



Marc works with the world's leading corporations to help them build the quality and depth of their leaders.

Consulting extensively in Asia, Europe and the United States, his recent client work includes coaching senior executives, developing corporate leadership strategies, CEO and senior team succession management, and improving the effectiveness of senior teams.

Marc also guides Hewitt's research efforts on leadership -- creating and now managing Hewitt's Top Companies for Leaders global research. The findings are featured as a cover story each year in Chief Executive magazine. Marc co-authored *Leading The Way* (2004, Wiley), co-edited *Human Resources in the 21st Century* (2003, Wiley) and has written articles in *The Change Champions Field Guide* and *Leading Organizational Learning* (2004).

Marc's prior experience includes serving as Senior Vice President, Leadership Development for Bank of America, Director of Organization Effectiveness and Learning for Oxford Health Plans, and as a compensation consultant for a global consulting firm in New York. He previously served as a political consultant and a congressional staff assistant.

Some of his consulting clients have included Citigroup, ChevronTexaco, Fujitsu, Northrop Grumman, Philips Electronics and Royal Dutch Shell. Marc is a frequent speaker to business groups and conferences throughout the world. He is widely quoted on leadership issues including in recent articles in the New York Times, Asian Wall Street Journal, Business Week, The Economist, HR Executive and others.

He earned a B.A. degree in Political Science from the University of Washington and a M.B.A. with Honors Letters from the Yale School of Management. He is based in Hewitt's Northeast regional headquarters in Norw...

**Marc Effron**

### Speech Topics

- ▮ Teambuilding
- ▮ Peak Performance
- ▮ Motivation
- ▮ Management
- ▮ Leadership