



## ABOUT MCK

For over two decades, Mary has worked with leaders in global companies and diverse industries helping them develop courage, drive change and build culture. She has a deep passion for helping leaders and organizations realize their greatest potential in work and life.

Mary has cultivated an extensive portfolio of experience and best practices through senior leadership roles in organizations that include Marriott International, Honeywell International, Mattel Inc., New Century Financial, Pacific Sunwear of California, Bank of America and MGM Resorts International. Additionally, she has led the growth of a global e-commerce company as the head of human resources during the internet startup boom. She is recognized as a “truth teller” that leaders trust and rely on for practical solutions that deliver business results. Mary holds a PhD and MA in Organizational Psychology from Alliant University and a BA in Psychology from the University of California, Irvine. She is an advisor, author and speaker on The Future of Leadership and Women in Leadership.



> [MCKleadership.com](http://MCKleadership.com)



## OVERVIEW OF SERVICES

**TALENT MANAGEMENT:** Define comprehensive talent strategies to drive performance

- Talent Management strategy and roadmap
- Organization design and competency design
- Performance Management process and tools
- Talent review process and succession planning
- Career pathing and talent pipeline strategy

**LEADERSHIP DEVELOPMENT:** Identify, assess and develop leaders with courage

- Leadership assessment
- Leadership onboarding process
- Team assessment and development
- Executive coaching and development
- Leadership development strategy and program development
- Diverse leadership pipeline strategy and roadmap

**CHANGE MANAGEMENT:** Drive change and transformation to build culture

- Culture assessment and roadmap
- Employee journey mapping
- Employee engagement assessment and strategy
- Integration and Transformation strategy
- Change management process and tools

**WOMEN IN LEADERSHIP:** Engage in honest dialogue to shape the future of leadership

- Leadership Development Programs
- Speaking Engagements on The Future of Leadership and Women in Leadership

*“Mary is a unique HR executive who brings the capacity to understand business operations and processes that integrates the needs of the company and the growth of their employees. I worked with Mary at Countrywide, during the transition to Bank of America in early 2000. It is unusual to have an HR executive who can be comfortable with high level corporate leaders and be comfortable on a podium with employees as well. I would highly recommend Mary as a tremendous resource to consult on large structural issues as well as small business efficiencies to improve any organization’s competitive position and find solutions to challenging organizational change management issues.”*

— **DAN HANSON**, Chief Retail  
Production Officer at LoanDepot