa from Fordham University (BA) and was a National Defense Fellow at the University of Massachusetts (MA). He completed the Tuck Executive Program, Amos Tuck Business School, Dartmouth College.

Robert makes it a point to take time out from his client-focused work to share his insights in presentations and articles such as: *“Leaders Developing Leaders,”* (Princeton Regional Chamber of Commerce); *“Leading From Where You Stand,”* keynote address, New Jersey CPA Society); *Company Culture and Conflict.*