



Sandra L. Shullman, Ph.D.

Lominger Associate

Independent Contractor

Sandra L. Shullman is an independent Associate for Korn/Ferry Leadership and Talent Consulting powered by Lominger.

Sandy draws on over thirty years of extensive executive development, coaching, diversity and organizational consultation experience spanning the United States, Asia, Latin America, and Europe.

She is a Partner in the Executive Development Group, LLC. EDG provides leadership education, organizational development and executive coaching to clients worldwide. The approach is research-based and supported by decades of clinical and academic expertise. Sandy and the Executive Development Group are experienced with a wide variety of organizations presenting unique requirements in change management, talent management, competitiveness, process improvement and workplace enhancement.

Sandy is well published and is affiliated with several major universities. She is the co-author of *Performance Appraisal on the Line*, a groundbreaking book addressing multi-rater performance feedback. She also co-authored one of the first national studies of sexual harassment in academic settings and the workplace. Currently she researches and writes with a colleague, Randall P. White, on how effective leaders work under increasing conditions of ambiguity and uncertainty.

Sandy and other members of her firm have built successful long term partnerships with a number of major international corporations and professional services firms to implement innovative executive education and leadership development programs, executive coaching and feedback programs, and other talent management initiatives.

Sandy works internationally with individual senior executives and teams on leadership effectiveness as an executive coach. She also teaches leadership in EMBA programs around the world. Sandy has been part of an initiative to advance the leadership pipeline for women scientists in the US and has also worked on other workplace diversity initiatives. She is a regular faculty member for a number of leadership institutes.

Sandy earned her masters degree at Harvard University and her Ph.D. in psychology at The Ohio State University. She currently serves on the Board of the American Psychological Foundation and is a former member of the Board of Directors of the American Psychological Association and chaired the APA Work Group on Executive Coaching. Sandy has been honored by the American Psychological Association for distinguished contributions to the independent practice of psychology.

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